



Policy & Procedure

Equal Employment Opportunity Policy and Affirmative Action Plan Statement

Effective: 07/2022

EOG Resources, Inc. ("EOG" or "Company") has implemented the following policies, plan and procedures as part of its longstanding commitment to compliance with all applicable equal opportunity and affirmative action requirements.

Equal Employment Opportunity Policy

EOG is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is therefore the Company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, customer, or client on the basis of sex, race, color, age, religion, national origin, physical or mental disability, pregnancy, protected Veteran status, genetic information, sexual orientation, gender identity or any other characteristic protected by federal, state, or local law. It is also the Company's policy to prohibit any and all forms of retaliation against any individual who has complained in good faith of harassing or discriminatory conduct, or participated in a Company or agency investigation into such complaints.

Affirmative Action Plan

EOG is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, EOG is committed to taking positive steps to implement the employment-related aspects of the Company's Equal Employment Opportunity Policy. Accordingly, it is EOG's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex/sexual orientation/gender identity, veteran status, or physical or mental disability. Under this policy, EOG will provide reasonable accommodation to the known physical or mental limitation of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the Company's business.

The Company's affirmative action plan also prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; (3) opposing any act or practice made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

The non-confidential portions of the affirmative action plan for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment by written request to Human Resources.

Application of Equal Employment Opportunity Policy and Affirmative Action Plan

The policy and plan apply whenever and wherever a Company employee is performing a function of his or her job, including all EOG locations, and Company-sponsored or client-sponsored business and social functions. The Company's Equal Employment Opportunity Policy and affirmative action plan require that employment decisions be based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions.

Workplace Harassment, Including Sexual Harassment

A key component of the Company's commitment to equal opportunity is zero tolerance for workplace harassment based on, or because of, an individual's protected characteristic(s). Such harassment, whether committed by Company personnel or by vendors, contractors or other individuals doing business with EOG, will not be tolerated. EOG management is responsible for ensuring compliance with all aspects of this Equal Employment Opportunity Policy and for developing implementation strategies that promote its intent.

Complaint Process

Every employee is encouraged to come forward without fear of reprisal, as EOG's Equal Employment Opportunity Policy and affirmative action plan prohibit any and all forms of retaliation against anyone who in good faith complains that the policy and plan are not being followed, or who otherwise participates in a Company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint. If you believe that you have been subjected to retaliation, your complaint should be directed your supervisor, a member of management, or Human Resources. Individuals may also submit a complaint via email to HR.Compliance@eogresources.com, or submit a complaint to the Vice President, Human Resources or the General Counsel. Additionally, any individual who observes harassment, even if they have told the alleged offender to cease the behavior, or any other violation of this policy is to notify one of the individuals identified above.

After receiving a complaint involving a violation of the Company's Equal Employment Opportunity Policy, Harassment Prevention Policy or affirmative action plan, the Company will investigate and take corrective action, as appropriate. Complaints and investigations will be kept strictly confidential to the maximum extent possible. No one, regardless of position or length of service, is exempt from these policies and plan.

Responsibility for Implementation

As the Chief Executive Officer, I, Ezra Y. Jacob, fully support our affirmative action plan and am committed to the implementation of the Company's Equal Employment Opportunity Policy, Harassment Prevention Policy and affirmative action plan. I have delegated overall responsibility for these policies and plan to the Vice President, Human Resources. Each Vice President and General Manager is responsible for the implementation and auditing of these policies and plan at his or her location, assisted by Human Resources. EOG personnel have an obligation to contribute to a harassment and discrimination-free workplace. EOG will promptly and thoroughly investigate the alleged misconduct and, if a violation of this policy is found, will take immediate and appropriate corrective action.