

CHORD ENERGY CORPORATION
INDIGENOUS RELATIONS POLICY
(Adopted by the Board of Directors as of July 26, 2023)

Chord is one of the largest operators on Fort Berthold Indian Reservation (FBIR), which is home to the Mandan, Hidatsa, and Arikara Nation (MHA Nation). We continually strive to meet with, listen to, learn from, and engage collaboratively with the MHA Nation and other indigenous peoples who may be present in a geographic area where we conduct our business. The intent of this policy is to articulate the principles that guide our engagement with the MHA Nation and other indigenous peoples who may be present in a geographic area where we conduct our business, and affirm our goal that all operations on FBIR are completed in compliance with applicable law.

Respect for Indigenous Rights

Chord is committed to engaging with the MHA Nation and other indigenous peoples who may be present in a geographic area where we conduct our business in a manner that is transparent, respectful and collaborative. Chord has the following goals for all such engagements:

- We support the international philosophies expressed in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- We recognize the legal and constitutional rights possessed by the MHA Nation and other indigenous peoples, and commit to complying with all laws and regulations applicable to their traditional lands and resources
- We engage with the MHA Nation early and sincerely through a process that aims to build trust and achieve the support and agreement of the MHA Nation and other indigenous peoples when our projects and operations may occur on their traditional lands
- Chord shall endeavour to seek the input and knowledge of the MHA Nation and other indigenous peoples who may be present in a geographic area where we conduct our business, concerning matters such as the identification and development of appropriate avoidance, minimization or mitigation measures. The scope and scale of such discussions shall be proportionate to the scope and scale of known potential risks that may negatively impact such peoples
- Be transparent, respectful and collaborative, in our engagements
- Chord shall comply with all relevant laws and regulations applicable to any legally protected resources where we conduct our business
- Chord seeks to appropriately avoid, minimize or mitigate negative impacts to cultural heritage by providing opportunities for stakeholders to identify any assets or resources that are culturally or traditionally significant

Promoting Economic Opportunity and Inclusion

- We are committed to working with Tribal Employment Rights Office (TERO) and other MHA Nation programs to support or increase the business and economic opportunities for the MHA Nation and other indigenous peoples who may be present in a geographic area where we conduct our business. Through our corporate giving we support

educational and environmental initiatives, basic community needs for shelter and food and mental health awareness.

Fostering Awareness and Education

- We encourage our leaders, employees and contractors to understand the history and culture of the MHA Nation and other indigenous peoples through training and by visiting the MHA Nation Interpretive Center and other relevant cultural centers and resources
- We recognize the deep and meaningful connections that the MHA Nation and other indigenous peoples have to the water, the land, the air and other natural resources

Our Indigenous Relations Policy is a critical component of Chord's sustainability strategy and community engagement objectives. It is the shared responsibility of Chord Energy, our employees, and our contractors, and we intend to conduct business in a manner that reflects the above principles.