

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

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934**

Date of Report (Date of Earliest Event Reported) September 24, 2025

Matador Resources Company

(Exact name of registrant as specified in its charter)

Texas
(State or other jurisdiction
of incorporation)

001-35410
(Commission
File Number)

27-4662601
(IRS Employer
Identification No.)

5400 LBJ Freeway, Suite 1500

75240

Dallas, Texas

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code: (972) 371-5200

Not Applicable

(Former name or former address, if changed since last report)

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:

<u>Title of each class</u>	<u>Trading symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common Stock, par value \$0.01 per share	MTDR	New York Stock Exchange

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**

Matador Resources Company (the “Company”) today announced the promotion of Robert T. Macalik to Executive Vice President and Chief Financial Officer, effective as of September 29, 2025. Mr. Macalik will continue to serve as the Chief Financial Officer of San Mateo Midstream, LLC, Matador’s midstream joint venture. Mr. Macalik joined the Company in July 2015 as Vice President and Chief Accounting Officer and most recently served as the Company’s Executive Vice President – Administration and Finance. Since then, Mr. Macalik has also been an integral part of Matador’s team interfacing with shareholders, financial analysts and other market participants. As Chief Financial Officer, Mr. Macalik will assume the role of principal financial officer from William D. Lambert, who ceased serving as Chief Financial Officer on September 24, 2025. Mr. Lambert’s cessation of service as Chief Financial Officer is not related to any financial or accounting issue or any disagreement with the Company on any matter relating to the Company’s operations, policies or practices.

The biographical information regarding Mr. Macalik disclosed in the Company’s Definitive Proxy Statement on Schedule 14A, filed with the Securities and Exchange Commission on April 28, 2025 (the “2025 Proxy Statement”), under the heading “Executive Officers and Other Senior Officers of the Company”, is incorporated herein by reference.

Mr. Macalik and MRC Energy Company, a wholly-owned subsidiary of the Company, entered into an Employment Agreement, effective as of September 29, 2025, in the form filed as Exhibit 10.2 to the Company’s Quarterly Report on Form 10-Q for the quarter ended March 31, 2024, filed on April 26, 2024 and incorporated herein by reference. The description of such form is included in the 2025 Proxy Statement under the headings “Executive Compensation—Compensation Discussion and Analysis—Severance and Separation Arrangements—Employment Agreements” and “Executive Compensation—Potential Payments upon Termination or Change in Control—Employment Agreements” (in each case, in the same manner that such description applies to Messrs. Bryan A. Erman and Brian J. Willey), which description is incorporated herein by reference.

Item 7.01 **Regulation FD Disclosure.**

Attached hereto as Exhibit 99.1 is a press release issued by the Company on September 30, 2025, announcing Mr. Macalik’s promotion.

The information furnished pursuant to this Item 7.01, including Exhibit 99.1, shall not be deemed to be “filed” for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended, and will not be incorporated by reference into any filing under the Securities Act of 1933, as amended, unless specifically identified therein as being incorporated therein by reference.

Item 9.01 **Financial Statements and Exhibits.**

(d) Exhibits

Exhibit No.	Description of Exhibit
99.1	Press Release, dated September 30, 2025.
104	Cover Page Interactive Data File, formatted in Inline XBRL (included as Exhibit 101).

SIGNATURE

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.

MATADOR RESOURCES COMPANY

Date: September 30, 2025

By: /s/ Bryan A. Erman
Name: Bryan A. Erman
Title: Co-President

MATADOR RESOURCES COMPANY ANNOUNCES PROMOTION OF ROBERT T. MACALIK TO CHIEF FINANCIAL OFFICER

DALLAS, Texas, September 30, 2025 -- Matador Resources Company (NYSE: MTRD) ("Matador") today announced the promotion of Robert T. Macalik to Executive Vice President and Chief Financial Officer. Mr. Macalik will continue to serve as the Chief Financial Officer of San Mateo Midstream, LLC ("San Mateo"), Matador's midstream joint venture. Mr. Macalik joined Matador in July 2015 as Vice President and Chief Accounting Officer and most recently served as the Company's Executive Vice President – Administration and Finance. Mr. Macalik will assume the role of Chief Financial Officer from William D. Lambert, who ceased serving as Chief Financial Officer on September 24, 2025. Mr. Lambert's cessation of service as Chief Financial Officer is not related to any financial or accounting issue or any disagreement with Matador on any matter relating to Matador's operations, policies or practices.

Joseph Wm. Foran, Matador's Founder, Chairman and Chief Executive Officer, stated, "Rob has been a strong leader at Matador since joining us in 2015. Not only has he demonstrated technical expertise in accounting and finance but has enhanced our accounting department, including expanding the number of CPAs in the department, while working with the broader management team to formulate and execute Matador's business plan. Rob's past experience at oil and gas companies, including working with companies in the oil and gas industry when he was at a big four accounting firm, and his knowledge of Matador and our shareholder outreach efforts uniquely position him to head our finance team as Chief Financial Officer. The Board and I congratulate him on his appointment."

Mr. Macalik has been a part of Matador's management and finance teams as well as a leader of the IT Committee for over ten years. Mr. Macalik has also been an integral member of Matador's team interfacing with shareholders, financial analysts and other market participants. Joining Matador in July 2015 as Vice President and Chief Accounting Officer, Mr. Macalik was promoted to Senior Vice President in November 2017 and Executive Vice President in April 2022. In June 2025, Mr. Macalik was promoted to Executive Vice President – Administration and Finance of Matador and Executive Vice President and Chief Financial Officer of San Mateo.

Prior to joining Matador, from 2012 to 2015, Mr. Macalik worked at Pioneer Natural Resources Company as Corporate Controller and, previously, as Director of Technical Accounting and Financial Reporting. At Pioneer, Mr. Macalik supervised corporate accounting and financial reporting functions. Prior to joining Pioneer, he was a Senior Manager with PricewaterhouseCoopers (PwC), joining the public accounting firm in 2002. During his tenure with PwC, Mr. Macalik conducted and managed audits for various companies, primarily public companies in the oil and natural gas industry, and managed numerous client relationships.

Mr. Macalik received a Bachelor of Arts degree in History, a Bachelor of Business Administration degree and a Master of Professional Accounting degree all from The University of Texas at Austin in 2002. He is a licensed Certified Public Accountant in the State of Texas.

About Matador Resources Company

Matador is an independent energy company engaged in the exploration, development, production and acquisition of oil and natural gas resources in the United States, with an emphasis on oil and natural gas shale and other unconventional plays. Its current operations are focused primarily on the oil and liquids-rich portion of the Wolfcamp and Bone Spring plays in the Delaware Basin in Southeast New Mexico and West Texas. Matador also operates in the Haynesville shale and Cotton Valley plays in Northwest

Louisiana. Additionally, Matador conducts midstream operations in support of its exploration, development and production operations and provides natural gas processing, oil transportation services, natural gas, oil and produced water gathering services and produced water disposal services to third parties.

For more information, visit Matador Resources Company at www.matadorresources.com.

Contact Information

Mac Schmitz
Senior Vice President - Investor Relations
(972) 371-5225
investors@matadorresources.com

