

"US corporate human rights index: Tracking changes in company commitments to human rights"

Findings as of July 2026

EOG Resources

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
<u>General</u>					
Human rights policy - UNGPs	"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."	Human Rights Policy. P. 1	https://www.eogresources.com/documents/human-rights-policy.pdf	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	See above			No change	
Human rights defenders & civic space	"EOG will not take adverse action or otherwise allow retaliation against anyone who in good faith reports a violation or suspected violation of this Contractor Code or the Employee Code or suspected unethical or illegal conduct."	CODE OF BUSINESS CONDUCT AND ETHICS FOR VENDORS AND CONTRACTORS	https://www.eogresources.com/documents/eog_code_of_conduct-vendors-and-contractors.pdf	No change	
Gender equality and women's empowerment	"We are firmly committed to providing equal opportunity in all aspects of employment and a workplace free of discrimination, harassment or segregation based on sex, race, color, age, religion, national origin, physical or mental disability, pregnancy (including childbirth and related medical conditions), protected Veteran status, genetic information, sexual orientation, gender identity or any other	CODE OF BUSINESS CONDUCT AND ETHICS FOR VENDORS AND CONTRACTORS	https://www.eogresources.com/documents/eog_code_of_conduct-vendors-and-contractors.pdf	No change	
Indigenous Peoples	"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."	Human Rights Policy. P. 1	https://www.eogresources.com/documents/human-rights-policy.pdf	No change	
<u>Natural resources</u>					
Land rights	No evidence			No change	
Free, Prior, and Informed Consent (FPIC)	No evidence			No change	
<u>Living wage</u>					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	No evidence			No change	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	No evidence			No change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change	
Affected stakeholder engagement	"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."	Human Rights Policy. P. 1	https://www.eogresources.com/documents/human-rights-policy.pdf	No change	

Human rights requirements in supplier code/requirements	"We expect our contractors and vendors to promote ethical conduct and demonstrate respect for the human rights of all Company stakeholders. If you become aware of a situation that might result in a violation of human rights related to EOG's operations, including in our business dealings with vendors, contractors and business partners, immediately report the matter to our Human Resources Department or Legal Department or in accordance with the procedures described in Section 2 of this Contractor Code."	CODE OF BUSINESS CONDUCT AND ETHICS FOR VENDORS AND CONTRACTORS	https://www.eogresources.com/documents/eog_code_of_conduct-vendors-and-contractors.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	"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 , through which concerns can be shared confidentially and anonymously."	Human Rights Policy. P. 1	https://www.eogresources.com/documents/human-rights-policy.pdf	No change	
Grievance mechanism for workers - supply chain	See above			No change	
Grievance mechanism for external individuals & communities	See above			No change	
Governance and staffing					
Board and/or C-Suite-level oversight	"The Nominating, Governance and Sustainability Committee of the Board of Directors has oversight responsibility for our Human Rights Policy."	Human Rights Policy. P. 1	https://www.eogresources.com/documents/human-rights-policy.pdf	No change	
Senior level responsibility for human rights	No evidence		" "	No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Integrated into the sustainability report	2023 Sustainability report	https://eogresources.s3.us-east-2.amazonaws.com/EOG_2023_Sustainability_Report.pdf	Updated	2024 Sustainability Report. https://eogresources.s3.us-east-2.amazonaws.com/EOG_2024_Sustainability_Report.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change	
EITI	No	EITI	https://eiti.org/companies	No change	
VPI	No	VPI	https://www.voluntaryprinciples.org/the-initiative/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	

Anti-bribery and anti-corruption policy

"Anti-Corruption. EOG policy prohibits bribery in any form, defined as providing or receiving any payments or other things of value in order to gain or maintain business in a corrupt manner or to obtain an improper business advantage. In addition, certain laws of the United States and the other countries where the Company or Company representatives conduct EOG business, including the U.S. Foreign Corrupt Practices Act (the "FCPA"), prohibit corruptly giving anything of value, directly or indirectly, to officials of foreign governments, employees of public international organizations, or foreign political party officials or candidates in order to obtain or retain business. Under the FCPA, a foreign official is broadly defined to include an official or employee of a foreign government or its agencies or government-controlled enterprises, including some national oil companies. The FCPA applies not only to EOG's directors, officers and employees, but also to consultants or other persons we retain to represent us in any country outside the U.S."

CODE OF BUSINESS
CONDUCT AND ETHICS
FOR VENDORS AND
CONTRACTORS

[https://www.eogresources.com/
documents/eog_code_of_conduc
t-directors-and-employees.pdf](https://www.eogresources.com/documents/eog_code_of_conduct-directors-and-employees.pdf) No change

//END//

|