

CHORD ENERGY CORPORATION
HUMAN RIGHTS POLICY STATEMENT
(Amended as of May 1, 2024)

Chord Energy Corporation (the “Company”) endeavors to adhere to all applicable laws and regulations governing the employment, working conditions, safety, and environmental aspects of its business. Additionally, the Company recognizes the importance of human rights philosophies as expressed in the United Nations’ (UN) Universal Declaration of Human Rights, supports the international philosophies expressed in the UN’s Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples, and supports the principles articulated in the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work as set forth in ILO conventions Nos. 29, 87, 98, 100, 105, 111, 138, 155, 182 and 187. This Human Rights Policy (this “Policy”) does not contain all of our policies or procedures that are intended to support respect for human rights. Instead, this Policy expands upon and adds to our Corporate Code of Business Conduct and Ethics, Employee Handbook, and the terms of contracts entered into by and between the Company and its business partners. The foregoing documents provide additional guidance on human rights issues such as equal employment opportunities, disability accommodation, workplace violence prevention, non-discrimination, and anti-harassment policies.

Policy Statement

The Company recognizes a responsibility to respect the fundamental human rights of all individuals, including but not limited to, life, liberty, and security without discrimination in all facets of the Company’s operations. Obeying the law both in letter and in spirit is the foundation upon which the Company’s ethical standards are built.

- a. **Discrimination and Harassment:** The Company is committed to providing employment opportunities and making employment decisions without regard to any characteristics protected under applicable federal, state, or local law, including race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation, or disability. The Company strictly prohibits illegal workplace harassment, abuse, discrimination or retaliation for good faith reporting of such behavior.
- b. **Equal Opportunity:** The Company shall be guided by principles of equality of opportunity in employment.
- c. **Forced Labor, Child Labor, Health & Safety:** All individuals have the right to safe, fair, ethical, and humane working conditions, free from forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor, and any form of human trafficking. The Company is committed to conducting its business in compliance with applicable health and safety laws and regulations, in a manner that has high regard for the health and safety of human life.
- d. **Punishment & Violence:** No person shall be subjected to cruel, inhumane, or degrading treatment or punishment. Violence and threatening behavior are not permitted.

- e. **Freedom of Association:** The Company respects employees' rights to lawfully and peacefully associate and join or form a labor union without fear of intimidation or harassment.
- f. **Indigenous Land:** The Company strives to support the philosophies set forth in the UN Declaration on the Rights of Indigenous Peoples across its business functions in recognition of the inherent rights of indigenous peoples deriving from their political, economic, and social structures and from their cultures, spiritual traditions, histories, and philosophies.
- g. **Stakeholder Engagement:** We recognize that our operations can create a significant positive economic and social impact within the communities in which we operate, and we believe that local issues are often most appropriately addressed at a local level. The Company shall engage with stakeholders on relevant initiatives, projects, products, and services, and seek feedback on relevant environmental, social, and governance issues as needed and appropriate.

Application and Reporting

This Policy applies to all Company directors, officers, and employees. We also seek to align with business partners such as direct suppliers of goods, service providers, consultants, distributors, licensees, joint ventures, contractors and temporary workers that share the Company's respect for human rights. The Company expects its business partners to comply with this Policy and may require that its business partners enter into agreements allowing the Company to monitor their adherence to the human rights principles set forth in this Policy.

This Policy applies to all Company locations and other locations where Company business is conducted. The Company reserves the right to add to, modify and rescind this Policy or any portion of it at any time. Our Corporate Code of Business Conduct and Ethics governs in the event of any conflict or inconsistency with this Policy. In the event this Policy conflicts with or is inconsistent with the terms of any agreements entered into by the Company, the terms of those agreements govern.

If any employee or contractor believes that someone is violating this Policy or the law, they are requested and encouraged to report it immediately to their supervisor, our human resources or legal departments, our 24-hour helpline found at 866-839-1233, or in accordance with our Policy for Complaint Procedures for Accounting and Compliance Matters.

As set forth in our Corporate Code of Business Conduct and Ethics and Policy for Complaint Procedures for Accounting and Compliance Matters, individuals will not be penalized for good faith reporting of violations or suspected violations of this Policy or for cooperating with any Company investigation. Retaliation and threats of retaliation, against any individual who reports, participates, or assists in an investigation of a suspected violation are prohibited and disciplinary action, including dismissal of any officer or other employee where warranted, will be taken if the Company determines that any such retaliation or threat of retaliation has taken place.

Compliance with this Policy is monitored by our Compliance Officer with oversight by the Safety and Sustainability Committee (the "Committee"). At least annually, the Committee shall review the need for changes in this Policy and recommend any proposed changes to the Board of Directors of the Company for approval.