

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

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**FORM 8-K**

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**CURRENT REPORT**

**Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): April 11, 2025

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**APA CORPORATION**

(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction of  
incorporation)

**001-40144**  
(Commission File  
Number)

**86-1430562**  
(IRS Employer Identification  
No.)

**2000 W Sam Houston Pkwy S, Suite 200**  
**Houston, Texas 77042-3643**  
(Address of principal executive offices) (Zip Code)

Registrant's telephone number, including area code: **(713) 296-6000**

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Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
<b>Common Stock, \$0.625 par value</b>	<b>APA</b>	<b>Nasdaq Global Select Market</b>

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On April 11, 2025, the Board of Directors of APA Corporation (the “Company”) appointed Ben C. Rodgers to the role of executive vice president and chief financial officer, effective as of May 12, 2025 (the “Effective Date”). Stephen J. Riney, who currently holds the role of president and chief financial officer, will continue to serve as the Company’s president on the Effective Date. On April 14, 2025, the Company issued a press release announcing this appointment, a copy of which is filed herewith as Exhibit 99.1.

Mr. Rodgers, 45, most recently served as the Company’s senior vice president of Finance and Treasurer since April 2024, having been senior vice president, Treasurer, Midstream and Marketing since January 2020 and vice president and Treasurer since May 2018. He currently serves on the board of Khalda Petroleum Company, a joint venture of one of the Company’s subsidiaries. He also previously served as CFO and Treasurer and a member of the board of directors of Altus Midstream Company, a previous subsidiary of the Company, from November 2018 until February 2022 and continued as a director of Kinetik Holdings Inc. until April 2024. Prior to joining the Company, he served as senior vice president of EIG Global Energy Partners from 2016 until 2018, having previously served in various leadership roles with Concho Resources from 2012 until 2016, including vice president of Commodities and Midstream and vice president and Treasurer. Mr. Rodgers previously worked in the Investment Banking division at J.P. Morgan Securities and in the Advisory Services group at EY.

In connection with Mr. Rodgers’s appointment and commensurate with his position and responsibilities, the MD&C Committee approved for him (i) an annual base salary of \$625,000 effective as of the Effective Date, (ii) a target annual incentive compensation opportunity (expressed as a percentage of his annual base salary) of 100% effective as of the Effective Date, and (iii) a target long-term incentive compensation opportunity of 350% effective as of January 1, 2026.

Mr. Rodgers (i) has no family relationship with any director or other executive officer of the Company or any person nominated or chosen by the Company to become a director or executive officer, (ii) is not a party to any related person transaction with the Company, and (iii) has no arrangements or understandings with any other person pursuant to which he was selected as an officer of the Company.

**Item 9.01. Financial Statements and Exhibits.**

**(d) Exhibits.**

<b>Exhibit No.</b>	<b>Description</b>
99.1	<a href="#">Press Release of APA Corporation dated April 14, 2025.</a>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**APA CORPORATION**

Dated: April 14, 2025

By: /s/ Kimberly O. Warnica

Kimberly O. Warnica

*Executive Vice President and Chief Legal Officer*

**APA CORPORATION ANNOUNCES EXECUTIVE LEADERSHIP UPDATES;  
BEN C. RODGERS PROMOTED TO EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, OPERATIONAL LEADERS ADDED TO  
SUPPORT KEY PRIORITIES**

HOUSTON, April 14, 2025 -- APA Corporation (Nasdaq: APA) today announced key updates to its executive leadership team.

Ben Rodgers has been named executive vice president and chief financial officer, effective May 12, 2025. In this role, he will oversee all financial activities and departments, including Accounting, Audit, Investor Relations, Planning, Tax and Treasury. Rodgers joined APA in 2018 and previously served as SVP, Finance and Treasurer. He also served as CFO of Altus Midstream and later as a director on the board of Kinetik Holdings Inc. He currently serves on the board of Khalda Petroleum Company, a joint venture between APA subsidiary Apache Corporation and Egypt Petroleum Company.

Steve Riney will continue in his role as president, overseeing asset development and operations. As part of Steve's team, the company has added two key executives to help oversee operations.

Shad Frazier has joined as senior vice president, U.S. Onshore Operations, effective immediately. Shad has nearly 30 years of industry experience, most recently as vice president, Production Operations at Endeavor Energy Resources, LP. Previously, he held various leadership positions at Legacy Reserves and SandRidge Energy. He holds a petroleum engineering degree from Texas Tech University and a master's degree in business administration from Oklahoma University.

Donald Martin will also be joining the company as vice president, Decommissioning, effective May 26, 2025. Donald has 20 years of operations and decommissioning portfolio experience, most recently as the head of decommissioning & projects at Spirit Energy E&P. He has also managed decommissioning at Canadian Natural Resources E&P. Donald holds a master's degree with distinction in major programme management from Oxford University.

"I am pleased to welcome Ben to our executive leadership team. He has done a tremendous job and will bring valuable expertise to our financial operations," said John J. Christmann, APA Corporation CEO. "I am also excited to welcome both Shad and Donald to the team. Their extensive experience and leadership will be instrumental in driving our operations forward."

**About APA**

APA Corporation owns consolidated subsidiaries that explore for and produce oil and natural gas in the United States, Egypt and the United Kingdom and that explore for oil and natural gas offshore Suriname and elsewhere. APA posts announcements, operational updates, investor information and press releases on its website, [www.apacorp.com](http://www.apacorp.com).

**Contacts**

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