

CHORD ENERGY CORPORATION
INDIGENOUS RELATIONS POLICY
(Amended as of May 1, 2024)

This Indigenous Relations Policy (this “Policy”) provides guidance to assist in the pursuit and development of long-term mutually beneficial relationships with indigenous groups in support of the business and social responsibility objectives of Chord Energy Corporation (the “Company”). The Company 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

The Company 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. The Company 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.
- The Company shall endeavor 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.
- The Company shall comply with all relevant laws and regulations applicable to any legally protected resources where we conduct our business.

- The Company 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.

Application and Reporting

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

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.