

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan COTERRA ENERGY INC. RETIREMENT SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1991
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) COTERRA ENERGY INC. 840 GESSNER RD., STE 1400 HOUSTON, TX 77024
2b	Employer Identification Number (EIN) 04-3072771
2c	Plan Sponsor's telephone number 281-589-4600
2d	Business code (see instructions) 211120

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/24/2025	TONYIA TERRY-DOCKERY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	1817
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	1272
a(2) Total number of active participants at the end of the plan year	6a(2)	906
b Retired or separated participants receiving benefits	6b	19
c Other retired or separated participants entitled to future benefits	6c	472
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	1397
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	2
f Total. Add lines 6d and 6e	6f	1399
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	1406
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	1388
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	61
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2G 2F 2J 2K 2T 3D 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan COTERRA ENERGY INC. RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COTERRA ENERGY INC.	D Employer Identification Number (EIN) 04-3072771	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	73300	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	-31785	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan COTERRA ENERGY INC. RETIREMENT SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COTERRA ENERGY INC.		D Employer Identification Number (EIN) 04-3072771
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: SS REAL ASSET C		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO		
c EIN-PN 90-0337987-280	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: TRP STRUC RSRCH TR D		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 80-0470272-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2005 Q		
b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
c EIN-PN 20-4659714-086	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2055 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-113	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14905978
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU CORE PL BD CL 5		
b Name of sponsor of entity listed in (a): PRUDENTIAL TRUST COMPANY		
c EIN-PN 23-6994310-165	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3825891
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2035 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-092	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25398516
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2045 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-094	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36042414
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule D (Form 5500) 2024 v. 240311		

a Name of MTIA, CCT, PSA, or 103-12 IE: BP LG CAP VAL EQ CIT		
b Name of sponsor of entity listed in (a): BOSTON PARTNERS TRUST COMPANY		
c EIN-PN 61-1603964-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16556855
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2020 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-089	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11474869
a Name of MTIA, CCT, PSA, or 103-12 IE: WB LARGE CAP GR		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 27-6331814-015	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36189919
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLEND INC Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-085	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2356846
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2065 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-168	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2564119
a Name of MTIA, CCT, PSA, or 103-12 IE: WB SM MD CP CR MD		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 27-6331814-007	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6049579
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2010 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-087	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 194869
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2040 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-093	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22815098
a Name of MTIA, CCT, PSA, or 103-12 IE: SS REAL ASSET K		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO		
c EIN-PN 32-6528132-059	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 638553
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2030 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-091	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19465322

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2050 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-095	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34584790
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP US STRUC RSRCH F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 52-1309931-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14428486
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a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2025 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-090	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17521398
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a Name of MTIA, CCT, PSA, or 103-12 IE: INTL EQ ACWI EXUS M

b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY

c EIN-PN 61-6553401-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10268917
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a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2060 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-147	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9391932
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a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2015 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-088	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1250224
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan COTERRA ENERGY INC. RETIREMENT SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 COTERRA ENERGY INC.		D Employer Identification Number (EIN) 04-3072771

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	793055
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	27448784	28696202
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	2626747	3712939
(9) Value of interest in common/collective trusts	1c(9)	252161555	285924575
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	103117115	123672443
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	385354201	442799214
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	385354201	442799214

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	24165708	
(B) Participants	2a(1)(B)	11558490	
(C) Others (including rollovers)	2a(1)(C)	2934324	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		38658522
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1493980	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	227572	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1721552
(2) Dividends:			
(A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2033540	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2033540
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		34751305
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		16127736
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		93292655

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	36577259	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		36577259
f Corrective distributions (see instructions)	2f		7998
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	1200	
(3) Recordkeeping fees	2i(3)	-32985	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	73300	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		41515
j Total expenses. Add all expense amounts in column (b) and enter total	2j		36626772

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		56665883
l Transfers of assets:			
(1) To this plan	2l(1)		795954
(2) From this plan	2l(2)		16824

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **BDO USA, P.C.**

(2) EIN: **13-5381590**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	☒	☐	5690
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☐	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
GASSEARCH DRILLING SERVICES CORPORATION 401(K) PLAN	20-8066203	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan COTERRA ENERGY INC. RETIREMENT SAVINGS PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COTERRA ENERGY INC.				D Employer Identification Number (EIN) 04-3072771	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:	
☐ Yes.	
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.	
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.	
☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☐ Design-based safe harbor method	
☐ "Prior year" ADP test	
☒ "Current year" ADP test	
☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

Coterra Energy Inc. Retirement Savings Plan

**Financial Statements
and Supplemental Schedules**
As of December 31, 2024 and 2023
and for the Year Ended December 31, 2024

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Coterra Energy Inc. Retirement Savings Plan

Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023 and for the Year Ended December 31, 2024

Coterra Energy Inc. Retirement Savings Plan

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Supplemental Schedule

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions for the Year Ended December 31, 2024	18
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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024	19
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Note: Other schedules required by Section 2520.103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



Independent Auditor's Report

The Plan Administrator
Coterra Energy Inc. Retirement Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Coterra Energy Inc. Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP)
- The certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves,



and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The certified investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C.

September 16, 2025

Coterra Energy Inc. Retirement Savings Plan

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value:		
Money market fund	\$ 28,696,202	\$ 27,448,784
Mutual funds	123,672,443	103,117,115
Collective investment trusts	285,924,575	252,161,555
Total Investments, at fair value	438,293,220	382,727,454
Employer contribution receivable	793,055	-
Notes receivable from participants	3,712,939	2,626,747
Net Assets Available for Benefits	\$ 442,799,214	\$ 385,354,201

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits

<i>Year ended December 31,</i>	<i>2024</i>
Additions	
Investment income:	
Interest and dividends	\$ 3,529,002
Net appreciation in fair value of investments	50,877,559
Total Investment Income	54,406,561
Interest income on notes receivable from participants	227,572
Contributions:	
Employer, net of forfeitures	24,165,708
Participants	11,558,490
Rollovers	2,934,324
Total Contributions	38,658,522
Total Additions	93,292,655
Deductions from Net Assets	
Benefits paid to participants	36,585,257
Administrative expenses, net of revenue credits	41,515
Total Deductions	36,626,772
Net Increase Before Transfers	56,665,883
Transfer from Affiliated Retirement Plan	795,954
Transfer to Affiliated Retirement Plan	(16,824)
Net Increase After Transfers	57,445,013
Net Assets Available for Benefits, beginning of year	385,354,201
Net Assets Available for Benefits, end of year	\$ 442,799,214

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

1. Description of Plan

The following brief description of the Coterra Energy Inc. Retirement Savings Plan (formerly, Cabot Energy Inc. Savings Investment Plan) (the Plan) is provided for general information purposes only. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan, established on January 1, 1991, and restated on January 1, 2023, is a defined-contribution plan covering all employees of Coterra Energy Inc. (the Company or the Employer), as outlined in the Plan Document. It adheres to the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) and its amendments.

Trustee and Administration of the Plan

The trustee and recordkeeper of the Plan is Fidelity Management Trust Company (Fidelity or Trustee). The Trustee holds all assets of the Plan in accordance with the provisions of the trust agreement and service provider contract with the Company. The administrator is the Benefits Administrative Committee of the Company (the Committee). The Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Eligibility

The Plan's eligibility requirement allows employees of the Company and its affiliates and subsidiaries that have adopted the Plan to enter the Plan upon attaining the age of 18.

Contributions

Eligible participants can contribute to the Plan on a pre-tax, after-tax, and/or Roth basis up to 100% of their qualifying annual compensation, subject to certain Internal Revenue Code (IRC) limitations. Effective January 1, 2023, after-tax contributions are no longer allowed under the Plan.

The Company makes a matching employer contribution, on a pay-period basis, of 100% of the first 6% of eligible compensation deferred to pre-tax and/or Roth contributions.

The Plan also provides for a discretionary non-elective employer contribution at amounts to be determined by the Company. All employees are eligible for the discretionary non-elective employer contribution. For the year ended December 31, 2024, the Company made a discretionary non-elective employer contribution in the amount equal to 10% of an eligible participant's eligible compensation on a per-payroll basis.

Participants may contribute amounts representing rollover distributions from other qualified plans.

Vesting

Participants are fully vested in their contributions. Vesting under the Plan is based upon the hours-of-service method where a year of vesting service is earned when a participant completes 1,000 or more hours of service with the Company in a year. A period of service starts with the employee's

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

date of employment and, generally, ends on the date of termination. The Company's matching employer contributions and discretionary non-elective employer contributions vest according to the below schedule.

Years of Service	Vested (%)
0	-
1	25
2	50
3	75
4	100

If a participant leaves the Company and is rehired within five years, the prior service with the Company will be restored under the Plan Document. Upon normal retirement age, as defined, disability, or death, participants are entitled to receive 100% of their account balance. Predecessor employer services with certain employers shall be included in computing years of service for purpose of eligibility and vesting of the Plan.

Forfeitures

Forfeitures of the Employer's contributions may occur if a participant terminates employment prior to becoming fully vested in the Employer's contributions. Forfeitures will be applied to reduce employer contributions. Forfeited unvested accounts totaled \$74,895 and \$78,363 as of December 31, 2024 and 2023, respectively. During the year ended December 31, 2024, \$813,833 of forfeitures were used to reduce discretionary matching employer contributions.

Payment of Benefits

Benefits are generally paid upon normal retirement, disability, death, or termination of employment. A participant eligible for a distribution from the Plan may elect to receive an immediate lump-sum payment as defined in the Plan Document.

In-service distributions are allowed for participants who have reached age 59½ and are 100% vested. There are certain other in-service distributions available, if certain criteria are met. Financial hardship withdrawals are permitted, as defined in the Plan Document.

For terminated participants with a vested account balance greater than \$1,000, but less than \$5,000, who do not elect either a distribution or rollover to an account of the participant's choice, the vested balance will be rolled over to an individual retirement account, for the benefit of the participant. For participants with a vested account balance less than \$1,000, the vested balance will be distributed to the participant in a lump-sum amount equal to the vested value of their account.

Notes Receivable from Participants

Participants may borrow from \$1,000 up to the lesser of \$50,000 or 50% of the vested portion of their account balance subject to certain limits imposed by the IRC. Only one loan can be outstanding at any given time. A loan must be repaid by payroll deductions over a period not to exceed five years. Early payoff of loans is permitted. The loans are secured by the balance in the participant's accounts and bear a reasonable rate of interest as determined by the Plan administrator based on

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

prevailing rates. The setup fee and the ongoing administrative fee for the loan are charged directly to the participant's account on a quarterly basis. Loans are limited to participants who are active employees.

Participant Accounts

Participants are allowed to direct their accounts for investment in various mutual funds, collective investment trusts, and a money market mutual fund.

Each participant's account is credited with the participant's contributions, the Company's contributions, and allocations of plan earnings, and charged with plan losses and expenses. The investment earnings or losses are allocated daily to each participant's account in the proportion that the balance of each participant's account bears to the total balance of all participants in each investment option. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Contributions

Participant contributions and related matching employer contributions are recognized in the year during which the Company makes payroll deductions from the participant's compensation. Discretionary non-elective employer contributions are recognized in the year to which the participant's compensation relates.

Investment Valuation and Income Recognition

Investments of the Plan are stated at fair value, as more fully described in Note 4. Fair value is the price that would be received to sell an asset or paid to transfer a liability between market participants at the measurement date.

Purchases and sales of securities are recorded on trade-date basis. Interest income is recorded as earned on the accrual basis. Dividends and capital gains are recorded on the ex-dividend date. Net depreciation in fair value of investments represents the Plan's realized and unrealized gains and losses on investments as well as the reinvested capital gains received.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Benefits Paid to Participants

Benefits paid to participants are recorded when paid.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Accrued but unpaid interest was de minimis at December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses

Certain investment-related expenses are included in net appreciation in fair value of investments. Substantially all administrative expenses, except for expenses associated with loans to participants and participant-directed investment transactions, were paid by the Company. Those expenses paid by the Company are excluded from these financial statements.

The Plan has entered into a revenue credit program with the Trustee whereby, on an annual basis, the Plan is eligible to receive an annual credit, paid quarterly in arrears to an ERISA account. Qualified Plan expenses may be paid from the ERISA account. During the year ended December 31, 2024, the Plan received \$60,021 from the Trustee which is recorded net with administrative expenses. During the year, none was used to pay administrative expenses. At December 31, 2024 and 2023, there was \$101,536 and \$421,720, respectively, remaining in the ERISA account, which is included in the Plan's net assets available for benefits.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Should the Plan be terminated, the assets of the Plan would be distributed to the participants based on their individual account balances as determined under the provisions of the Plan. Participants would be fully vested upon termination of the Plan.

3. Certified Investment Information

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity, a qualified institution, has certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as reported on the statement of net assets available for benefits as of December 31, 2024 and 2023.
- Net appreciation in fair value of investment, interest and dividend income, and interest income on notes receivable from participants as shown on the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment amounts as of December 31, 2024 and 2023 included in the notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

- All investment information included in the supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024.

At the request of the plan administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedule is in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

4. Fair Value Measurements and Disclosures

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, establishes the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). Level 1 inputs are quoted market prices in active markets for identical investments that the Plan has the ability to access at the measurement date. Level 2 inputs are inputs other than quoted market prices included within Level 1 that are observable for the Plan's investments, either directly or indirectly. Level 3 inputs are unobservable inputs for the Plan's investments.

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual Funds and Money Market Mutual Fund - These funds are valued at the daily closing price as reported by the fund or security. Mutual funds and the money market mutual fund held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds and money market mutual fund held by the Plan are deemed to be actively traded.

Collective Investment Trusts (CITs) - The fair values of the Plan's interest in the funds are based on the NAV reported by Fidelity Institutional Asset Management Company at the close of each business day. The NAV of each CIT is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. All CITs held are direct filing entities.

The preceding valuation methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement as of the date of the financial statements. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

A summary of Plan's investments measured at fair value on a recurring basis is as follows:

December 31, 2024

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 28,696,202	\$ -	\$ -	\$ 28,696,202
Mutual funds	123,672,443	-	-	123,672,443
Total Investments, in fair value hierarchy	\$ 152,368,645	\$ -	\$ -	152,368,645
CITs*				285,924,575
Total Investments, at fair value				\$ 438,293,220

December 31, 2023

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 27,448,784	\$ -	\$ -	\$ 27,448,784
Mutual funds	103,117,115	-	-	103,117,115
Total Investments, in fair value hierarchy	\$ 130,565,899	\$ -	\$ -	130,565,899
CITs*				252,161,555
Total Investments, at fair value				\$ 382,727,454

* In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items present in the statements of net assets available for benefits.

Investments Measured Using the NAV per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023, respectively. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

December 31,

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
CITs	\$ 285,924,575	\$ 252,161,555	None	Daily	Up to 6 business days

5. Income Tax Status

The Plan is designed to constitute a qualified plan under the provisions of Section 401(a) of the IRC and is, therefore, exempt from federal income tax under the provisions of Section 501(a). The Plan obtained its latest determination letter from the Internal Revenue Service (IRS) dated May 24, 2012 indicating the Plan was designed in accordance with applicable sections of the IRC.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Effective January 1, 2023, the Plan adopted a pre-approved plan document offered by Fidelity Management & Research Company for which an opinion letter was obtained from the IRS dated June 30, 2020 indicating the pre-approved plan document and trust are designed in accordance with applicable sections of the IRC.

The plan administrator believes that the Plan, as amended, is designed and currently being operated in compliance with the applicable provisions of the IRC and the Plan and related trust continue to be tax-exempt; therefore, no provision for income taxes has been included in the accompanying financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Party-in-Interest Transactions

The Plan invests in various investments managed by Fidelity. Certain fees may also be paid out of the Plan to certain service providers of the Plan. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts.

The above transactions with related parties qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

7. Risks and Uncertainties

The Plan provides for various investments in mutual funds, common collective trusts, and a money market mutual fund. Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility risk. Additionally, the value, liquidity, and related income of the investments are sensitive to changes in economic conditions and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates. Due to the level of risk associated with certain investments and the level of uncertainty related to the changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Delinquent Participant Contributions

During 2021, certain employee contributions were not remitted timely to the Plan in the amount of \$5,690. The Company remitted these amounts to the Plan and is in the process of calculating and remitting lost earnings for those untimely contributions. See accompanying Schedule of Delinquent Participant Contributions for the year ended December 31, 2024.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

9. Subsequent Events

Plan management has evaluated subsequent events through September 16, 2025, which is the date the financial statements were available to be issued. There were no events or transactions discovered during the evaluation that require recognition or disclosure in the financial statements other than those events noted below:

Effective May 5, 2025, the GasSearch Drilling Services 401(k) Plan was merged into the Plan through a direct trust-to-trust transfer. As part of this merger, approximately \$10 million including notes receivable from participant were merged into the Plan.

Supplemental Schedules

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions

EIN: 04-3072771

Plan No.: 001

Year ended December 31, 2024

	Participant Contributions Transferred Late to Plan	Total That Constitutes Nonexempt Prohibited Transactions			Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP* and PTE** 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP*			
Check here if late participant loan repayments are included: ☒						
2021 payrolls	\$ 5,690	\$ 5,690	\$ -	\$ -	\$ -	\$ -

* Voluntary Fiduciary Correction Program (DOL)

**Prohibited Transaction Exemption (PTE)

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)
 EIN: 04-3072771 Plan No.: 001

December 31, 2024

December 31, 2017

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
Money Market Fund				
*	Fidelity	Fidelity Treasury Only Institutional Fund		\$ 28,696,202
Mutual Funds				
*	Fidelity	Fidelity 500 Index Fund		74,349,101
*	Fidelity	Fidelity Mid Cap Index Fund		12,569,556
*	Fidelity	Fidelity Global EX U.S Index Fund		12,428,695
*	Fidelity	Fidelity U.S. Bond Index Fund		12,412,210
*	Fidelity	Fidelity Small Cap Index Fund		11,912,881
Total Mutual Funds				123,672,443
Collective Investment Trusts				
	William Blair	William Blair Large cap Growth Fund		36,189,919
*	Fidelity	Fidelity Freedom Blend 2045 Q		36,042,414
*	Fidelity	Fidelity Freedom Blend 2050 Q		34,584,790
*	Fidelity	Fidelity Freedom Blend 2035 Q		25,398,516
*	Fidelity	Fidelity Freedom Blend 2040 Q		22,815,098
*	Fidelity	Fidelity Freedom Blend 2030 Q		19,465,322
*	Fidelity	Fidelity Freedom Blend 2025 Q		17,521,398
	Boston Partners	Boston Partners Large Cap Value Equity Fund		16,556,855
*	Fidelity	Fidelity Freedom Blend 2055 Q		14,905,978
	T Rowe Price	T Rowe Price US Structured Research		14,428,486
*	Fidelity	Fidelity Freedom Blend 2020 Q		11,474,869
	Arrowstreet	Arrowstreet International Equity ACWI		10,268,917
*	Fidelity	Fidelity Freedom Blend 2060 Q		9,391,932
	William Blair	William Blair Small Mid Cap Growth Fund		6,049,579
	Prudential	Prudential Core Plus Bond Fund C5		3,825,891
*	Fidelity	Fidelity Freedom Blend 2065 Q		2,564,119
*	Fidelity	Fidelity Freedom Blend Income		2,356,846
*	Fidelity	Fidelity Freedom Blend 2015 Q		1,250,224
	State Street	State Street Real Asset Fund C		638,553
*	Fidelity	Fidelity Freedom Blend 2010 Q		194,869
Total Collective Investment Trusts				285,924,575
*	Notes Receivable from Participants Interest rates from 4.25% to 9.50%		-	3,712,939
Total Investments, per Form 5500				\$ 442,006,159

* A party-in-interest, as defined by ERISA.

** The cost of participant-directed investments is not required to be disclosed.

Coterra Energy Inc. Retirement Savings Plan

**Financial Statements
and Supplemental Schedules**
As of December 31, 2024 and 2023
and for the Year Ended December 31, 2024

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Coterra Energy Inc. Retirement Savings Plan

Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023 and for the Year Ended December 31, 2024

Coterra Energy Inc. Retirement Savings Plan

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Note: Other schedules required by Section 2520.103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



Independent Auditor's Report

The Plan Administrator
Coterra Energy Inc. Retirement Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Coterra Energy Inc. Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP)
- The certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves,



and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The certified investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C.

September 16, 2025

Coterra Energy Inc. Retirement Savings Plan

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value:		
Money market fund	\$ 28,696,202	\$ 27,448,784
Mutual funds	123,672,443	103,117,115
Collective investment trusts	285,924,575	252,161,555
Total Investments, at fair value	438,293,220	382,727,454
Employer contribution receivable	793,055	-
Notes receivable from participants	3,712,939	2,626,747
Net Assets Available for Benefits	\$ 442,799,214	\$ 385,354,201

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits

<i>Year ended December 31,</i>	<i>2024</i>
Additions	
Investment income:	
Interest and dividends	\$ 3,529,002
Net appreciation in fair value of investments	50,877,559
Total Investment Income	54,406,561
Interest income on notes receivable from participants	227,572
Contributions:	
Employer, net of forfeitures	24,165,708
Participants	11,558,490
Rollovers	2,934,324
Total Contributions	38,658,522
Total Additions	93,292,655
Deductions from Net Assets	
Benefits paid to participants	36,585,257
Administrative expenses, net of revenue credits	41,515
Total Deductions	36,626,772
Net Increase Before Transfers	56,665,883
Transfer from Affiliated Retirement Plan	795,954
Transfer to Affiliated Retirement Plan	(16,824)
Net Increase After Transfers	57,445,013
Net Assets Available for Benefits, beginning of year	385,354,201
Net Assets Available for Benefits, end of year	\$ 442,799,214

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

1. Description of Plan

The following brief description of the Coterra Energy Inc. Retirement Savings Plan (formerly, Cabot Energy Inc. Savings Investment Plan) (the Plan) is provided for general information purposes only. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan, established on January 1, 1991, and restated on January 1, 2023, is a defined-contribution plan covering all employees of Coterra Energy Inc. (the Company or the Employer), as outlined in the Plan Document. It adheres to the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) and its amendments.

Trustee and Administration of the Plan

The trustee and recordkeeper of the Plan is Fidelity Management Trust Company (Fidelity or Trustee). The Trustee holds all assets of the Plan in accordance with the provisions of the trust agreement and service provider contract with the Company. The administrator is the Benefits Administrative Committee of the Company (the Committee). The Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Eligibility

The Plan's eligibility requirement allows employees of the Company and its affiliates and subsidiaries that have adopted the Plan to enter the Plan upon attaining the age of 18.

Contributions

Eligible participants can contribute to the Plan on a pre-tax, after-tax, and/or Roth basis up to 100% of their qualifying annual compensation, subject to certain Internal Revenue Code (IRC) limitations. Effective January 1, 2023, after-tax contributions are no longer allowed under the Plan.

The Company makes a matching employer contribution, on a pay-period basis, of 100% of the first 6% of eligible compensation deferred to pre-tax and/or Roth contributions.

The Plan also provides for a discretionary non-elective employer contribution at amounts to be determined by the Company. All employees are eligible for the discretionary non-elective employer contribution. For the year ended December 31, 2024, the Company made a discretionary non-elective employer contribution in the amount equal to 10% of an eligible participant's eligible compensation on a per-payroll basis.

Participants may contribute amounts representing rollover distributions from other qualified plans.

Vesting

Participants are fully vested in their contributions. Vesting under the Plan is based upon the hours-of-service method where a year of vesting service is earned when a participant completes 1,000 or more hours of service with the Company in a year. A period of service starts with the employee's

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

date of employment and, generally, ends on the date of termination. The Company's matching employer contributions and discretionary non-elective employer contributions vest according to the below schedule.

Years of Service	Vested (%)
0	-
1	25
2	50
3	75
4	100

If a participant leaves the Company and is rehired within five years, the prior service with the Company will be restored under the Plan Document. Upon normal retirement age, as defined, disability, or death, participants are entitled to receive 100% of their account balance. Predecessor employer services with certain employers shall be included in computing years of service for purpose of eligibility and vesting of the Plan.

Forfeitures

Forfeitures of the Employer's contributions may occur if a participant terminates employment prior to becoming fully vested in the Employer's contributions. Forfeitures will be applied to reduce employer contributions. Forfeited unvested accounts totaled \$74,895 and \$78,363 as of December 31, 2024 and 2023, respectively. During the year ended December 31, 2024, \$813,833 of forfeitures were used to reduce discretionary matching employer contributions.

Payment of Benefits

Benefits are generally paid upon normal retirement, disability, death, or termination of employment. A participant eligible for a distribution from the Plan may elect to receive an immediate lump-sum payment as defined in the Plan Document.

In-service distributions are allowed for participants who have reached age 59½ and are 100% vested. There are certain other in-service distributions available, if certain criteria are met. Financial hardship withdrawals are permitted, as defined in the Plan Document.

For terminated participants with a vested account balance greater than \$1,000, but less than \$5,000, who do not elect either a distribution or rollover to an account of the participant's choice, the vested balance will be rolled over to an individual retirement account, for the benefit of the participant. For participants with a vested account balance less than \$1,000, the vested balance will be distributed to the participant in a lump-sum amount equal to the vested value of their account.

Notes Receivable from Participants

Participants may borrow from \$1,000 up to the lesser of \$50,000 or 50% of the vested portion of their account balance subject to certain limits imposed by the IRC. Only one loan can be outstanding at any given time. A loan must be repaid by payroll deductions over a period not to exceed five years. Early payoff of loans is permitted. The loans are secured by the balance in the participant's accounts and bear a reasonable rate of interest as determined by the Plan administrator based on

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

prevailing rates. The setup fee and the ongoing administrative fee for the loan are charged directly to the participant's account on a quarterly basis. Loans are limited to participants who are active employees.

Participant Accounts

Participants are allowed to direct their accounts for investment in various mutual funds, collective investment trusts, and a money market mutual fund.

Each participant's account is credited with the participant's contributions, the Company's contributions, and allocations of plan earnings, and charged with plan losses and expenses. The investment earnings or losses are allocated daily to each participant's account in the proportion that the balance of each participant's account bears to the total balance of all participants in each investment option. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Contributions

Participant contributions and related matching employer contributions are recognized in the year during which the Company makes payroll deductions from the participant's compensation. Discretionary non-elective employer contributions are recognized in the year to which the participant's compensation relates.

Investment Valuation and Income Recognition

Investments of the Plan are stated at fair value, as more fully described in Note 4. Fair value is the price that would be received to sell an asset or paid to transfer a liability between market participants at the measurement date.

Purchases and sales of securities are recorded on trade-date basis. Interest income is recorded as earned on the accrual basis. Dividends and capital gains are recorded on the ex-dividend date. Net depreciation in fair value of investments represents the Plan's realized and unrealized gains and losses on investments as well as the reinvested capital gains received.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Benefits Paid to Participants

Benefits paid to participants are recorded when paid.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Accrued but unpaid interest was de minimis at December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses

Certain investment-related expenses are included in net appreciation in fair value of investments. Substantially all administrative expenses, except for expenses associated with loans to participants and participant-directed investment transactions, were paid by the Company. Those expenses paid by the Company are excluded from these financial statements.

The Plan has entered into a revenue credit program with the Trustee whereby, on an annual basis, the Plan is eligible to receive an annual credit, paid quarterly in arrears to an ERISA account. Qualified Plan expenses may be paid from the ERISA account. During the year ended December 31, 2024, the Plan received \$60,021 from the Trustee which is recorded net with administrative expenses. During the year, none was used to pay administrative expenses. At December 31, 2024 and 2023, there was \$101,536 and \$421,720, respectively, remaining in the ERISA account, which is included in the Plan's net assets available for benefits.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Should the Plan be terminated, the assets of the Plan would be distributed to the participants based on their individual account balances as determined under the provisions of the Plan. Participants would be fully vested upon termination of the Plan.

3. Certified Investment Information

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity, a qualified institution, has certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as reported on the statement of net assets available for benefits as of December 31, 2024 and 2023.
- Net appreciation in fair value of investment, interest and dividend income, and interest income on notes receivable from participants as shown on the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment amounts as of December 31, 2024 and 2023 included in the notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

- All investment information included in the supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024.

At the request of the plan administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedule is in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

4. Fair Value Measurements and Disclosures

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, establishes the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). Level 1 inputs are quoted market prices in active markets for identical investments that the Plan has the ability to access at the measurement date. Level 2 inputs are inputs other than quoted market prices included within Level 1 that are observable for the Plan's investments, either directly or indirectly. Level 3 inputs are unobservable inputs for the Plan's investments.

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual Funds and Money Market Mutual Fund - These funds are valued at the daily closing price as reported by the fund or security. Mutual funds and the money market mutual fund held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds and money market mutual fund held by the Plan are deemed to be actively traded.

Collective Investment Trusts (CITs) - The fair values of the Plan's interest in the funds are based on the NAV reported by Fidelity Institutional Asset Management Company at the close of each business day. The NAV of each CIT is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. All CITs held are direct filing entities.

The preceding valuation methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement as of the date of the financial statements. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

A summary of Plan's investments measured at fair value on a recurring basis is as follows:

December 31, 2024

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 28,696,202	\$ -	\$ -	\$ 28,696,202
Mutual funds	123,672,443	-	-	123,672,443
Total Investments, in fair value hierarchy	\$ 152,368,645	\$ -	\$ -	152,368,645
CITs*				285,924,575
Total Investments, at fair value				\$ 438,293,220

December 31, 2023

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 27,448,784	\$ -	\$ -	\$ 27,448,784
Mutual funds	103,117,115	-	-	103,117,115
Total Investments, in fair value hierarchy	\$ 130,565,899	\$ -	\$ -	130,565,899
CITs*				252,161,555
Total Investments, at fair value				\$ 382,727,454

* In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items present in the statements of net assets available for benefits.

Investments Measured Using the NAV per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023, respectively. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

December 31,

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
CITs	\$ 285,924,575	\$ 252,161,555	None	Daily	Up to 6 business days

5. Income Tax Status

The Plan is designed to constitute a qualified plan under the provisions of Section 401(a) of the IRC and is, therefore, exempt from federal income tax under the provisions of Section 501(a). The Plan obtained its latest determination letter from the Internal Revenue Service (IRS) dated May 24, 2012 indicating the Plan was designed in accordance with applicable sections of the IRC.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Effective January 1, 2023, the Plan adopted a pre-approved plan document offered by Fidelity Management & Research Company for which an opinion letter was obtained from the IRS dated June 30, 2020 indicating the pre-approved plan document and trust are designed in accordance with applicable sections of the IRC.

The plan administrator believes that the Plan, as amended, is designed and currently being operated in compliance with the applicable provisions of the IRC and the Plan and related trust continue to be tax-exempt; therefore, no provision for income taxes has been included in the accompanying financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Party-in-Interest Transactions

The Plan invests in various investments managed by Fidelity. Certain fees may also be paid out of the Plan to certain service providers of the Plan. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts.

The above transactions with related parties qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

7. Risks and Uncertainties

The Plan provides for various investments in mutual funds, common collective trusts, and a money market mutual fund. Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility risk. Additionally, the value, liquidity, and related income of the investments are sensitive to changes in economic conditions and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates. Due to the level of risk associated with certain investments and the level of uncertainty related to the changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Delinquent Participant Contributions

During 2021, certain employee contributions were not remitted timely to the Plan in the amount of \$5,690. The Company remitted these amounts to the Plan and is in the process of calculating and remitting lost earnings for those untimely contributions. See accompanying Schedule of Delinquent Participant Contributions for the year ended December 31, 2024.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

9. Subsequent Events

Plan management has evaluated subsequent events through September 16, 2025, which is the date the financial statements were available to be issued. There were no events or transactions discovered during the evaluation that require recognition or disclosure in the financial statements other than those events noted below:

Effective May 5, 2025, the GasSearch Drilling Services 401(k) Plan was merged into the Plan through a direct trust-to-trust transfer. As part of this merger, approximately \$10 million including notes receivable from participant were merged into the Plan.

Supplemental Schedules

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions

EIN: 04-3072771

Plan No.: 001

Year ended December 31, 2024

	Participant Contributions Transferred Late to Plan	Total That Constitutes Nonexempt Prohibited Transactions			Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP* and PTE** 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP*			
Check here if late participant loan repayments are included: ☒						
2021 payrolls	\$ 5,690	\$ 5,690	\$ -	\$ -	\$ -	\$ -

* Voluntary Fiduciary Correction Program (DOL)

**Prohibited Transaction Exemption (PTE)

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)
 EIN: 04-3072771 Plan No.: 001

December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
	Money Market Fund			
*	Fidelity	Fidelity Treasury Only Institutional Fund		\$ 28,696,202
	Mutual Funds			
*	Fidelity	Fidelity 500 Index Fund		74,349,101
*	Fidelity	Fidelity Mid Cap Index Fund		12,569,556
*	Fidelity	Fidelity Global EX U.S Index Fund		12,428,695
*	Fidelity	Fidelity U.S. Bond Index Fund		12,412,210
*	Fidelity	Fidelity Small Cap Index Fund		11,912,881
	Total Mutual Funds			123,672,443
	Collective Investment Trusts			
	William Blair	William Blair Large cap Growth Fund		36,189,919
*	Fidelity	Fidelity Freedom Blend 2045 Q		36,042,414
*	Fidelity	Fidelity Freedom Blend 2050 Q		34,584,790
*	Fidelity	Fidelity Freedom Blend 2035 Q		25,398,516
*	Fidelity	Fidelity Freedom Blend 2040 Q		22,815,098
*	Fidelity	Fidelity Freedom Blend 2030 Q		19,465,322
*	Fidelity	Fidelity Freedom Blend 2025 Q		17,521,398
	Boston Partners	Boston Partners Large Cap Value Equity Fund		16,556,855
*	Fidelity	Fidelity Freedom Blend 2055 Q		14,905,978
	T Rowe Price	T Rowe Price US Structured Research		14,428,486
*	Fidelity	Fidelity Freedom Blend 2020 Q		11,474,869
	Arrowstreet	Arrowstreet International Equity ACWI		10,268,917
*	Fidelity	Fidelity Freedom Blend 2060 Q		9,391,932
	William Blair	William Blair Small Mid Cap Growth Fund		6,049,579
	Prudential	Prudential Core Plus Bond Fund C5		3,825,891
*	Fidelity	Fidelity Freedom Blend 2065 Q		2,564,119
*	Fidelity	Fidelity Freedom Blend Income		2,356,846
*	Fidelity	Fidelity Freedom Blend 2015 Q		1,250,224
	State Street	State Street Real Asset Fund C		638,553
*	Fidelity	Fidelity Freedom Blend 2010 Q		194,869
	Total Collective Investment Trusts			285,924,575
*	Notes Receivable from Participants	Interest rates from 4.25% to 9.50%	-	3,712,939
	Total Investments, per Form 5500			\$ 442,006,159

* A party-in-interest, as defined by ERISA.

** The cost of participant-directed investments is not required to be disclosed.

Coterra Energy Inc. Retirement Savings Plan

**Financial Statements
and Supplemental Schedules**
As of December 31, 2024 and 2023
and for the Year Ended December 31, 2024

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Coterra Energy Inc. Retirement Savings Plan

Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023 and for the Year Ended December 31, 2024

Coterra Energy Inc. Retirement Savings Plan

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Note: Other schedules required by Section 2520.103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



Independent Auditor's Report

The Plan Administrator
Coterra Energy Inc. Retirement Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Coterra Energy Inc. Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP)
- The certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves,



and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The certified investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C.

September 16, 2025

Coterra Energy Inc. Retirement Savings Plan

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value:		
Money market fund	\$ 28,696,202	\$ 27,448,784
Mutual funds	123,672,443	103,117,115
Collective investment trusts	285,924,575	252,161,555
Total Investments, at fair value	438,293,220	382,727,454
Employer contribution receivable	793,055	-
Notes receivable from participants	3,712,939	2,626,747
Net Assets Available for Benefits	\$ 442,799,214	\$ 385,354,201

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits

<i>Year ended December 31,</i>	<i>2024</i>
Additions	
Investment income:	
Interest and dividends	\$ 3,529,002
Net appreciation in fair value of investments	50,877,559
Total Investment Income	54,406,561
Interest income on notes receivable from participants	227,572
Contributions:	
Employer, net of forfeitures	24,165,708
Participants	11,558,490
Rollovers	2,934,324
Total Contributions	38,658,522
Total Additions	93,292,655
Deductions from Net Assets	
Benefits paid to participants	36,585,257
Administrative expenses, net of revenue credits	41,515
Total Deductions	36,626,772
Net Increase Before Transfers	56,665,883
Transfer from Affiliated Retirement Plan	795,954
Transfer to Affiliated Retirement Plan	(16,824)
Net Increase After Transfers	57,445,013
Net Assets Available for Benefits, beginning of year	385,354,201
Net Assets Available for Benefits, end of year	\$ 442,799,214

See accompanying notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

1. Description of Plan

The following brief description of the Coterra Energy Inc. Retirement Savings Plan (formerly, Cabot Energy Inc. Savings Investment Plan) (the Plan) is provided for general information purposes only. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan, established on January 1, 1991, and restated on January 1, 2023, is a defined-contribution plan covering all employees of Coterra Energy Inc. (the Company or the Employer), as outlined in the Plan Document. It adheres to the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) and its amendments.

Trustee and Administration of the Plan

The trustee and recordkeeper of the Plan is Fidelity Management Trust Company (Fidelity or Trustee). The Trustee holds all assets of the Plan in accordance with the provisions of the trust agreement and service provider contract with the Company. The administrator is the Benefits Administrative Committee of the Company (the Committee). The Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Eligibility

The Plan's eligibility requirement allows employees of the Company and its affiliates and subsidiaries that have adopted the Plan to enter the Plan upon attaining the age of 18.

Contributions

Eligible participants can contribute to the Plan on a pre-tax, after-tax, and/or Roth basis up to 100% of their qualifying annual compensation, subject to certain Internal Revenue Code (IRC) limitations. Effective January 1, 2023, after-tax contributions are no longer allowed under the Plan.

The Company makes a matching employer contribution, on a pay-period basis, of 100% of the first 6% of eligible compensation deferred to pre-tax and/or Roth contributions.

The Plan also provides for a discretionary non-elective employer contribution at amounts to be determined by the Company. All employees are eligible for the discretionary non-elective employer contribution. For the year ended December 31, 2024, the Company made a discretionary non-elective employer contribution in the amount equal to 10% of an eligible participant's eligible compensation on a per-payroll basis.

Participants may contribute amounts representing rollover distributions from other qualified plans.

Vesting

Participants are fully vested in their contributions. Vesting under the Plan is based upon the hours-of-service method where a year of vesting service is earned when a participant completes 1,000 or more hours of service with the Company in a year. A period of service starts with the employee's

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

date of employment and, generally, ends on the date of termination. The Company's matching employer contributions and discretionary non-elective employer contributions vest according to the below schedule.

Years of Service	Vested (%)
0	-
1	25
2	50
3	75
4	100

If a participant leaves the Company and is rehired within five years, the prior service with the Company will be restored under the Plan Document. Upon normal retirement age, as defined, disability, or death, participants are entitled to receive 100% of their account balance. Predecessor employer services with certain employers shall be included in computing years of service for purpose of eligibility and vesting of the Plan.

Forfeitures

Forfeitures of the Employer's contributions may occur if a participant terminates employment prior to becoming fully vested in the Employer's contributions. Forfeitures will be applied to reduce employer contributions. Forfeited unvested accounts totaled \$74,895 and \$78,363 as of December 31, 2024 and 2023, respectively. During the year ended December 31, 2024, \$813,833 of forfeitures were used to reduce discretionary matching employer contributions.

Payment of Benefits

Benefits are generally paid upon normal retirement, disability, death, or termination of employment. A participant eligible for a distribution from the Plan may elect to receive an immediate lump-sum payment as defined in the Plan Document.

In-service distributions are allowed for participants who have reached age 59½ and are 100% vested. There are certain other in-service distributions available, if certain criteria are met. Financial hardship withdrawals are permitted, as defined in the Plan Document.

For terminated participants with a vested account balance greater than \$1,000, but less than \$5,000, who do not elect either a distribution or rollover to an account of the participant's choice, the vested balance will be rolled over to an individual retirement account, for the benefit of the participant. For participants with a vested account balance less than \$1,000, the vested balance will be distributed to the participant in a lump-sum amount equal to the vested value of their account.

Notes Receivable from Participants

Participants may borrow from \$1,000 up to the lesser of \$50,000 or 50% of the vested portion of their account balance subject to certain limits imposed by the IRC. Only one loan can be outstanding at any given time. A loan must be repaid by payroll deductions over a period not to exceed five years. Early payoff of loans is permitted. The loans are secured by the balance in the participant's accounts and bear a reasonable rate of interest as determined by the Plan administrator based on

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

prevailing rates. The setup fee and the ongoing administrative fee for the loan are charged directly to the participant's account on a quarterly basis. Loans are limited to participants who are active employees.

Participant Accounts

Participants are allowed to direct their accounts for investment in various mutual funds, collective investment trusts, and a money market mutual fund.

Each participant's account is credited with the participant's contributions, the Company's contributions, and allocations of plan earnings, and charged with plan losses and expenses. The investment earnings or losses are allocated daily to each participant's account in the proportion that the balance of each participant's account bears to the total balance of all participants in each investment option. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

Contributions

Participant contributions and related matching employer contributions are recognized in the year during which the Company makes payroll deductions from the participant's compensation. Discretionary non-elective employer contributions are recognized in the year to which the participant's compensation relates.

Investment Valuation and Income Recognition

Investments of the Plan are stated at fair value, as more fully described in Note 4. Fair value is the price that would be received to sell an asset or paid to transfer a liability between market participants at the measurement date.

Purchases and sales of securities are recorded on trade-date basis. Interest income is recorded as earned on the accrual basis. Dividends and capital gains are recorded on the ex-dividend date. Net depreciation in fair value of investments represents the Plan's realized and unrealized gains and losses on investments as well as the reinvested capital gains received.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Benefits Paid to Participants

Benefits paid to participants are recorded when paid.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Accrued but unpaid interest was de minimis at December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses

Certain investment-related expenses are included in net appreciation in fair value of investments. Substantially all administrative expenses, except for expenses associated with loans to participants and participant-directed investment transactions, were paid by the Company. Those expenses paid by the Company are excluded from these financial statements.

The Plan has entered into a revenue credit program with the Trustee whereby, on an annual basis, the Plan is eligible to receive an annual credit, paid quarterly in arrears to an ERISA account. Qualified Plan expenses may be paid from the ERISA account. During the year ended December 31, 2024, the Plan received \$60,021 from the Trustee which is recorded net with administrative expenses. During the year, none was used to pay administrative expenses. At December 31, 2024 and 2023, there was \$101,536 and \$421,720, respectively, remaining in the ERISA account, which is included in the Plan's net assets available for benefits.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Should the Plan be terminated, the assets of the Plan would be distributed to the participants based on their individual account balances as determined under the provisions of the Plan. Participants would be fully vested upon termination of the Plan.

3. Certified Investment Information

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity, a qualified institution, has certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as reported on the statement of net assets available for benefits as of December 31, 2024 and 2023.
- Net appreciation in fair value of investment, interest and dividend income, and interest income on notes receivable from participants as shown on the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment amounts as of December 31, 2024 and 2023 included in the notes to financial statements.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

- All investment information included in the supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024.

At the request of the plan administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedule is in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

4. Fair Value Measurements and Disclosures

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, establishes the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). Level 1 inputs are quoted market prices in active markets for identical investments that the Plan has the ability to access at the measurement date. Level 2 inputs are inputs other than quoted market prices included within Level 1 that are observable for the Plan's investments, either directly or indirectly. Level 3 inputs are unobservable inputs for the Plan's investments.

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual Funds and Money Market Mutual Fund - These funds are valued at the daily closing price as reported by the fund or security. Mutual funds and the money market mutual fund held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds and money market mutual fund held by the Plan are deemed to be actively traded.

Collective Investment Trusts (CITs) - The fair values of the Plan's interest in the funds are based on the NAV reported by Fidelity Institutional Asset Management Company at the close of each business day. The NAV of each CIT is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. All CITs held are direct filing entities.

The preceding valuation methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement as of the date of the financial statements. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

A summary of Plan's investments measured at fair value on a recurring basis is as follows:

December 31, 2024

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 28,696,202	\$ -	\$ -	\$ 28,696,202
Mutual funds	123,672,443	-	-	123,672,443
Total Investments, in fair value hierarchy	\$ 152,368,645	\$ -	\$ -	152,368,645
CITs*				285,924,575
Total Investments, at fair value				\$ 438,293,220

December 31, 2023

	Level 1	Level 2	Level 3	Total
Money market fund	\$ 27,448,784	\$ -	\$ -	\$ 27,448,784
Mutual funds	103,117,115	-	-	103,117,115
Total Investments, in fair value hierarchy	\$ 130,565,899	\$ -	\$ -	130,565,899
CITs*				252,161,555
Total Investments, at fair value				\$ 382,727,454

* In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items present in the statements of net assets available for benefits.

Investments Measured Using the NAV per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023, respectively. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

December 31,

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
CITs	\$ 285,924,575	\$ 252,161,555	None	Daily	Up to 6 business days

5. Income Tax Status

The Plan is designed to constitute a qualified plan under the provisions of Section 401(a) of the IRC and is, therefore, exempt from federal income tax under the provisions of Section 501(a). The Plan obtained its latest determination letter from the Internal Revenue Service (IRS) dated May 24, 2012 indicating the Plan was designed in accordance with applicable sections of the IRC.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

Effective January 1, 2023, the Plan adopted a pre-approved plan document offered by Fidelity Management & Research Company for which an opinion letter was obtained from the IRS dated June 30, 2020 indicating the pre-approved plan document and trust are designed in accordance with applicable sections of the IRC.

The plan administrator believes that the Plan, as amended, is designed and currently being operated in compliance with the applicable provisions of the IRC and the Plan and related trust continue to be tax-exempt; therefore, no provision for income taxes has been included in the accompanying financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Party-in-Interest Transactions

The Plan invests in various investments managed by Fidelity. Certain fees may also be paid out of the Plan to certain service providers of the Plan. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts.

The above transactions with related parties qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

7. Risks and Uncertainties

The Plan provides for various investments in mutual funds, common collective trusts, and a money market mutual fund. Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility risk. Additionally, the value, liquidity, and related income of the investments are sensitive to changes in economic conditions and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates. Due to the level of risk associated with certain investments and the level of uncertainty related to the changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. Delinquent Participant Contributions

During 2021, certain employee contributions were not remitted timely to the Plan in the amount of \$5,690. The Company remitted these amounts to the Plan and is in the process of calculating and remitting lost earnings for those untimely contributions. See accompanying Schedule of Delinquent Participant Contributions for the year ended December 31, 2024.

Coterra Energy Inc. Retirement Savings Plan

Notes to Financial Statements

9. Subsequent Events

Plan management has evaluated subsequent events through September 16, 2025, which is the date the financial statements were available to be issued. There were no events or transactions discovered during the evaluation that require recognition or disclosure in the financial statements other than those events noted below:

Effective May 5, 2025, the GasSearch Drilling Services 401(k) Plan was merged into the Plan through a direct trust-to-trust transfer. As part of this merger, approximately \$10 million including notes receivable from participant were merged into the Plan.

Supplemental Schedules

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions

EIN: 04-3072771

Plan No.: 001

Year ended December 31, 2024

	Participant Contributions Transferred Late to Plan	Total That Constitutes Nonexempt Prohibited Transactions			Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP* and PTE** 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP*			
Check here if late participant loan repayments are included: ☒						
2021 payrolls	\$ 5,690	\$ 5,690	\$ -	\$ -	\$ -	\$ -

* Voluntary Fiduciary Correction Program (DOL)

**Prohibited Transaction Exemption (PTE)

Coterra Energy Inc. Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)
 EIN: 04-3072771 Plan No.: 001

December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
	Money Market Fund			
*	Fidelity	Fidelity Treasury Only Institutional Fund		\$ 28,696,202
	Mutual Funds			
*	Fidelity	Fidelity 500 Index Fund		74,349,101
*	Fidelity	Fidelity Mid Cap Index Fund		12,569,556
*	Fidelity	Fidelity Global EX U.S Index Fund		12,428,695
*	Fidelity	Fidelity U.S. Bond Index Fund		12,412,210
*	Fidelity	Fidelity Small Cap Index Fund		11,912,881
	Total Mutual Funds			123,672,443
	Collective Investment Trusts			
	William Blair	William Blair Large cap Growth Fund		36,189,919
*	Fidelity	Fidelity Freedom Blend 2045 Q		36,042,414
*	Fidelity	Fidelity Freedom Blend 2050 Q		34,584,790
*	Fidelity	Fidelity Freedom Blend 2035 Q		25,398,516
*	Fidelity	Fidelity Freedom Blend 2040 Q		22,815,098
*	Fidelity	Fidelity Freedom Blend 2030 Q		19,465,322
*	Fidelity	Fidelity Freedom Blend 2025 Q		17,521,398
	Boston Partners	Boston Partners Large Cap Value Equity Fund		16,556,855
*	Fidelity	Fidelity Freedom Blend 2055 Q		14,905,978
	T Rowe Price	T Rowe Price US Structured Research		14,428,486
*	Fidelity	Fidelity Freedom Blend 2020 Q		11,474,869
	Arrowstreet	Arrowstreet International Equity ACWI		10,268,917
*	Fidelity	Fidelity Freedom Blend 2060 Q		9,391,932
	William Blair	William Blair Small Mid Cap Growth Fund		6,049,579
	Prudential	Prudential Core Plus Bond Fund C5		3,825,891
*	Fidelity	Fidelity Freedom Blend 2065 Q		2,564,119
*	Fidelity	Fidelity Freedom Blend Income		2,356,846
*	Fidelity	Fidelity Freedom Blend 2015 Q		1,250,224
	State Street	State Street Real Asset Fund C		638,553
*	Fidelity	Fidelity Freedom Blend 2010 Q		194,869
	Total Collective Investment Trusts			285,924,575
*	Notes Receivable from Participants	Interest rates from 4.25% to 9.50%	-	3,712,939
	Total Investments, per Form 5500			\$ 442,006,159

* A party-in-interest, as defined by ERISA.

** The cost of participant-directed investments is not required to be disclosed.