



## HUMAN RIGHTS POLICY

While governments bear primary responsibility for protecting human rights, EOG Resources, Inc. (EOG) is committed to conducting our business in a manner that respects the dignity and human rights of all individuals. This policy reflects that commitment and applies to all employees, officers, and directors of EOG and its subsidiaries. We also encourage and expect our contractors and vendors to adhere to this same commitment.

Guided by the United Nations Guiding Principles on Business and Human Rights as a framework, we seek to promote respect for human rights throughout our business. We respect internationally recognized human rights principles as set forth in the Universal Declaration of Human Rights and support the principles described in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, including those regarding freedom of association and prohibitions on child labor, forced labor, and discrimination in the workplace.

### **Focus and Practices**

One of the ways EOG implements our human rights commitment is through maintaining and periodically updating our policies and practices designed to help ensure that we conduct our operations legally and ethically. These include our Code of Business Conduct and Ethics for Directors, Officers and Employees and our Code of Business Conduct and Ethics for Vendors and Contractors, which also provide guidance on issues such as non-discrimination, anti-harassment, workplace safety, and equal employment opportunities.

EOG recognizes that we are part of the communities in which we operate, and we aim to conduct our business in a manner that is responsive to the needs of these communities and to engage regularly with community members. We strive to identify potential adverse human rights impacts in advance and to address issues where needed.

EOG respects the rights and local traditions of stakeholders where we operate. We seek to contribute to economic growth, social development, and the overall welfare of the community, and to tailor our actions to each community's particular culture. We also recognize the importance of internationally recognized principles regarding the rights of Indigenous Peoples, such as the United Nations Declaration on the Rights of Indigenous Peoples.

### **Reporting Mechanisms**

EOG provides its personnel and stakeholders with multiple channels by which to submit claims of human rights-based grievances that may be associated with our operations. These include: feedback to company representatives at work locations; contacting representatives of Human Resources, the Land Department, the Legal Department, or the Compliance Committee; and a 24-hour Compliance and Ethics hotline and online reporting system, [www.eogresources.ethicspoint.com](http://www.eogresources.ethicspoint.com), through which concerns can be shared confidentially and anonymously.

The Nominating, Governance and Sustainability Committee of the Board of Directors has oversight responsibility for our Human Rights Policy.

Dated September 1, 2021