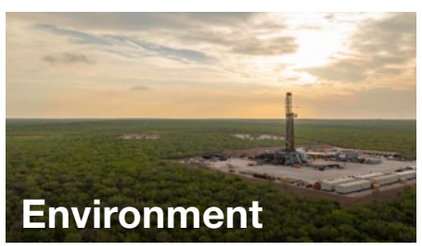
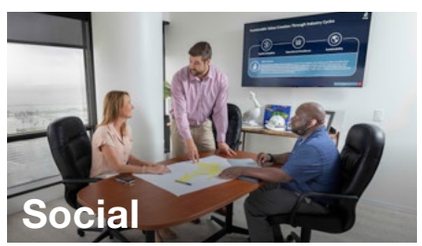
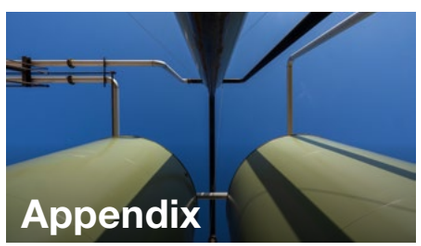
2024 SUSTAINABILITY REPORT

An Integrated Approach

Contents







Letter to Stakeholders

> “EOG continues to demonstrate that operational excellence and strong environmental performance can go hand in hand with delivering reliable and affordable energy.”

Ezra Y. Yacob
Chairman and Chief Executive Officer

2024 was a milestone year for EOG as we celebrated twenty-five years as an independent company. For the past twenty-five years, EOG has successfully navigated industry cycles and delivered consistent financial and operational results while delivering strong environmental performance. EOG’s consistency can be tied directly to our differentiated strategy: capital discipline, operational excellence, and sustainability, all underpinned by EOG’s unique culture.

EOG continues to demonstrate that operational excellence and strong environmental performance can go hand in hand with delivering reliable and affordable energy. Leveraging our unique, decentralized culture, we were once again able to achieve our 2025 emissions targets, ahead of schedule. As part of our ongoing commitment to strong environmental performance, we have developed new emissions targets, announced earlier this year.

Beyond emissions, we supported innovative reclamation and conservation efforts across several of our operating areas and continued our outreach to the communities where we live and work. We were also honored to be recognized with several USA Today Top Workplace awards, a testament to the strength of our culture and our employees.

Our 2024 results are not the product of any one initiative; rather, they are the outcome of a highly engaged, innovative culture where sustainability is integrated across the business. As the global energy landscape evolves and becomes more diverse, we believe that oil and natural gas will continue to play an essential part in long-term energy supply. With a track record of innovation and collaboration, we remain focused on being among the highest return and lowest cost producers, committed to strong environmental performance and playing a significant role in the long-term future of energy, through the commodity cycles.

2025 Targets and Achievements

13.5
GHG Intensity Rate by 2025
Achieved in 2022, 2023, and 2024

0.06%
Methane Emissions Percentage by 2025
Achieved in 2022, 2023, and 2024

Zero
Routine Flaring by 2025
Achieved in 2023 and 2024

GOAL-SETTING CULTURE AND NEW EMISSIONS TARGETS

At EOG, target setting is coupled with regular oversight and transparent disclosure to provide alignment across the company. We view targets as catalysts that help drive continuous improvement and innovation.

One example is achieving our Zero Routine Flaring target ahead of schedule. Joining the World Bank Zero Routine Flaring by 2030 Initiative focused our efforts to thoroughly evaluate our operations and approach to flaring. Our proactive focus on natural gas takeaway planning and infrastructure, combined with innovative in-field practices and technologies, supported our progress toward achieving Zero Routine Flaring.

In addition, we have made outstanding progress in reducing our methane emissions. Our membership in the Oil & Gas Methane Partnership 2.0 (OGMP 2.0) and achievement of Gold Standard Pathway demonstrate our continued focus on transparency and collaboration within our industry. Over time, we believe improved measurement and innovation in technology will not only strengthen our reporting, but also allow us to maintain our methane emissions at a near-zero level.

These efforts, among many others, reflect how we approach challenges as a company. Our employees collaborate to leverage their collective expertise to find practical, fit-for-purpose solutions. We also recognize that available technologies, regulatory standards, and stakeholder expectations regarding emissions and reporting transparency continue to evolve. We seek to set targets that are adaptable and continue evaluating our approach to drive performance improvements.

Earlier this year, we introduced new emissions targets that build on our past successes and leverage our emissions data to drive continued progress in reducing the emissions intensity of our operations. Our comprehensive emissions and operational data, combined with our proactive emissions management approach, allowed us to establish our new targets based on the U.S. Environmental Protection Agency's (EPA) updated emissions reporting methodology a year ahead of required reporting.

EOG's New Near-Term Emissions Targets

Reduce GHG Emissions Intensity Rate*	**25% from 2019** By 2030
Maintain Near-Zero Methane Emissions*	**0.20% or less** 2025–2030
Maintain Zero Routine Flaring	**Zero routine flaring** 2025–2030

CONCLUSION

At EOG, sustainability is integrated throughout the life cycle of our operations, not treated as a separate effort. It informs how we plan, operate, and improve across the company. After twenty-five years, we are approaching our future with the intention of leveraging what we have learned from our past to help meet the dual energy challenge of supplying reliable, affordable energy while maintaining strong environmental performance.

Stakeholders are an integral part of our approach, and we value their feedback. What is commonly recognized among stakeholders is that a successful long-term energy solution will require oil and natural gas as part of the future energy mix. We look forward to ongoing discussions with our stakeholders related to meeting long-term energy needs and the role of oil and natural gas. We are confident in our ability to adapt through change and continue creating value for shareholders, employees, and the communities where we operate.

Our contribution to the long-term future of energy would not be possible without our employees. I want to thank everyone at EOG for the contributions they have made to another strong year, and for the commitment they show every day to our value proposition. As we look ahead, we will continue learning, leading, and evolving, true to our values and confident in our ability to thrive through the cycles.

Ezra Y. Yacob
Chairman and Chief Executive Officer

* See *Definitions* for more information on calculation methodology and boundaries.

2024 Sustainability Highlights

EMISSIONS PERFORMANCE

13.5
GHG Intensity Rate
Achieved in 2022, 2023, and 2024

0.06%
Methane Emissions Percentage
Achieved in 2022, 2023, and 2024

Zero
Routine Flaring
Achieved in 2023 and 2024

EOG'S NEW NEAR-TERM EMISSIONS TARGETS

Reduce GHG Emissions Intensity Rate*
25% from 2019
By 2030

Maintain Near-Zero Methane Emissions*
0.20% or less
2025–2030

Maintain Zero Routine Flaring
Zero routine flaring
2025–2030

* See *Definitions* for more information on calculation methodology and boundaries.
** Based on percentage of gross oil production handled at central tank batteries covered by iSense. See *iSense Continuous Leak Detection System* for more information.

ENGAGED AND EMPOWERED EMPLOYEES

3.0%
Voluntary turnover rate

64%
Have been with the company 5 or more years

TOP WORKPLACE RECOGNITION

SAFETY PERFORMANCE

22%
Decrease in workforce TRIR

33%
Decrease in workforce LTIR

ENHANCING OUR SAFETY CULTURE

Through knowledge sharing and innovation

EOG'S HIGHLY INNOVATIVE CULTURE

99%
iSense® continuous leak detection system coverage in Delaware Basin as of YE 2024**

Proactive
Spill prevention in our operations

Expanded
Use of mechanical evaporation technology to help manage water resources

140+
In-house applications to support data transparency

ADVANCING EFFECTIVE RECLAMATION

Reclamation activities in Powder River Basin

Data Tear Sheet[1,2]

	Unit	2024	2023	2022	2021	2020
Operations						
U.S. Gross Operated Production	MMBoe	**446**	421	382	356	328
U.S. Gross Operated Natural Gas Production	Bcf	**1,198**	1,090	921	812	721
Total Gross Operated Production	MMBoe	**469**	437	—	—	—
Total Gross Operated Natural Gas Production	Bcf	**1,328**	1,186	—	—	—
U.S. Workforce Hours Worked	Million hours	**43**	40	34	31	30
U.S. Gross Completed Wells	#	**739**	765	617	563	615
Environmental						
Greenhouse Gas Emissions[3]						
U.S. GHG Emissions						
Scope 1 GHG Emissions	Million metric tons CO_2e	**5.9**	5.6	5.1	5.0	4.5
Scope 2 GHG Emissions	Million metric tons CO_2e	**0.4**	0.4	0.4	0.4	0.4
U.S. Scope 1 GHG Emissions by Constituent Gas						
Carbon Dioxide (CO_2)	Million metric tons CO_2e	**5.6**	5.3	4.9	4.7	4.2
Methane (CH_4)	Million metric tons CO_2e	**0.3**	0.2	0.2	0.2	0.3
Nitrous Oxide (N_2O)	Million metric tons CO_2e	**0.003**	0.004	0.003	0.003	0.003
U.S. Scope 1 GHG Emissions by Source						
Combustion	Million metric tons CO_2e	**5.3**	4.9	4.3	4.1	3.6
Flaring	Million metric tons CO_2e	**0.4**	0.4	0.4	0.6	0.5
Pneumatics	Million metric tons CO_2e	**0.03**	0.03	0.02	0.05	0.1
Other Sources	Million metric tons CO_2e	**0.2**	0.2	0.2	0.3	0.2
U.S. Scope 1 GHG Intensity						
GHG Intensity Rate	Metric tons CO_2e/MBoe	**13.2**	13.2	13.3	14.0	13.6
U.S. Scope 1 GHG Intensity Rate by Source						
Combustion	Metric tons CO_2e/MBoe	**11.9**	11.8	11.4	11.5	11.1
Flaring	Metric tons CO_2e/MBoe	**0.8**	0.9	1.2	1.6	1.6
Pneumatics	Metric tons CO_2e/MBoe	**0.1**	0.1	0.1	0.1	0.2
Other Sources	Metric tons CO_2e/MBoe	**0.4**	0.5	0.6	0.8	0.7
U.S. Methane Intensity						
Methane Intensity Rate	Metric tons CO_2e/MBoe	**0.6**	0.5	0.5	0.7	0.8
Methane Emissions Percentage (of natural gas production only)	%	**0.04**	0.04	0.04	0.06	0.08
U.S. Wellhead Gas Capture						
Wellhead Gas Capture Rate	%	**99.9**	99.9	99.9	99.8	99.6
Total GHG Emissions[4]						
Scope 1 GHG Emissions	Million metric tons CO_2e	**6.0**	5.7	—	—	—
Scope 3 GHG Emissions[5]	Million metric tons CO_2e	**127.0**	118.0	110.3	—	—
Total Scope 1 GHG Emissions by Constituent Gas[4]						
Carbon Dioxide (CO_2)	Million metric tons CO_2e	**5.7**	5.4	—	—	—
Methane (CH_4)	Million metric tons CO_2e	**0.3**	0.3	—	—	—
Nitrous Oxide (N_2O)	Million metric tons CO_2e	**0.003**	0.004	—	—	—

	Unit	2024	2023	2022	2021	2020
Total Scope 1 GHG Intensity[4]						
GHG Intensity Rate	Metric tons CO_2e/MBoe	**12.8**	13.0	—	—	—
Total Methane Intensity[4]						
Methane Intensity Rate	Metric tons CO_2e/MBoe	**0.7**	0.7	—	—	—
Methane Emissions Percentage (of natural gas production only)	%	**0.04**	0.06	—	—	—
Energy Use[3]						
Electricity Usage	Thousands MWh	**917**	804	755	721	644
Other Air Emissions						
Sulfur Dioxide (SO_2)	Metric tons	**215**	230	210	160	—
Nitrogen Oxides (NO_x)	Metric tons	**8,000**	6,800	8,600	9,700	—
Volatile Organic Compounds (VOCs)	Metric tons	**8,000**	6,800	7,100	8,400	—
Water Mangement						
Water Use						
Total Water Use	MMBbls	**328**	306	219	196	185
Reuse	MMBbls	**164**	175	127	107	84
Nonfresh Water	MMBbls	**71**	68	62	71	65
Fresh Water	MMBbls	**93**	63	30	18	36
Water Use Percentage						
Percent Sourced from Reuse	%	**50**	57	58	55	46
Percent Sourced from Nonfresh Water	%	**22**	22	28	36	35
Percent Sourced from Fresh Water	%	**28**	21	14	9	19
Water Intensity						
Total Water Intensity Rate	Bbls/Boe	**0.73**	0.73	0.57	0.55	0.56
Reuse Intensity Rate	Bbls/Boe	**0.37**	0.42	0.33	0.30	0.26
Nonfreshwater Intensity Rate	Bbls/Boe	**0.16**	0.16	0.16	0.20	0.20
Freshwater Intensity Rate	Bbls/Boe	**0.21**	0.15	0.08	0.05	0.11
Spills						
Spills Over One Barrel						
Oil Spill Volume	Bbls	**2,013**	2,780	3,232	4,109	2,514
Recovered	Bbls	**1,731**	2,345	2,717	2,627	1,612
Oil Spill Rate	Bbls/MBoe	**0.005**	0.007	0.008	0.012	0.008
Recovered	Bbls/Mboe	**0.004**	0.006	0.007	0.007	0.005
Produced Water Spill Volume	Bbls	**15,387**	13,968	12,468	25,304	14,526
Recovered	Bbls	**10,945**	7,811	10,716	17,558	8,961
Number of Oil Spills	#	**145**	199	231	263	—

Data Tear Sheet (continued)

	Unit	2024	2023	2022	2021	2020
Social						
Our People						
Employees (as of Dec. 31)	#	**3,003**	2,923	2,728	2,697	2,776
Employee Voluntary Turnover[6]	%	**3.0**	3.0	5.1	3.8	1.5
Employee Representation						
Total						
Female	%	**26.5**	27.6	28.0	29.1	30.3
Minority[7,8]	%	**33.5**	32.4	29.9	27.2	25.9
Hispanic or Latino	%	**20.9**	20.4	18.1	16.2	15.1
Black or African American	%	**2.5**	2.3	2.3	2.4	2.4
Asian	%	**7.6**	7.2	6.4	5.9	5.8
Other	%	**2.5**	2.5	3.1	2.7	2.6
Executive- and Senior-Level Managers[7]						
Female	%	**26.5**	25.7	21.6	21.6	17.6
Minority[7,8]	%	**14.7**	11.4	10.8	10.8	11.8
Hispanic or Latino	%	**2.9**	0.0	0.0	0.0	2.9
Asian	%	**5.9**	5.7	5.4	5.4	5.9
Other	%	**5.9**	5.7	5.4	5.4	2.9
First- and Mid-Level Managers[7]						
Female	%	**18.6**	18.2	19.2	17.6	16.4
Minority[7,8]	%	**25.1**	23.5	21.2	20.2	18.8
Hispanic or Latino	%	**13.8**	12.9	11.7	11.7	10.3
Black or African American	%	**2.1**	1.9	1.8	1.9	1.8
Asian	%	**7.5**	6.8	5.9	5.0	5.2
Other	%	**1.7**	1.9	1.8	1.7	1.5
Professionals[7]						
Female	%	**32.7**	33.4	32.9	35.1	36.6
Minority[7,8]	%	**35.6**	34.8	32.2	31.0	28.8
Hispanic or Latino	%	**16.4**	16.4	14.3	13.7	12.4
Black or African American	%	**3.0**	2.8	2.8	3.1	2.9
Asian	%	**13.6**	13.1	12.2	11.3	10.8
Other	%	**2.6**	2.5	2.9	3.0	2.9
All Other						
Female	%	**25.4**	28.1	29.1	30.5	32.9
Minority[7,8]	%	**37.7**	36.8	34.1	28.4	27.7
Hispanic or Latino	%	**31.6**	30.9	27.2	22.4	21.4
Black or African American	%	**2.2**	2.1	2.1	2.2	2.3
Asian	%	**1.1**	1.0	0.7	0.7	1.1
Other	%	**2.8**	2.8	4.1	3.1	3.0

	Unit	2024	2023	2022	2021	2020
Safety						
Total Recordable Incident Rate (TRIR)						
Workforce	Incidents per 200,000 work hours	**0.36**	0.46	0.51	0.40	0.45
Employee	Incidents per 200,000 work hours	**0.19**	0.10	0.21	0.37	0.56
Contractor	Incidents per 200,000 work hours	**0.38**	0.52	0.57	0.41	0.42
Lost Time Incident Rate (LTIR)						
Workforce	Incidents per 200,000 work hours	**0.08**	0.12	0.17	0.11	0.13
Employee	Incidents per 200,000 work hours	**0.03**	0.00	0.07	0.03	0.13
Contractor	Incidents per 200,000 work hours	**0.09**	0.14	0.19	0.13	0.13
Work-Related Fatalities						
Employee	#	**0**	0	0	0	0
Contractor	#	**0**	0	2	0	1

Units of Measure	
Bbls	barrels
Bcf	billion cubic feet of natural gas
Boe	barrels of oil equivalent
MBoe	thousand barrels of oil equivalent
Mcf	thousand cubic feet of natural gas
MMBbls	million barrels
MMBoe	million barrels of oil equivalent
MWh	megawatt hour

[1] U.S. operations unless otherwise indicated.

[2] The metrics in this table and elsewhere in this report have been calculated using the best available information at the time of preparation of this report. The data utilized in calculating such metrics is subject to certain reporting rules, regulatory reviews, definitions, calculation methodologies, adjustments, and other factors. As a result, these metrics are subject to change if updated data or other information becomes available. Accordingly, certain metrics in this table and elsewhere in this report with respect to prior years may be revised from previous sustainability reports to reflect updated data and other information. Any updates to the metrics in this table, prior to our next sustainability report, will be set forth in the Data Tear Sheet posted to the *Sustainability* section of the EOG website. Further, certain total amounts in this table and presented elsewhere in this report may not equal the sum of their components due to rounding.

[3] We obtained independent third-party verification and assurance of our GHG emissions and energy use data in the year the data was first reported. See *Internal and Third-Party Verification and Assurance* for more information.

[4] Metric includes U.S. and Trinidad operations. See *Definitions* for more information on boundaries.

[5] Total Scope 3 GHG Emissions from Category 11: Use of Sold Products. See *Definitions* for more information on calculation methodology and assumptions.

[6] Does not include voluntary retirement rates of 1.6%, 0.9%, 1.4%, 1.1%, and 0.6% for 2024, 2023, 2022, 2021, and 2020, respectively.

[7] As defined by the U.S. Equal Employment Opportunity Commission (EEOC).

[8] Based on employee self-identification in the year the data was first reported. The "Other" category includes American Indian/Alaska Native, Native Hawaiian or other Pacific Islander, and two or more races.

About EOG

EOG Resources, headquartered in Houston, Texas, is one of the largest crude oil and natural gas exploration and production companies in the United States, with proved reserves in the U.S. and Trinidad.

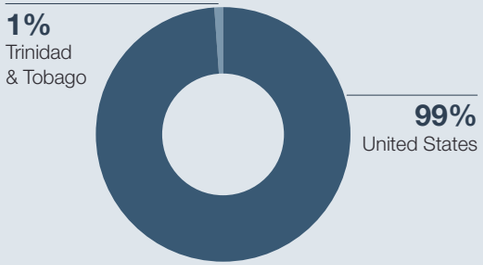
EOG's value proposition is to create sustainable value through industry cycles. Our strategy of capital discipline, operational excellence, sustainability, and culture is at the core of our success as a company. We believe we will continue to create shareholder value by focusing on being a high-return, low-cost producer, committed to strong environmental performance, and will play a significant role in the long-term future of energy.

In order to find and develop low-cost reserves, EOG emphasizes the exploration and drilling of internally generated prospects. This strategy is intended to consistently deliver cost-effective crude oil and natural gas production that enhances the generation of cash flow and earnings from each unit of production, allowing the company to deliver long-term growth in shareholder value while maintaining a strong balance sheet.

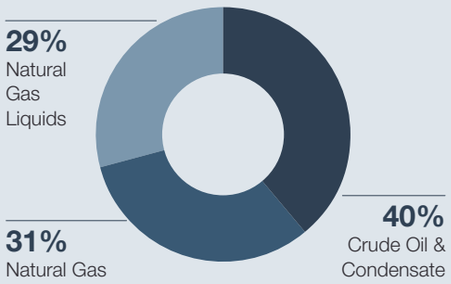
Our employees drive our unique culture — our returns-focused, best-in-class exploration; technology leadership; collaborative; multidisciplinary innovation; and commitment to responsible operations.

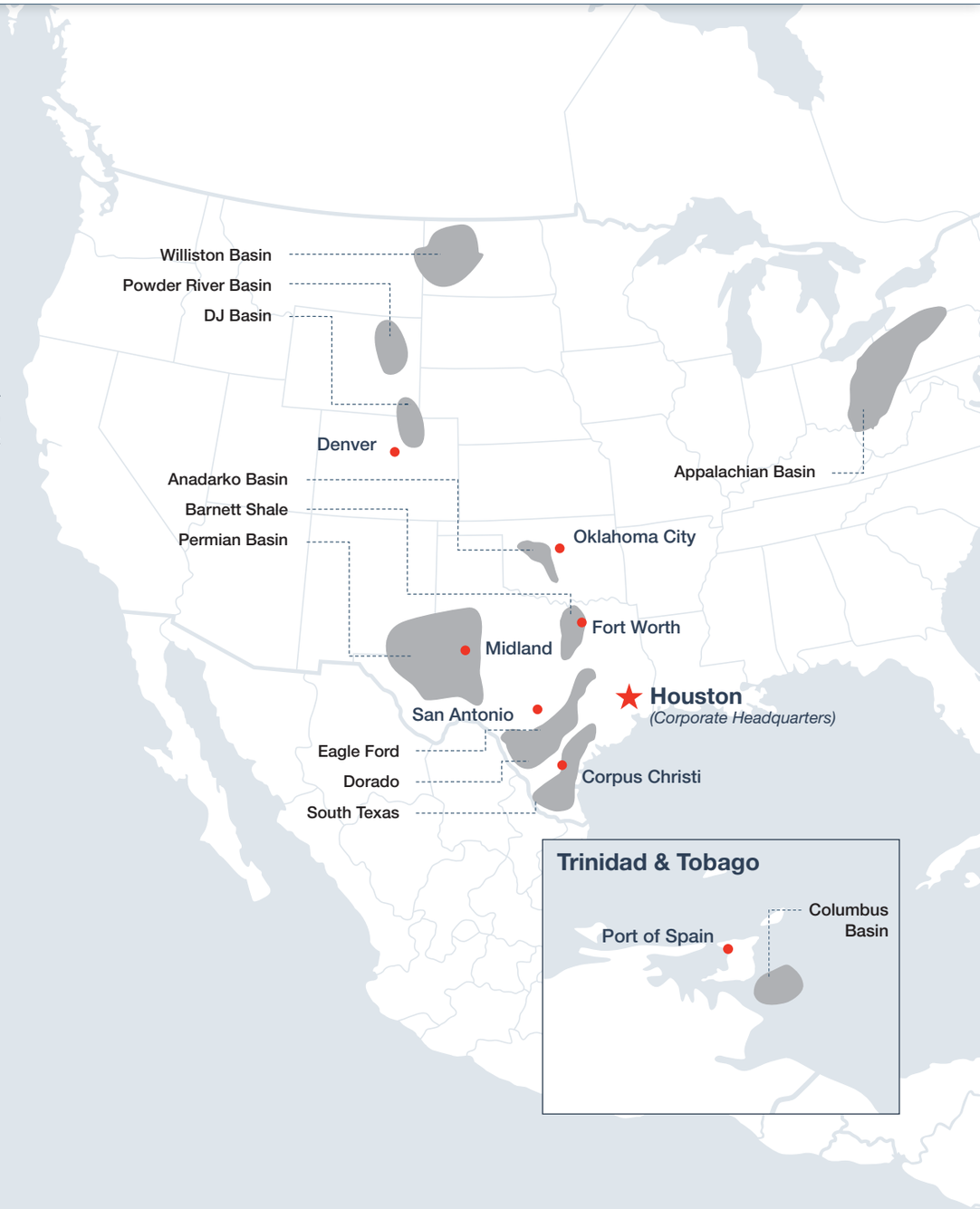
2024 Operations

Total Net Proved Reserves
as of December 31, 2024



U.S. Net Proved Reserves by Type
as of December 31, 2024





RESILIENCE OF EOG'S LONG-TERM STRATEGY

EOG focuses predominantly on maximizing the rate of return on investment of capital by controlling operating costs and capital expenditures and maximizing resource potential.

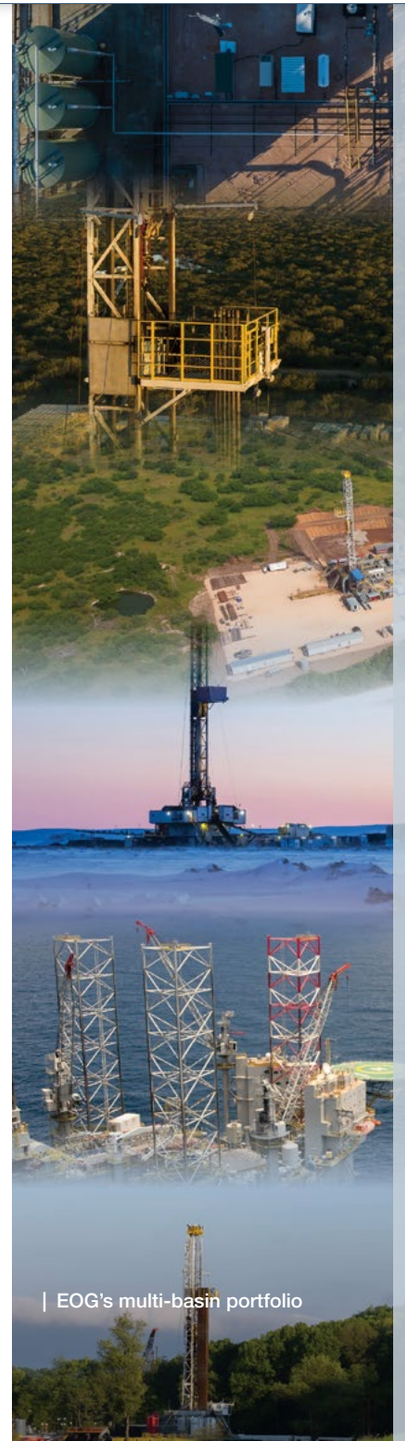
Sustainable Value Creation Through Industry Cycles

We believe the primary drivers of EOG's value proposition are our commitment to capital discipline, operational excellence, and leading sustainability efforts, all underpinned by our unique culture.

Each prospective drilling location is evaluated by its estimated rate of return, margins, net present value, payback period, and other key metrics. This rate of return-driven capital discipline is intended to enhance the generation of cash flow and earnings, improving financial performance and maintaining a strong balance sheet through commodity price cycles.

Our diverse multi-basin portfolio of assets supports our long-term strategy by providing the flexibility to invest at a pace allowing individual assets to continue to improve. Our multi-basin portfolio also provides flexibility to adjust to dynamic market conditions such as the macroeconomic environment, supply-and-demand fundamentals, or basin-specific economic factors.

Sustainability is not a separate effort at EOG. Instead, it is integrated into our operations throughout the exploration, development, and production life cycle and supports the long-term resilience of our portfolio. Responsible stewardship and emissions management is a focus of our innovative technologies and practices, which support our commitment to leading environmental performance.



| EOG's multi-basin portfolio

EOG's Diversified Portfolio of Assets

16
Plays

9
Basins

12+
Billion Boe of Resource Potential*

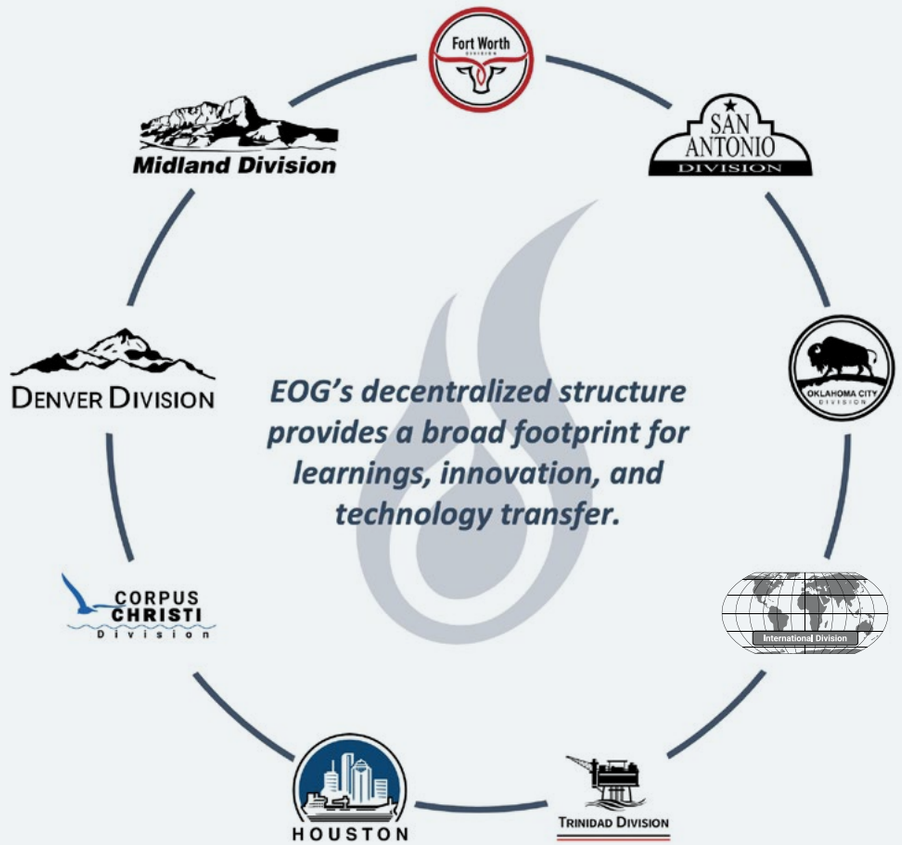
* Reflects acquisition of Encino Acquisition Partners, completed August 1, 2025; see *Reserves* in the *Appendix* for related discussion.

EOG's Integrated Approach to Sustainability

EOG is committed to playing a significant role in the long-term future of energy through sustainable value creation across industry cycles. We are focused on safe operations, leading environmental performance, community engagement, innovation, a highly engaged workforce, and strong corporate governance.

Management of sustainability matters is integrated throughout EOG's culture and our operations. Our employees improve the company's sustainability performance in the same way, and at the same time, they create value across our operations: by using data, technology, and innovation in the field through multidisciplinary teams across our decentralized organization to develop new and creative solutions.

We encourage continuous improvement in sustainability-related matters by setting targets, empowering our employees, measuring and reporting progress, and tying a portion of executive and employee compensation to achieving safety and environmental goals.



DECENTRALIZED STRUCTURE FOSTERS INNOVATION

Our decentralized model fosters innovation across operating areas and compounds the impact of innovation by taking ideas born in one operating area and expanding them across multiple basins and functions. Collaborative, multidisciplinary teams share new technologies and practices, from enhanced completion techniques and drilling motor designs to improved self-sourced procurement practices and information-technology-driven solutions that support emissions reduction efforts.

Senior leadership works to empower every employee as a decision-maker and idea generator directly contributing to EOG's performance and success. This empowerment is further bolstered by giving employees access to real-time performance data across a wide range of operational and financial functions, with more than 140 proprietary applications developed in-house through cross-functional collaboration.

About This Report

EOG's 2024 Sustainability Report presents our approach to managing sustainability matters and our related performance. We report on our 2024 activities and accomplishments and highlight certain areas of focus looking forward.

This report reflects our ongoing commitment to transparency. In developing the contents of this report, we considered topics of interest to our stakeholders, rating agencies and surveys, and peer reporting and benchmarking.

To support more comparability in reporting across independent oil and natural gas exploration and production companies in the United States, we include metrics based on the American Exploration and Production Council's (AXPC) framework. Refer to *American Exploration and Production Council Metrics* for more information.

We also considered common voluntary reporting frameworks, including the disclosure framework of the Sustainability Accounting Standards Board (SASB), and the recommended disclosure elements of the Task Force on Climate-related Financial Disclosures (TCFD). Refer to the *SASB and TCFD Indexes* for a map of the contents of this report to SASB and TCFD disclosure topics.

Inclusion of a subject in this report is not intended to correspond with the concept of materiality associated with disclosures required by the U.S. Securities and Exchange Commission (SEC). Information about issues deemed material to our investors as defined by regulatory requirements may be found in our SEC filings.

SCOPE

Unless otherwise stated, the topics and information covered in this report apply to our U.S. operations for the year ended December 31, 2024, and do not include our international operations or the operations associated with the acquisition of Encino Acquisition Partners, which closed on August 1, 2025. However, beginning with the 2023 Sustainability Report, we have included Scope 1 emissions metrics that include our Trinidad operations. Trinidad operations represented 1% of our total net proved reserves as of December 31, 2024, and less than 5% of our total production in 2024. Our new near-term emissions targets include emissions metrics from our U.S. and Trinidad operations that are based on U.S. Environmental Protection Agency (EPA) methodology as adopted in 2024. See the *Data Tear Sheet* and *Definitions* for additional information.

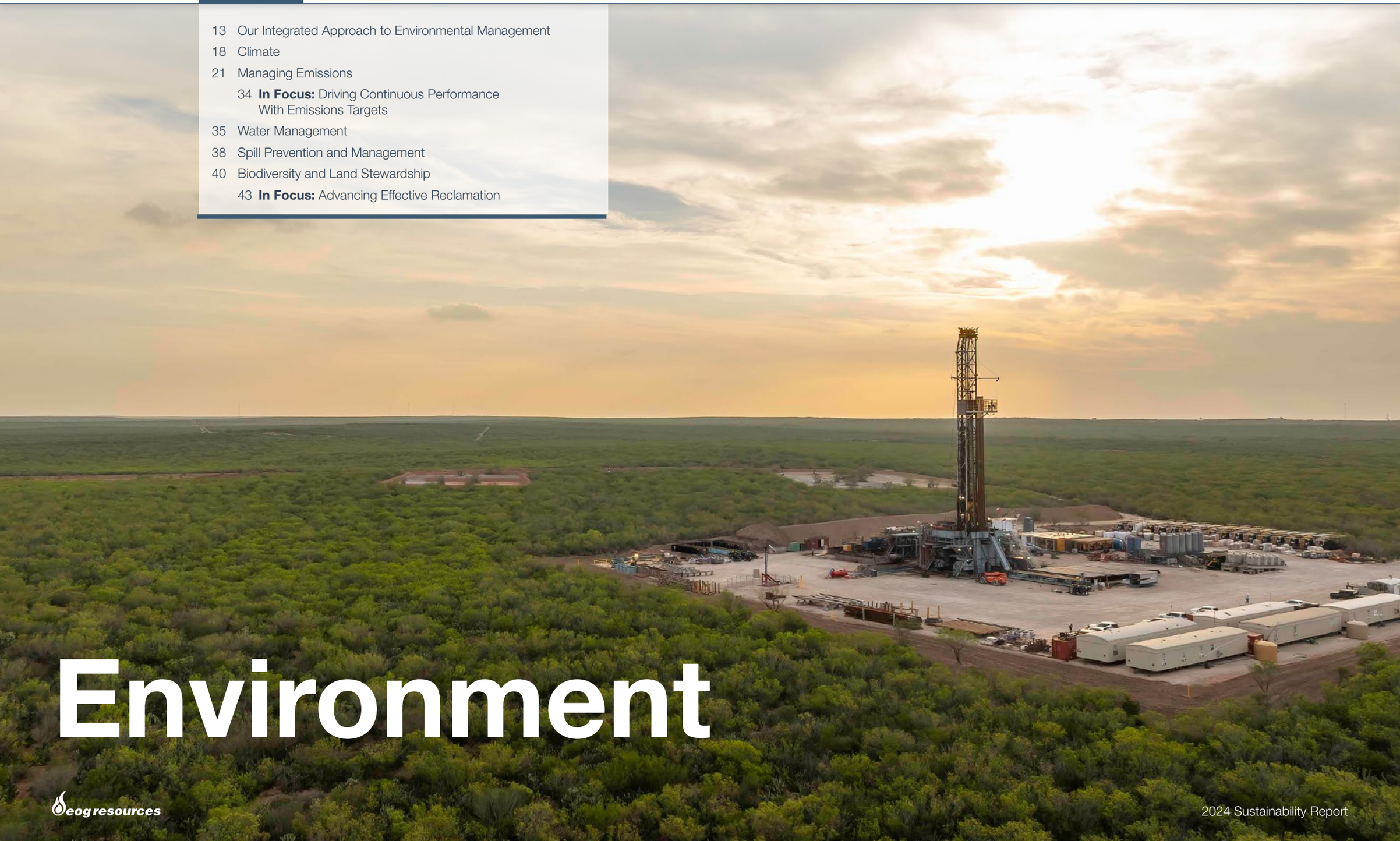
Third-Party Verification and Assurance

The data included in this report was subject to internal review and verification. The greenhouse gas (GHG) emissions and energy use data presented in this report were also subject to independent third-party verification.

The 2024 Scope 1 and 2 GHG emissions and energy use data in this report were verified at a reasonable level of assurance. The 2024 Scope 3 GHG emissions data in this report were verified at a limited level of assurance.

Prior-year GHG emissions and energy use data included in the Data Tear Sheet were subject to independent third-party verification and assurance in the year first reported. Refer to *Internal and Third-Party Verification and Assurance* for more information.

| Dorado operations



Environment

Our Integrated Approach to Environmental Management

EOG's approach to environmental stewardship is based on the same decentralized structure, operational and technological focus, and innovative culture that drive our leadership in the exploration and development of unconventional oil and natural gas plays. Supported by companywide management systems and executive oversight, this approach maintains our high standards of environmental performance, while empowering innovation and operating area-specific practices.

Each unconventional oil and natural gas play requires techniques and technology that are tailored to meet the operating area's unique geological, geographic, economic, and other operational conditions. EOG's innovative culture and decentralized structure foster these play-specific solutions to optimally develop and maximize both the value of any given asset and our ability to understand, protect, and conserve the environmental resources of the local area.

Our people are focused on identifying innovative approaches to minimize our environmental footprint, improve the energy efficiency of our field operations, and reduce emissions. We also work with local communities, government, and other stakeholders in each operating area to tailor our environmental practices to address localized factors.

ENVIRONMENTAL MANAGEMENT AND OVERSIGHT

In order to effectively manage day-to-day environmental matters across our decentralized operations, environmental personnel work across our operating area offices and field locations in addition to our Houston headquarters.

The Environmental and Sustainability Group is led by our companywide Vice President, Environmental and Sustainability, who reports up to our Chief Operating Officer. The group meets regularly with our Chief Operating Officer and other members of the senior leadership team to discuss environmental management and performance topics, such as emissions reduction strategies, and plays a critical role in assessing and managing environmental risks across the company.

The group also works closely with other multidisciplinary groups across the company, including the Water Resources Team and our Operations personnel, to manage and measure environmental performance.

| Dorado operations

OPERATIONAL PRACTICES AND TECHNOLOGIES

Our commitment to environmental stewardship is implemented through management practices applied throughout the life cycle of our operations — from our initial exploration efforts through the life of a well's production and decommissioning, reclamation, and restoration. The following practices and technologies — many of which are described in more detail throughout this section — are just some of the efforts EOG undertakes to support our commitment to environmental stewardship throughout the operational life cycle.

Drilling and Completions

- Reduce drilling days and associated emissions footprint
- Limit disposal of drilling fluids through reuse and recycling
- Use reduced emissions completions systems
- Minimize the use of chemical additives in hydraulic fracturing fluid
- Minimize freshwater use, supported by Trident℠, our proprietary water management application

Production

- Recycle produced water for reuse in operations
- Minimize or eliminate emissions, including through:
  - In-house GHG emissions performance and environmental data collection and analysis applications iEnergy and iEnvironmental℠
  - Flare reduction initiatives
  - Installing instrument air systems to operate pneumatic controllers and pumps
- Expanding continuous leak detection through iSense® (our proprietary continuous methane monitoring system) and aerial-based survey technologies

Infrastructure and Facilities

- Install oil, natural gas, and water pipeline infrastructure to reduce truck traffic and emissions
- Limit our overall surface footprint with multi-well pads and centralized production and compression facilities
- Design and implement enhanced spill containment and mitigation controls, including iDetect℠, our automated leak detection software
- Utilize real-time, remote facility monitoring using Supervisory Control and Data Acquisition (SCADA) systems

Decommissioning, Restoration, and Reclamation

- Follow industry practices for plugging and abandoning wells and surface reclamation and restoration
- Revegetate unused acreage during reclamation and restoration of well sites and facilities, using native plants where appropriate
- Partner with stakeholders to restore land in a manner responsive to the specific interests of local communities and landowners

For more information on EOG's efforts to conduct hydraulic fracturing operations in a safe and responsible manner, minimize waste disposal, and further understand seismic activity around our areas of operations, see *Hydraulic Fracturing*, *Waste Management*, and *Seismicity*.

LEVERAGING TECHNOLOGY TO DRIVE ENVIRONMENTAL PERFORMANCE

Our Information Systems Department has developed over 140 desktop and mobile applications that provide data transparency and predictive analytics to support continuous improvement across the company. Applications focused on environmental performance and management support our commitment to environmental stewardship by fostering data sharing, collaboration, and innovation throughout EOG.

These applications also foster transparency and innovation throughout the organization by:

- Facilitating real-time data capture, including daily reporting of water reuse, potential leaks, and high-pressure flaring metrics
- Enabling mobile access to data and analysis
- Providing advanced measurement and tracking tools, including real-time operational and financial data for select parameters
- Enhancing our ability to monitor performance and set goals
- Supporting ongoing facility and equipment design optimization through trend analysis and automation
- Equipping company personnel with information to make better, faster, well-informed decisions

Applications and Data Support Our Operational Life Cycle

	Drilling and Completions	Production	Infrastructure and Facilities	Decommissioning, Restoration, and Reclamation
iDETECT℠ Automated Leak Detection Software	●	●	●	
iENERGY Operational GHG Emissions Performance Management Application	●	●	●	
iENVIRONMENTAL℠ Environmental Data Collection and Analysis Application	●	●	●	●
iSENSE® Continuous Methane Monitoring System		●	●	
TRIDENT℠ Real-Time Water Resources Management Application	●	●	●	

| Dorado operations

ENVIRONMENTAL MANAGEMENT SYSTEMS

EOG's environmental management systems (EMS) provide a framework for managing our environmental processes and performance. Our EMS help maintain our high standards of environmental performance by supporting the integration of proactive environmental stewardship into our planning, development, and decision-making. Our EMS also support real-time data collection and transparency, which helps us identify and manage environmental risks and drive opportunities for continuous improvement. Components of our EMS include:

Management Oversight

Environmental leaders from each of our operating areas provide management oversight, regularly reviewing EOG's environmental performance and overseeing the development of strategies to improve our processes. This system helps us further identify trends to enhance the overall safety and environmental strategy for our organization.

Performance Goals

We set annual environmental goals, and the data from our EMS allows management to assess performance on those goals systematically over time. EOG considers environmental performance in evaluating employee performance and compensation, including executive compensation.

Compliance

We assess environmental performance and compliance under our environmental permits; applicable federal, state, and local safety and environmental rules and regulations; and EOG's internal policies. On an annual basis, EOG conducts certain targeted safety and environmental site reviews across our U.S. operating areas that focus on key compliance requirements, management practice implementation, and environmental performance. Site review findings are communicated to operating areas, where personnel use them to identify and implement proactive actions and opportunities for process improvements.

Environmental Management Applications

We leverage information technology to drive innovation and performance improvement. This includes internally developed and third-party software applications, which we use to organize large quantities of data so it can be easily analyzed, monitored, and maintained to improve our day-to-day operations. This integrated data system is used to track regulatory monitoring and reporting schedules, environmental incidents, and process changes that are being implemented. See *Leveraging Technology to Drive Environmental Performance* and *Applying Technology to Support Environmental Management* for more information.

Contractor Management

Our contractor onboarding process includes an orientation on EOG's environmental management and stewardship expectations to help promote sound environmental practices by our contractors.

Training

Regular training on environmental topics is important for consistent performance. We train employees and contractors on a variety of topics, including:

- Environmental stewardship
- Optical gas imaging (OGI) training for EOG's leak detection and repair (LDAR) program
- Spill prevention, control, and countermeasures (SPCCs)

Safety and Environmental Policy

EOG's Safety and Environmental Policy details our commitment to safeguard people and the environment by making performance the responsibility of every EOG employee and contractor. See *Key Elements of Our Safety and Environmental Policy* for more information.

Communication and Engagement

We communicate and engage with employees on environmental topics through a variety of forums, including dedicated roundtables and an intranet site. We also engage with external stakeholders on environmental topics. For example, we engage with local community members and groups on conservation efforts, and with regulators and elected officials to educate and create open dialogue on issues affecting our company and industry.

In addition, we have an Innovation Awards program that recognizes and rewards employees who develop initiatives to help improve our environmental or safety performance or benefit the communities where we live and work. The program is designed to encourage our culture of innovation, employee empowerment, and continuous improvement.

APPLYING TECHNOLOGY TO SUPPORT ENVIRONMENTAL MANAGEMENT

iEnvironmental (and its mobile counterpart miEnvironmental) is the foundation of our environmental data systems, which integrates data collection, calculation, analysis, and management across emissions, waste, spills, and other areas. The application provides for in-field data collection and calculations, which facilitates easy access to data and calculation tools. It also increases accessibility and transparency through data dashboards that facilitate reviewing performance and identifying improvement opportunities. In addition, iEnvironmental also:

- Integrates with and enhances inputs from third-party data analysis tools, allowing for increased data accuracy and the timely incorporation of new inputs and equipment data
- Supports compliance with internal standards and processes as well as external regulations, permitting, data disclosure, and other requirements
- Enables in-field data collection and calculations and resulting workflow requests throughout our operations
- Automates compiling, calculating, and formatting data related to state and federal reporting requirements
- Supports data review and identifies opportunities for improvement through dashboard views in the application

Flexibility and adaptability are central to iEnvironmental, and we continue to expand and evolve this data engine to incorporate new tools, data, processes, and regulatory changes based on our performance and reporting needs.

PLANNING FOR WEATHER EVENTS AND RELATED PHYSICAL RISKS

As part of the process for evaluating and planning our operations, EOG considers how to mitigate relevant physical risks from weather changes and extreme weather events such as floods, hurricanes, and intense heat and cold.

We operate a diversified portfolio of assets across multiple regions with unique environmental and weather-related considerations. Our decentralized structure enables us to apply our localized knowledge, so that we are prepared for the weather-related physical risks specific to each of our operating areas. For instance, in areas known to flood, we build drainage systems and protective structures to help prevent flooding at our facilities. Across our operating areas, including areas prone to water scarcity, EOG is focused on reducing the use of fresh water. In areas prone to extreme heat, we take measures to protect the health and safety of our employees and contractors, including using cooling trailers.

EOG also operates control centers built to manage operations in our most active areas. In the event of severe weather, EOG can remotely monitor the production and infrastructure of an impacted operating area from one of our control centers and, if needed, safely shut down operations.

| Powder River Basin operations

Climate

We believe oil and natural gas will remain an essential part of the long-term global energy supply with demand gravitating toward the producers that are most efficient from both a capital and an emissions perspective. We aim to play a significant role in the long-term future of energy by being among the highest return, lowest cost producers committed to strong environmental performance.

Global supply and demand for crude oil and natural gas are affected by several factors, including consumer demand and behavior, the availability of alternative energy sources, general economic conditions, geopolitical events, and carbon-related regulations and policy initiatives.

At the same time, reliable and affordable energy is critical to providing energy security and supporting economic development and opportunity for a growing global population. EOG is focused on helping meet the combined challenges of responding to growing demand for energy and doing so in a responsible way.

Forecasts of how to meet global energy demand in the future are wide-ranging. Uncertainties in the timing and scale of specific climate-related efforts and technologies add unique challenges to predicting future supply, demand, and commodity prices. However, commodity price volatility caused by supply and demand factors outside our direct control, such as the business cycle, general economic and geopolitical conditions, and regulatory changes, is a risk we are long accustomed to managing as an oil and natural gas company.

MANAGEMENT APPROACH AND OVERSIGHT

We seek to further manage climate-related risks while responsibly meeting the needs of global energy demand by working to minimize our costs and our emissions and providing secure, affordable energy. See *Management of Climate-Related Matters* for additional efforts we take related to the management of climate-related risks and opportunities.

Our Board of Directors retains primary responsibility for risk oversight and delegates certain elements of its oversight to one or more of its standing committees to assist with its risk oversight responsibility. To assist the Board of Directors and its committees in their oversight of climate-related risks, members of our management report to our Board of Directors and Nominating, Governance and Sustainability Committee on EOG's environmental performance, climate-related scenario analyses, sustainability disclosures, and stakeholder feedback on environmental, safety, and sustainability-related matters and other issues, in addition to reviewing trends and other industry information. See *Board of Directors Risk Oversight Function* for more information on risk oversight.

| Appalachian Basin operations

MANAGEMENT OF CLIMATE-RELATED MATTERS

The table below describes certain aspects of our operations and other activities that support our management of climate-related regulatory, legal, operational, and reputational matters.

Governance Framework

- Our Board of Directors, together with the Nominating, Governance and Sustainability Committee, maintains primary responsibility for oversight and guidance of EOG's environmental performance, including risks associated with climate change.
- *Executive compensation* is linked to environmental performance, including GHG and flaring emissions intensity rates, methane emissions percentage, and wellhead gas capture rate.
- Executive management is responsible for EOG's climate-related risk management efforts, which include reviewing analyses of climate-related strategies, risks, and opportunities and guiding related goals and ambitions.

Management Approach

- Follow a disciplined capital allocation strategy of developing high-return, low-cost reserves while focusing on strong environmental performance.
- Monitor and assess climate change-related regulatory, legal, operational, and reputational issues that could affect EOG and the oil and natural gas industry, to determine the potential impact on our business and operations and take action where appropriate.
- Conduct climate-related scenario analyses and evaluate and review results, including regarding the resilience of our portfolio.
- Enhance data collection and analysis capabilities to inform our emissions reduction strategy.
- Leverage our proprietary applications and technical capabilities to identify and implement emissions reduction initiatives throughout our operations where appropriate.
- Improve capital efficiency and emissions intensity across operations by investing in technology and process innovations.
- Develop and invest in technological innovations to capture operational Scope 1 emissions.
- Evaluate tools and mechanisms to address Scope 2 emissions.
- Engage with shareholders and other stakeholders on climate-related matters.
- Participate in industry initiatives, such as the Oil & Gas Methane Partnership 2.0 (OGMP 2.0), which are designed to support improvements in the accuracy and transparency of methane emissions reporting (see *OGMP 2.0 Participation Drives Increased Transparency in Methane Emissions Performance* for more information).

Ambition, Targets, and Performance

- Achieved target to reduce GHG intensity rate to 13.5 metric tons CO_2e/MBoe for U.S. operations by 2025.
- Achieved target to reduce methane emissions percentage to 0.06% for U.S. operations by 2025.
- Achieved target to achieve zero routine flaring for companywide operations by 2025.
- Set new near-term emissions targets in 2025 (see *Driving Continuous Performance With Emissions Targets* for more information on new emissions targets).
- Set ambition to achieve net zero Scope 1 and Scope 2 GHG emissions.

SCENARIO ANALYSIS

EOG conducts scenario analysis to inform our evaluation of the resilience of our portfolio under different climate-related scenarios that consider various market and policy conditions. This analysis also supports our ongoing efforts to identify and manage climate-related risks, including those related to changes in the global energy demand and supply mix and global climate change policy.

We considered the Announced Pledges Scenario (APS) from the International Energy Agency's (IEA's) World Energy Outlook (WEO) 2024 in conducting our analysis. The WEO uses a model to estimate the future supply, demand, and prices for oil and natural gas under various hypothetical scenarios. The APS is based on the assumption that all of the climate commitments made by countries, industries, and companies around the world, including Nationally Determined Contributions (NDCs) and net zero targets, will be achieved in full and on time and illustrates how far current pledges will go in helping to reach the Paris Agreement's goal of limiting global average temperature increases to well below 2°C. The APS is widely recognized and used to assess portfolio resilience within the oil and natural gas industry under a carbon-constrained scenario.

Under the APS, demand for oil and natural gas is projected to decrease by 2040; however, oil and natural gas remain significant sources to meet future energy demands during the same period.

Our analysis used a reference case model for our companywide operations running through 2040. To be conservative, we did not assume that successful exploration will add to our current inventory. Other assumptions used to develop our reference case model included the following:

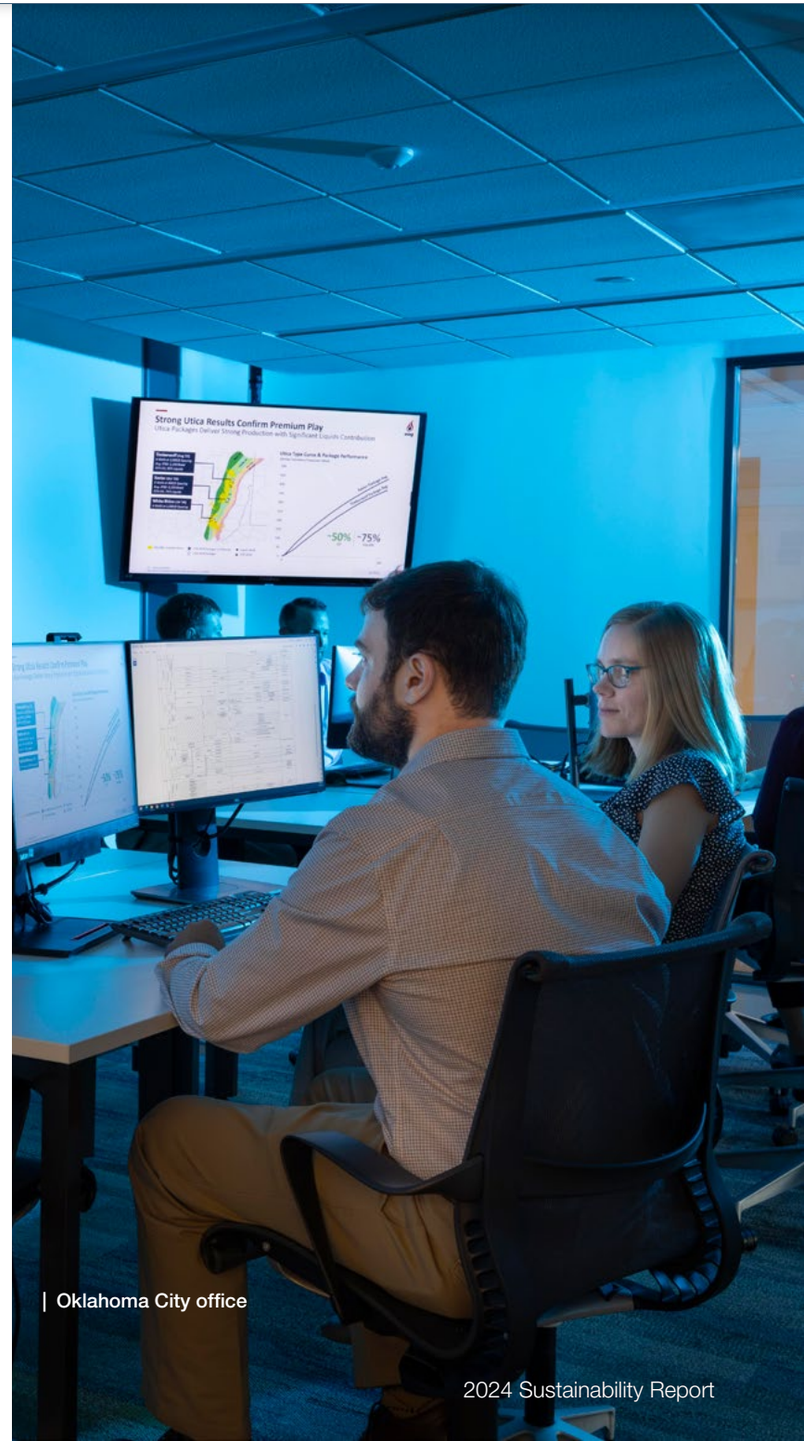
- A commodity price outlook for our U.S. inventory determined by the APS pricing assumptions beginning in 2030 and based on strip pricing in earlier years, which averaged $68.10 Brent per barrel of oil ($64.00 West Texas Intermediate equivalent per barrel of oil) and $3.29 per million Btu of natural gas over the life of the scenario.
- Carbon dioxide (CO_2) taxes in advanced economies of $135 per metric ton beginning in 2030 and growing to $175 per metric ton by 2040, as forecasted by the APS. The reference case model used projections for our U.S. Scope 1 and Scope 2 GHG emissions. These assumptions resulted in additional costs that grow to approximately $3.30 per Boe by 2040.
- For our Trinidad inventory, only the volumes and related pricing covered by current short-term contracts. Trinidad operations represented 1% of our total net proved reserves as of December 31, 2024, and less than 5% of our total production in 2024.
- Realistic production growth and consistent regular dividend growth through 2040, supported by an internal requirement to generate free cash flow every year.

Evaluating our reference case model under these assumptions resulted in significant profitability and free cash flow.

We further stress-tested our reference case model using a flat commodity price of $50 per barrel of oil and $2 per thousand cubic feet of natural gas in place of APS pricing assumptions. Using the same CO_2 tax and dividend growth assumptions, and modified production growth assumptions, the more conservative commodity price scenario still yielded significant profitability and free cash flow.

The scenarios we evaluated are not predictions of the future. Rather, they test the resilience of our portfolio over time under various possible climate-related scenarios. We believe the results of the analysis confirm the resiliency of EOG's portfolio against climate-related risks to long-term commodity pricing and demand.

For more information on assumptions and scenarios used in this analysis, see *Scenario Analysis and Third-Party Scenarios*. →



| Oklahoma City office

Managing Emissions

Our approach to reducing emissions remains operationally focused. We invest in and pilot new technologies and processes to reduce, monitor, and manage emissions. This approach helps us lower our operational emissions today, while also serving as learning mechanisms to drive future innovations.

Our approach is supported by key elements of EOG's culture:

- **Decentralized, Empowered Employees** — Employees across the company are empowered to take an active role in developing innovative, fit-for-purpose solutions to address emissions.
- **Collaborative, Multidisciplinary Teams** — Employees in multiple disciplines collaborate to share ideas and implement solutions to reduce emissions in their operating areas and across the company.
- **Centralized Oversight** — Our executive leadership team maintains oversight of emissions performance and updates our Board of Directors and the Nominating, Governance and Sustainability Committee on this topic regularly.
- **Transparent, Real-Time Data Capture** — We leverage data in our efforts to reduce GHG and methane emissions to support future performance improvements.
- **Innovative Information System Technology Solutions** — Our proprietary applications and analytics tools, combined with the use of in-field and information systems technology, help us identify opportunities to better understand, measure, and manage emissions.

OVERSIGHT AND EXECUTIVE COMPENSATION

Executive management, our Board of Directors, and the Nominating, Governance and Sustainability Committee regularly review performance against our emissions targets to support continued, strong performance.

Additionally, emissions performance is considered in executive compensation. For 2024, our GHG and flaring intensity rate and methane emission percentage intensity performance, as well as wellhead gas capture rate, were included as part of a separately weighted, environmental performance goal considered when determining our executives' annual bonuses. See *Executive Compensation* for more information on compensation, including 2025 safety- and environmental-related goals.

EMISSIONS TARGETS AND AMBITION

We have established emissions targets and a long-term net zero ambition to drive continued improvement and innovation in our emissions performance. Our initial quantitative, near-term emissions targets were established in 2020 and targeted achievement by the end of 2025. After achieving each of these targets early, we announced earlier this year that we have developed a new set of near-term emissions targets.

See *2025 Targets and Achievements* and *Driving Continuous Performance With Emissions Targets* for additional information on existing and new targets. →

We believe our targets help us drive meaningful and measurable emissions intensity reductions while also focusing on enhancing long-term sustainability. Our long-term ambition to reach net zero Scope 1 and Scope 2 GHG emissions helps set the long-term direction for our efforts to address emissions from our operations.

Since announcing our net zero ambition in 2021, we have continued to track developments related to our progress. We have made steady progress in our reduction and capture efforts, and we see significant potential for further improvement as technology and regulatory frameworks continue to evolve. While the pace of these external developments can be unpredictable, we remain committed to our net zero ambition and will continue to adapt our approach as advancements emerge — maintaining flexibility rather than continuing with a fixed target date at this time. At the same time, we are focused on providing safe and reliable operations with strong environmental performance, while generating long-term value for shareholders.

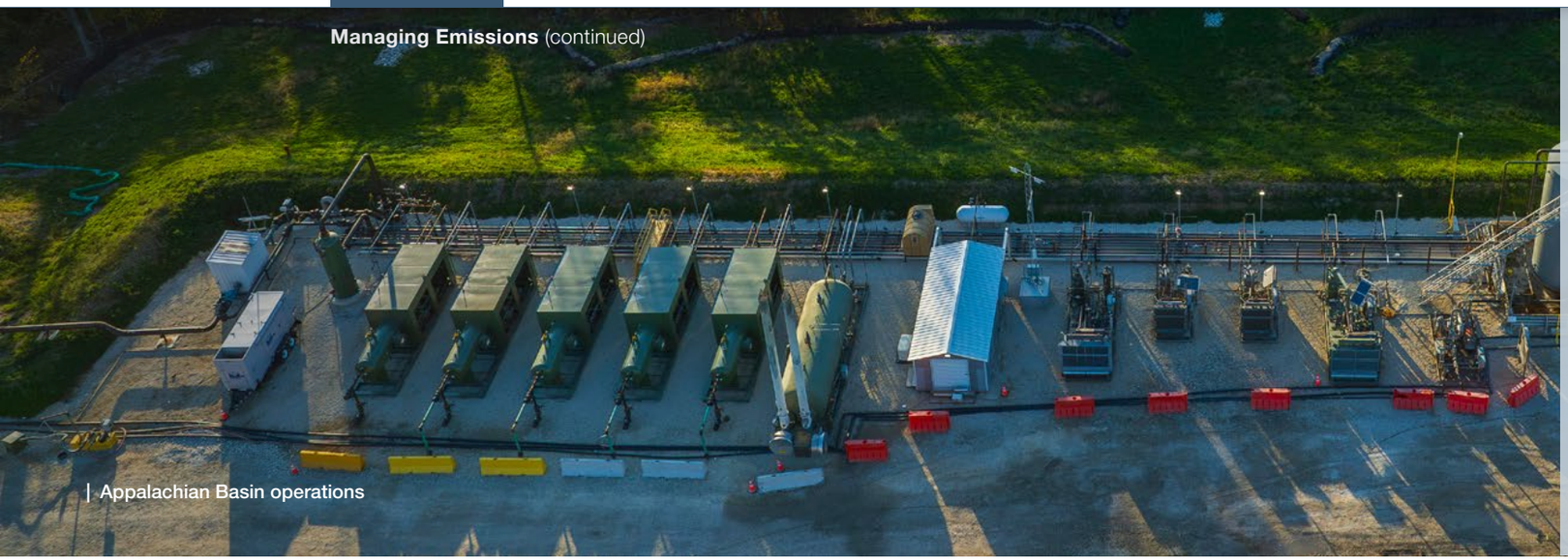
2025 Targets and Achievements

In 2024, we continued to demonstrate strong performance relative to our 2025 targets.

13.5
GHG Intensity Rate by 2025
Achieved in 2022, 2023, and 2024

0.06%
Methane Emissions Percentage by 2025
Achieved in 2022, 2023, and 2024

Zero
Routine Flaring by 2025
Achieved in 2023 and 2024



Appalachian Basin operations

EOG's New Near-Term Emissions Targets

Reduce GHG Emissions Intensity Rate*	**25% from 2019** By 2030
Maintain Near-Zero Methane Emissions*	**0.20% or less** 2025–2030
Maintain Zero Routine Flaring	**Zero routine flaring** 2025–2030

Emissions Reduction Pathways

Our current and future efforts to address emissions from our operations fall into three primary categories: reduce, capture, and offset. The following table provides more information on the innovative technologies and practices that support our efforts.

	Approach	Technologies, Practices, and Achievements
Reduce	Reducing emissions intensity from our operations is an immediate and direct path to reducing our carbon footprint. By focusing our efforts first on reducing emissions, we have made a number of technical innovations and operational advancements that have enabled significant reductions in our Scope 1 emissions intensities over the past several years. We are evaluating tools and other mechanisms to manage Scope 2 emissions.	• Achieved zero routine flaring • Optimizing wellhead and facility gas capture systems • Implementing closed-loop gas capture and continuous leak detection (iSense®) • Minimizing combustion-related emissions through compressor and artificial lift optimization • Expanding emission monitoring efforts through increased LDAR surveys, iSense deployment, and aerial-based survey technologies
Capture	We are exploring technology to capture carbon emissions from our operations. In 2023, we commenced CO_2 injection in our carbon capture and storage pilot project. See *Carbon Capture and Storage* for more information.	• Operating carbon capture and storage (CCS) pilot project • Prioritizing pure stream CO_2 emissions locations for CCS • Evaluating additional CCS locations
Offset	We will evaluate options to offset GHG emissions as needed.	• Evaluating projects and other options to offset remaining emissions

* See *Definitions* for more information on calculation methodology and boundaries.

EMISSIONS MANAGEMENT PRACTICES

EOG takes a proactive approach to managing and minimizing greenhouse gas emissions from our operations, including developing and implementing innovative technologies and practices. We also are focused on increasing the accuracy and transparency of our emissions data.

Innovative Technologies and Practices

We have implemented many technologies and practices over the last several years that we continue to deploy throughout our operations to minimize emissions. We believe these efforts helped us achieve our 2025 emissions targets and will continue to support our work toward meeting our new emissions targets and net zero ambition.

One way we encourage continued innovation is at our Production Technology Center, a laboratory available to all of our operating teams to test and develop new, and apply existing, technologies and solutions to improve operational and emissions performance.

Many of the practices and technologies used by EOG were possible because we operate significant portions of our own gathering and boosting infrastructure. This increased operational control and footprint allows us to further optimize how we manage our operations to drive emissions reductions across a larger scope of the value chain.

| Production Technology Center

Emissions Data Management and Measurement

As a data- and performance-focused company, we believe that increasing the accuracy and transparency of emissions data will help advance our emissions management efforts. Understanding how and where emissions occur can lead to more accurate detection and quantification. Having a more accurate picture of our emissions helps us evaluate emissions performance across our operating areas, enhance data-driven planning to identify potential opportunities for improvement, and more efficiently focus our mitigation efforts.

As a result, we are focused on developing and implementing innovative technologies and practices to collect and calculate more detailed, real-time data to better understand, measure, and manage emissions and support further improvements across our operations.

Our Information Systems Department collaborates with our operating teams to develop and implement proprietary applications to optimize equipment efficiency, reduce emissions from our operations, and manage our operational GHG emissions performance. For example, we developed iEnergy, a proprietary data visualization tool, to help track, anticipate, and manage our operational emissions and provide greater visibility on GHG emissions.

As technologies, methodologies, and requirements for emissions detection, quantification, and measurement evolve, we continue to enhance and refine our emissions inventory data and emissions reduction efforts.

We are also proactively working to enhance our emissions measurement approach by collecting and analyzing data, as well as by supporting the development of measurement-based emissions reporting through our membership in the Oil & Gas Methane Partnership 2.0 (OGMP 2.0). See *OGMP 2.0 Participation Drives Increased Transparency in Methane Emissions Reporting* for more information. →

Emissions Management Technology and Practices

Emissions Reduction Technologies	• Low-bleed and no-bleed pneumatic controllers • Instrument air systems • Engines equipped with emissions control technology • Electric- and solar-powered pumps • Specialized control equipment, such as vapor recovery units and towers, vapor balance systems, high-efficiency combustion devices and compression (e.g., turbines), and multistage separators • Electricity infrastructure to support use of electric equipment • *iSense continuous leak detection* • *Carbon capture and storage* • Aerial emissions monitoring (e.g., flyovers and satellites)
Efficient Facility Design Practices	• Centralized facilities, including multi-well pads and centralized gas lift, allow for sharing equipment and eliminate the need for multiple separators and tanks, which reduces emissions
Data Management Practices	• iEnvironmental data collection and management system to track, anticipate, and manage our operational emissions • Improved emissions measurement and calculation approaches (see *Emissions Data Management and Measurement* for more information) • Greater visibility on GHG emissions using iEnergy down to the equipment level

OPERATING PRACTICES

We take a comprehensive approach to managing emissions associated with sources across our operations, including combustion, flaring, pneumatics, and other emissions sources such as fugitives, from early planning stages through ongoing production.

Flaring
Minimizing flaring is a priority for EOG, as our flare management technologies and practices not only reduce the need to flare and lower our overall emissions footprint, but also help us to maximize gas capture, which increases the amount of natural gas we are able to process and sell. We continually review all processes where flaring can occur — such as during drilling and completion operations, during gas production and separation operations, and at storage tanks.

Our operational approach to flaring includes active management and oversight of our operations, aided by information technology, advance infrastructure planning, and in-field technology innovation.

Daily operations are actively managed to minimize flaring through use of proprietary desktop and mobile applications built in-house that provide real-time data capture and reporting of our flaring activities. Management and field personnel are able to analyze the causes and conditions of flaring daily and are able to take actions in the field to minimize or eliminate the need for flaring. This results in better, faster, well-informed decisions enabled by data access through our information systems.

Practices and Technologies to Reduce and Eliminate Flaring

Advance Infrastructure Planning

We install infrastructure and plan for takeaway optionality early in the life of a play to minimize flaring. These efforts include:

- Planning for and installing sufficient gathering and takeaway infrastructure to transport our production early in the development of a play, particularly in oil plays with associated natural gas
- Planning for the regulatory permitting process well in advance of the need for infrastructure construction to begin
- Securing the ability to sell to multiple markets to provide takeaway options for our natural gas production and mitigate the effects of downstream market interruptions
- Establishing control centers for our most active areas to manage the flow of our natural gas in real time and avoid interruptions in executing our takeaway plans

In-Field Practices and Technologies

We further reduce or eliminate flaring in our operations through the use of internally developed practices and technologies in the field, including:

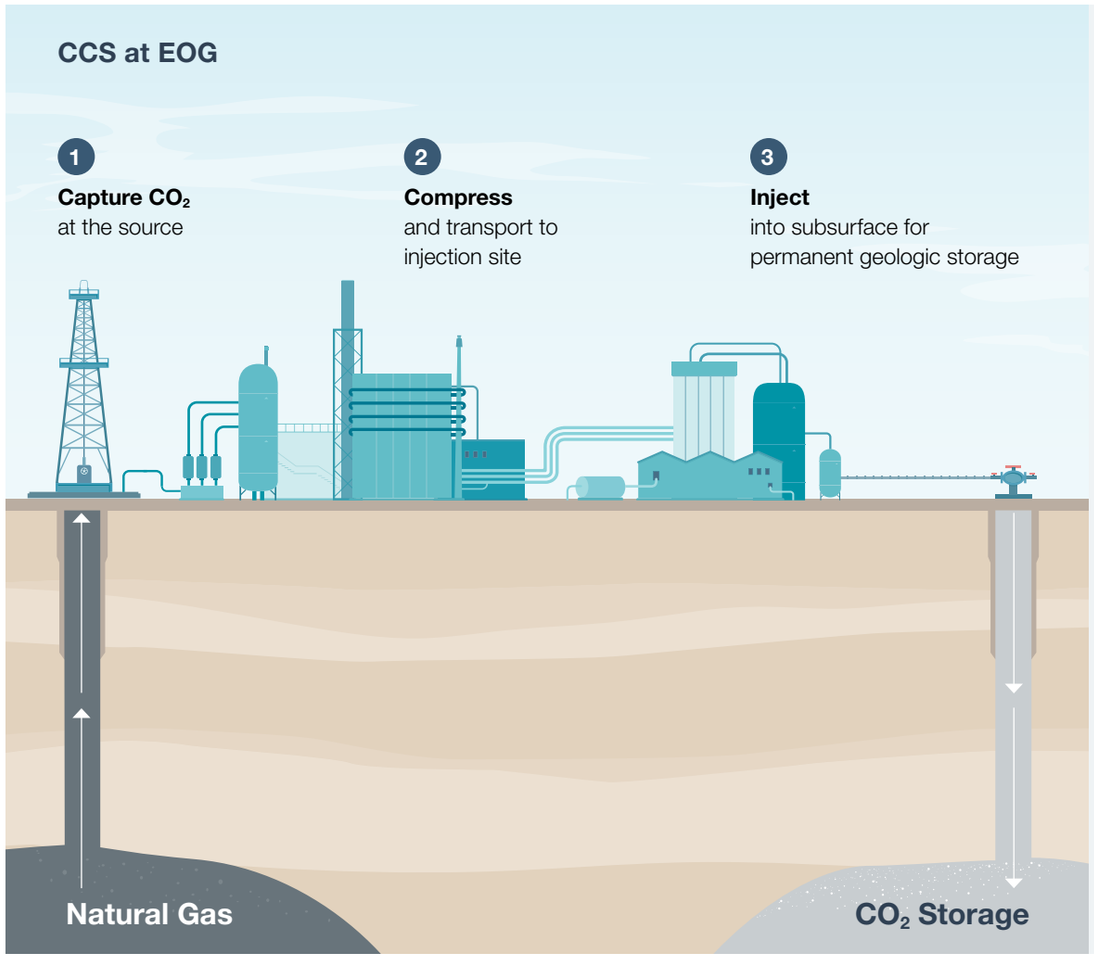
- Routing natural gas to on-site separators during completion operations rather than flaring
- Capturing tank vapors from storage tanks and routing them back to the sales line through vapor recovery equipment
- Implementing practices and technologies to improve the efficiency of our vapor recovery systems to capture gas
- Rerouting natural gas back into existing wells when downstream interruptions occur, using closed-loop gas capture
- Applying our proprietary applications to manage and monitor operational conditions and lower the potential for flaring, through prevention of operational circumstances that require flaring

Combustion
EOG is focused on continuing to identify opportunities to optimize compressor and artificial lift operations to minimize combustion emissions. These efforts include:

- Utilizing and testing lean fuels, evaluating fuel substitutions, and using electric-powered equipment
- Using in-house proprietary applications to automate and optimize artificial lift, a process that enhances oil recovery from wells, which supports reducing gas lift volumes and compression needed to inject gas
- Expanding the use of centralized compressors, which replace many small combustion engines with larger, more efficient engines
- Installing electricity infrastructure to permit the use of electric-powered (versus fuel-powered) equipment in certain operating areas

Carbon Capture and Storage (CCS)
Our approach to CCS supports our ongoing efforts to address operational emissions and progress the capture portion of our emissions reductions pathways. CCS requires multiple disciplines inherent to EOG's current operational skill set, including subsurface geology, well drilling and completions, and facility engineering and design.

We currently operate a pilot project that captures concentrated carbon dioxide emissions from the treating of natural gas within our operations and injects it at a facility in Texas. The pilot project has provided us insights into carbon capture and transportation systems, reservoir characteristics for carbon sequestration, and long-term monitoring and verification.



CCS Pilot Project Areas of Focus

Areas of focus in bringing our pilot project online included:

- Conducting research and due diligence to identify a storage site with favorable geological characteristics
- Performing a thorough assessment of potential migration pathways
- Designing the well and selecting completion materials for long-term integrity
- Implementing monitoring strategies to verify CO_2 containment

Methane

Reducing methane emissions is a central focus of our emissions management and reduction efforts. Because methane is the primary component of natural gas, minimizing methane leaks and maximizing recapture gives us more product to sell. In addition, methane's higher global warming potential compared to CO_2 makes it an important focus for overall GHG emissions management.

We remain focused on minimizing and eliminating methane emissions to maintain strong, consistent methane performance. Our approach focuses both on capturing the natural gas that we produce and minimizing methane emissions from equipment used in our operations.

Two areas where we focus on reducing methane emissions in our operations are natural gas-actuated pneumatics and fugitive emissions from other equipment.

See *Methane Emissions Reduction Practices* for additional details on the technologies and practices in use to minimize methane emissions in our operations. →

Pneumatics Program

We have implemented a comprehensive program focused on reducing emissions from pneumatic controllers and pumps. This program includes:

- Replacing, retrofitting, or removing 100% of high-bleed natural gas-powered pneumatic controllers — ***achieved in 2019***
- Installing instrument air systems to operate pneumatic controllers and pumps
- Installing or retrofitting pneumatic pumps to utilize electric and/or solar power

Leak Detection and Repair Program

Each of EOG's operating areas has an ongoing leak detection and repair (LDAR) program that detects leaks throughout our facilities, including at central tank batteries, compressor stations, and production facilities.

While LDAR programs are required for certain EOG locations by state regulations and/or federal regulations, EOG has also implemented a voluntary LDAR program across our operations at facilities that are not otherwise subject to regulatory LDAR requirements and has enhanced its LDAR program in some operating areas by increasing the frequency of surveys.

EOG's LDAR program contributes to minimizing methane emissions at our facilities and supports identification of additional reduction opportunities. Elements of the program include:

- **Component-level Monitoring** — We monitor emissions from a variety of components — such as connectors, pressure relief valves, controllers, and tank thief hatches — on our in-field equipment.
- **AVO Inspections** — We conduct audio, visual, and olfactory (AVO) inspections to identify and manage emissions as part of other field and facility visits.
- **OGI Technology** — A substantial part of the monitoring that occurs under our LDAR program is performed using OGI equipment, such as infrared cameras and other thermal imaging technology.
- **Proprietary Automated LDAR Systems** — We use iEnvironmental and its mobile counterpart miEnvironmental to electronically capture LDAR data and facilitate repairs, which helps to improve the accuracy of our data, identify trends, eliminate paper-based processes, and record real-time data directly in the field.
- **Proprietary Continuous Leak Detection System** — We utilize iSense, our in-house methane monitoring system, to continuously monitor facilities and provide real-time alerts of potential leaks to a control center. See *iSense Continuous Leak Detection System* for more information.
- **Monitoring-frequency Guidelines** — In 2024, we visited approximately 94% of facilities at least twice during the year with leak detection equipment, and the other 6% at least once.
- **Timely Repair and Resurvey** — Once a leak is identified, we follow time-based protocols for the repair and the resurvey of repaired components that are supported with software and automation.
- **Documentation, Review, and Retention** — Our LDAR program includes requirements for record maintenance and retention.

| Delaware Basin operations

METHANE EMISSIONS REDUCTION PRACTICES

Technology or Practice	Description	Benefit
Pneumatics Program	• Replaced, removed, or retrofitted all high-bleed, natural gas-powered pneumatic controllers in our operations • Install compressed air instead of natural gas for pneumatic operations and retrofit existing devices	• Reduces or eliminates methane emissions from operational equipment (for more information, see *Pneumatics Program*)
Minimizing Flaring	• Conduct oversight and review of operational processes where flaring can occur to identify opportunities for reducing or eliminating flaring • Committed to zero routine flaring by 2025, as an endorser of the World Bank's Zero Routine Flaring by 2030 Initiative — ***achieved in 2023 and 2024***	• Reduces emissions and increases volume of gas sent to market, resulting in greater product recovery (for more information, see *Flaring*)
LDAR Program	• Conduct periodic leak detection inspections utilizing OGI and other on-site methods to identify methane leaks at the component level	• Supports improved identification of methane emissions sources and leak repair responsiveness (for more information, see *Leak Detection and Repair Program*) • Supports identification of equipment improvements through analysis of component-level leak inspection data
Aerial-Based Technologies	• Use of aerial-based technologies, such as drones and airplanes, to identify potentially elevated methane concentrations at the site and equipment level	• Supports improved identification of methane emissions sources and leak repair responsiveness
Satellites	• Use of satellite technology to enhance identification of potentially elevated methane concentrations at the site level	• Supports improved identification of methane emissions sources and leak repair responsiveness
iSense	• Implement proprietary continuous methane monitoring system	• Supports improved identification of methane emissions sources and leak repair responsiveness (for more information, see *iSense Continuous Leak Detection System*)
Gas Vapor Capture	• Collect gas vapors using low-pressure vapor recovery towers during separation and vapor capture systems on tanks	• Captures vapors that would have otherwise been released or flared, resulting in enhanced product recovery
Combustion Efficiency	• Install centralized gas lift facilities to reduce total horsepower required to maintain production • Use control rooms and proprietary applications to optimize combustion engine operations	• Reduces methane emissions from combustion engines

iSENSE® CONTINUOUS LEAK DETECTION SYSTEM

We have developed our own in-house methane monitoring solution, named iSense, which uses methane-sensing technology to continuously monitor facilities and provide real-time alerts of potential leaks to a control center.

Having an in-house system allows us to own the data — through its creation, flow, and storage — which provides flexibility for improving both information quality and the tools needed to analyze and integrate iSense metrics with existing operational data from our production facilities. This information, along with our ability to monitor operations in our most active areas from our control centers, enhances our 24/7 capability to continuously identify, prioritize, and repair methane leaks.

As we continue to pair data from iSense with other real-time production and facilities data, we expect continued improvements to our facility design to further minimize releases.

iSense Implementation
Since initially piloting this technology, our employees have been deploying iSense in the field, prioritizing the areas of highest potential impact. We continued to roll out iSense in additional operating areas in 2024.

99%
Coverage in Delaware Basin as of YE 2024*

* Based on percentage of gross oil production handled at central tank batteries covered by iSense.

| Appalachian Basin operations

OGMP 2.0 PARTICIPATION DRIVES INCREASED TRANSPARENCY IN METHANE EMISSIONS REPORTING

In 2023, EOG joined OGMP 2.0, a multistakeholder initiative developed by the United Nations Environment Programme and the Climate and Clean Air Coalition. EOG committed to reporting on methane emissions consistent with the OGMP 2.0 Framework, which is a comprehensive measurement-based reporting framework for the oil and gas industry designed to improve transparency of methane emissions reporting.

The OGMP 2.0 Framework aligns with EOG's commitment to continuous improvement by leveraging data to help improve our operations and emissions performance. We believe our involvement in OGMP 2.0 demonstrates our support for transparent data collection and reporting, while also encouraging industrywide innovation and progress to reduce methane emissions.

We submitted our OGMP 2.0 implementation plan in May 2024 and achieved Gold Standard Pathway. As a part of our submittal, we provided companywide methane emissions disclosures in alignment with OGMP 2.0's methane emissions reporting methodology. Because OGMP 2.0's reporting methodology differs from the U.S. Environmental Protection Agency's (EPA) Greenhouse Gas Reporting Protocol methodology, which EOG uses to calculate methane emissions disclosed in this report, OGMP 2.0 report data may differ from the methane data included in this Sustainability Report.

EOG'S IMPLEMENTATION OF THE ENVIRONMENTAL PARTNERSHIP'S GOALS

EOG is a member of The Environmental Partnership, a collaborative effort of more than 100 oil and natural gas companies committed to continuously improving environmental performance in member operations across the United States.

The Partnership's goals include accelerating methane emissions reductions through specific environmental performance programs that members have committed to implementing within their operations and providing a platform for the industry to collaborate with stakeholders and share best practices and new technologies. See the accompanying table for more information on EOG's implementation of The Environmental Partnership's programs.

| Delaware Basin operations

2024 Progress

The Environmental Partnership's Goals	EOG Activities
A program to replace, remove, or retrofit high-bleed pneumatic controllers.	EOG successfully replaced, removed, or retrofitted all high-bleed natural gas-powered pneumatic controllers by the end of 2019. Additionally, EOG continued converting low-bleed and intermittent-vent pneumatic controllers to instrument air.
A leak detection and repair program for natural gas and oil production facilities.	EOG surveyed over 2,900 sites and completed over 19,000 surveys. See *Leak Detection and Repair Program* for more information.
Monitoring the manual liquids unloading process on natural gas wells to prevent wellhead venting.	100% of manual liquid unloading events performed were monitored by personnel.
A flare management program to reduce flaring of associated gas from oil production.	EOG is committed to reducing routine flaring of associated gas. EOG had a U.S. wellhead gas capture rate of 99.9%. We also committed to companywide zero routine flaring by 2025, which we achieved in 2023 and 2024.

U.S. SCOPE 1 EMISSIONS

For the metrics disclosed in this section, we provide U.S. Scope 1 GHG emissions as reported to the EPA, pursuant to the Greenhouse Gas Reporting Program. We also include emissions that are subject to the EPA Greenhouse Gas Reporting Program that fall below the EPA's basin reporting threshold, which would otherwise go unreported. We measure emissions and calculate our emissions intensity in total and broken out by constituent gases and sources, to help us track the effectiveness of our emissions reduction efforts. Our intensity rates are reported as a measure of emissions per unit of production.

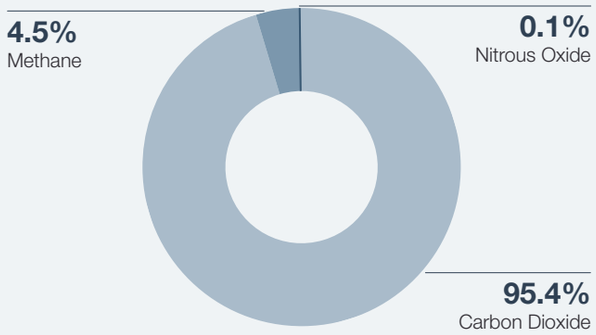
Evaluating changes in our U.S. GHG intensity rate and methane emissions percentage by source enhances our ability to manage our emissions and identify areas for improvement. Year-over-year variances in emissions intensities can be driven by both changes in operational practices and technologies as well as refinements in emissions calculations. Our focus is on identifying and implementing operational improvements, which include process refinements, equipment changes, and efficiencies. We also work to continuously improve the quality of emissions data and to increase the accuracy of emissions calculations and quantification.

Further, we obtained independent third-party verification and reasonable assurance of our U.S. Scope 1 GHG emissions data in the following charts and included in our *Data Tear Sheet*.

For more detailed descriptions of the metrics included in this section and information regarding the methodology used to calculate them, including formulas and carbon dioxide equivalent (CO_2e) conversion factors, see the *Appendix*. →

U.S. Constituent Gases

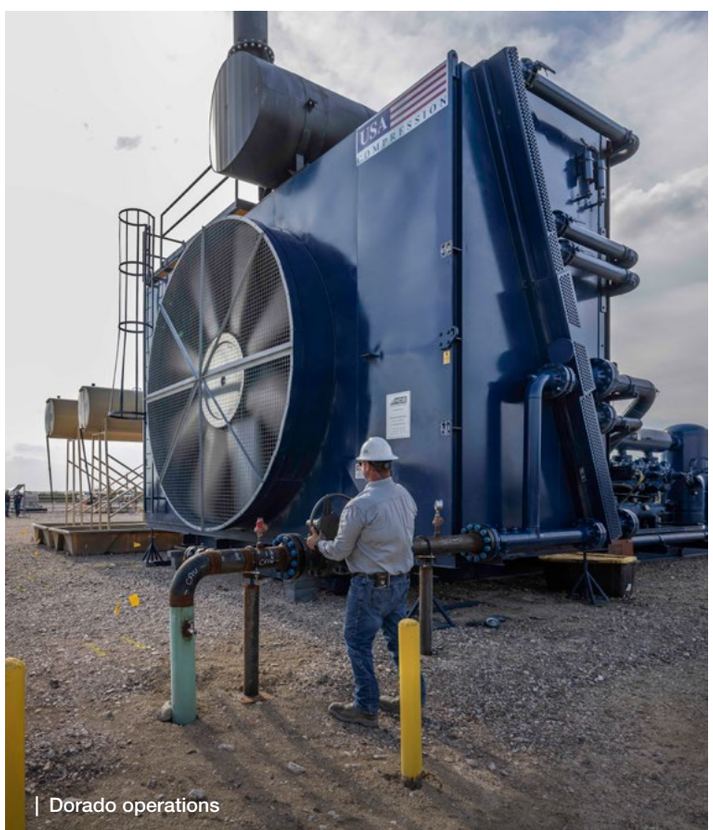
EOG's U.S. Scope 1 GHG emissions are composed of carbon dioxide, methane, and nitrous oxide in the following percentages for 2024.



| Dorado operations

U.S. GHG Emissions and Year-Over-Year Variances

Our GHG intensity rate remained relatively flat in 2024 as compared with 2023. The main drivers were an increase in combustion GHG intensity rate and a decrease in flaring and other sources GHG intensity rate. See below for additional information on drivers by source. Absolute emissions and production increased due to increased operational activity compared to 2023. (See *Data Tear Sheet* for absolute emissions metrics.)



| Dorado operations

Combustion

Our combustion GHG intensity rate increased in 2024, due to increased drilling and completion activity and fuel used for production operations in some of our most active operating areas. (See *Combustion* for more information.)

Flaring

Our flaring GHG intensity rate decreased in 2024. We continued to install equipment at our production facilities to minimize low-pressure flaring. In addition, continued focus on operational practices, including active management, employee oversight, and control center supervision, contributed to continued decreases in overall flaring intensity. (See *Flaring* for more information.)

Pneumatics

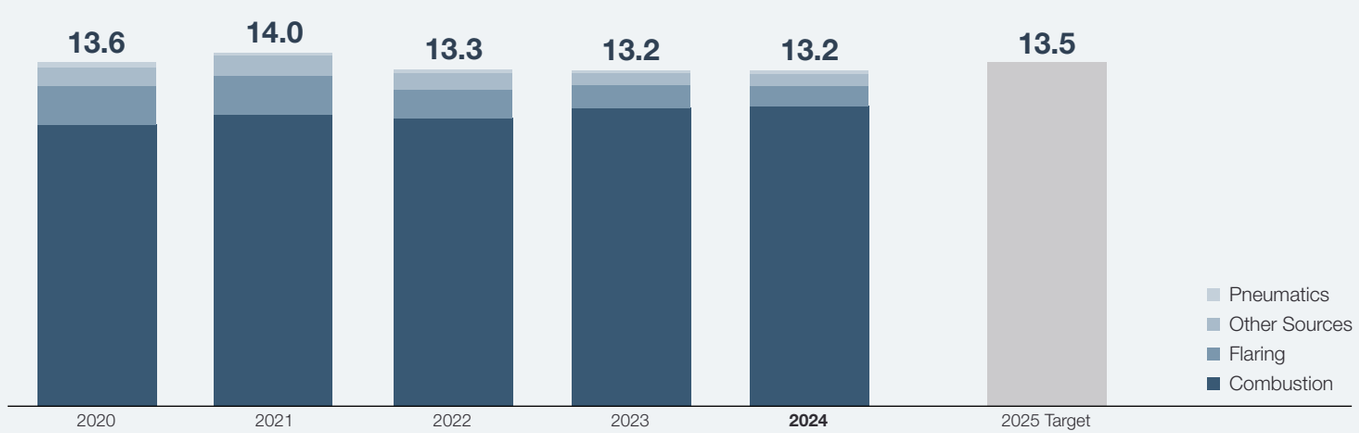
Our pneumatics GHG intensity rate remained relatively flat in 2024. Our current program to use solar power or instrument air for pneumatic pumps and controllers at new facilities, where feasible, and to retrofit pneumatic pumps at existing facilities, contributed to maintaining our pneumatics GHG intensity rate performance. (See *Pneumatics Program* for more information.)

Other Sources

Our other sources GHG intensity rate decreased in 2024. Capturing and injecting carbon dioxide associated with treating natural gas at our CCS pilot project contributed to the decrease. (See *Carbon Capture and Storage* for more information.)

GHG Intensity Rate — Total and by Source

metric tons CO_2e/MBoe



U.S. METHANE EMISSIONS AND YEAR-OVER-YEAR VARIANCE

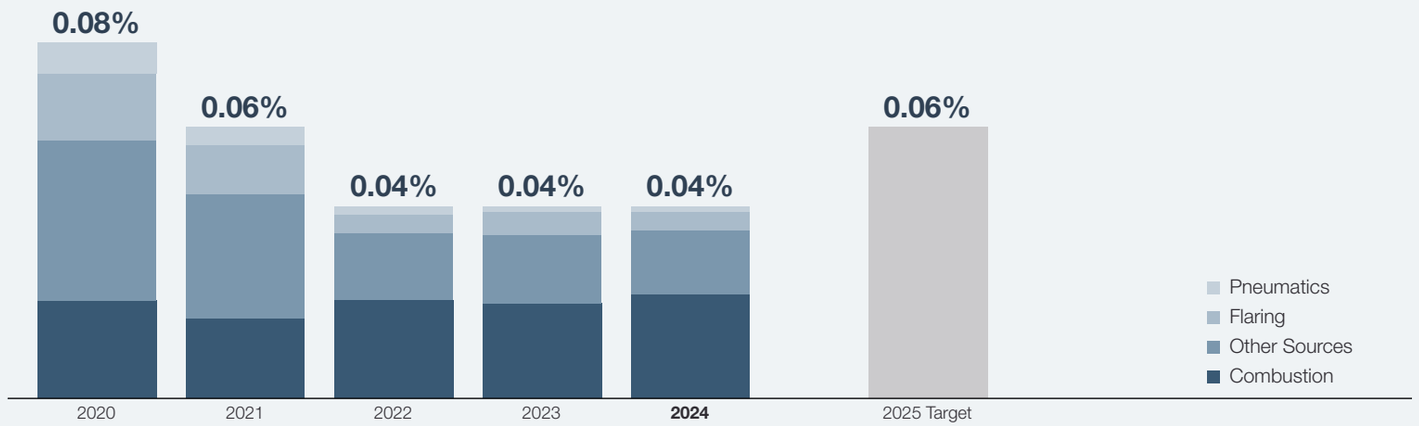
Our methane emissions percentage remained flat from 2023 to 2024. We remain focused on minimizing and eliminating methane emissions to maintain strong, consistent methane performance. Our approach focuses both on capturing the natural gas that we produce and minimizing methane emissions from equipment used in our operations.

We have made significant progress on reducing our methane emissions intensity over the past few years, driven largely by our efforts to reduce flaring, convert pneumatic controllers and pumps, and increase frequency of LDAR monitoring. Our ongoing efforts will include implementing operational improvements to reduce emissions associated with combustion, as well as continuing to evaluate technologies and methodologies that advance our ability to detect, measure, and quantify methane emissions.

See *Methane Emissions Reduction Practices* for additional details on the technologies and practices in use to minimize methane emissions in our operations. →

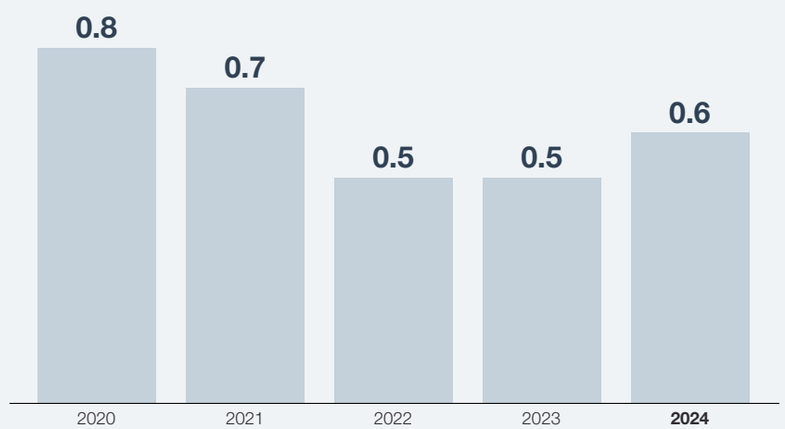
Methane Emissions Percentage — Total and by Source*

methane emitted/gross natural gas production



Methane Intensity Rate*

metric tons CO_2e/MBoe



* We present our methane emissions both as a percentage metric relative solely to our natural gas production and as an intensity rate relative to our total gross operated production. We believe presenting both of these methane metrics allows for consistency with the other GHG metrics presented in this report and greater comparability with peer reporting and industry target-setting frameworks, which vary in calculation methodology.

TOTAL SCOPE 1 EMISSIONS

For 2024, our Total Scope 1 GHG emissions from our U.S. and Trinidad operations were 6,000,583 metric tons CO_2e. We obtained independent third-party verification and reasonable assurance of our U.S. and Trinidad Scope 1 GHG emissions data. See *Third-Party Verification and Assurance* for more information.

U.S. SCOPE 2 EMISSIONS

For 2024, our indirect Scope 2 GHG emissions from our U.S. operations were 406,128 metric tons CO_2e, or approximately 7% of the total Scope 1 and Scope 2 emissions from our U.S. operations. We obtained independent third-party verification and reasonable assurance of our U.S. Scope 2 GHG emissions data. See *Third-Party Verification and Assurance* for more information.

OTHER AIR EMISSIONS

We disclose emissions of sulfur oxides, nitrogen oxides, and volatile organic compounds from our U.S. operations. For more information on the metrics and calculation methodology, see the *Data Tear Sheet* and *Definitions*. Our efforts to reduce GHG emissions, described in this section, also help reduce other air emissions.

Trinidad Emissions Management Highlights

Decreased emissions related to EOG's operations in Trinidad in 2024 as compared to 2023 were driven by a focus on operational improvements to control emissions through installations of flaring infrastructure on our platforms. In addition, we increased the frequency of LDAR surveys throughout our Trinidad operating area. These practices contributed to a decrease in both Total Scope 1 GHG Intensity and Total Methane Emissions Percentage.

See *Data Tear Sheet* for more information. →

| Trinidad operations

IN FOCUS: DRIVING CONTINUOUS PERFORMANCE WITH EMISSIONS TARGETS

EOG has set new emissions targets to support continued reductions in GHG emissions intensity and maintained methane emissions percentage performance through implementation of innovative practices and technologies.

NEAR-TERM TARGETS OVERVIEW

Building on our learnings from setting and achieving our 2025 emissions targets, EOG has developed new near-term GHG and methane emissions targets to drive continued innovation and learning. We believe that these updated targets demonstrate our continued commitment to sustainability, focusing on reducing emissions and advancing our strong environmental performance.

Our efforts to reduce emissions intensity have benefited from the establishment of previous GHG and methane intensity reduction targets, and we believe our new emissions targets will help us on our pathway to further reductions. Our targets are also adaptable to account for the integration of emerging technologies and practices, as well as changes in our operational footprint. We will continue to evaluate our approach to measuring and reporting emissions as practices and operations evolve, so that our targets continue to drive performance improvements.

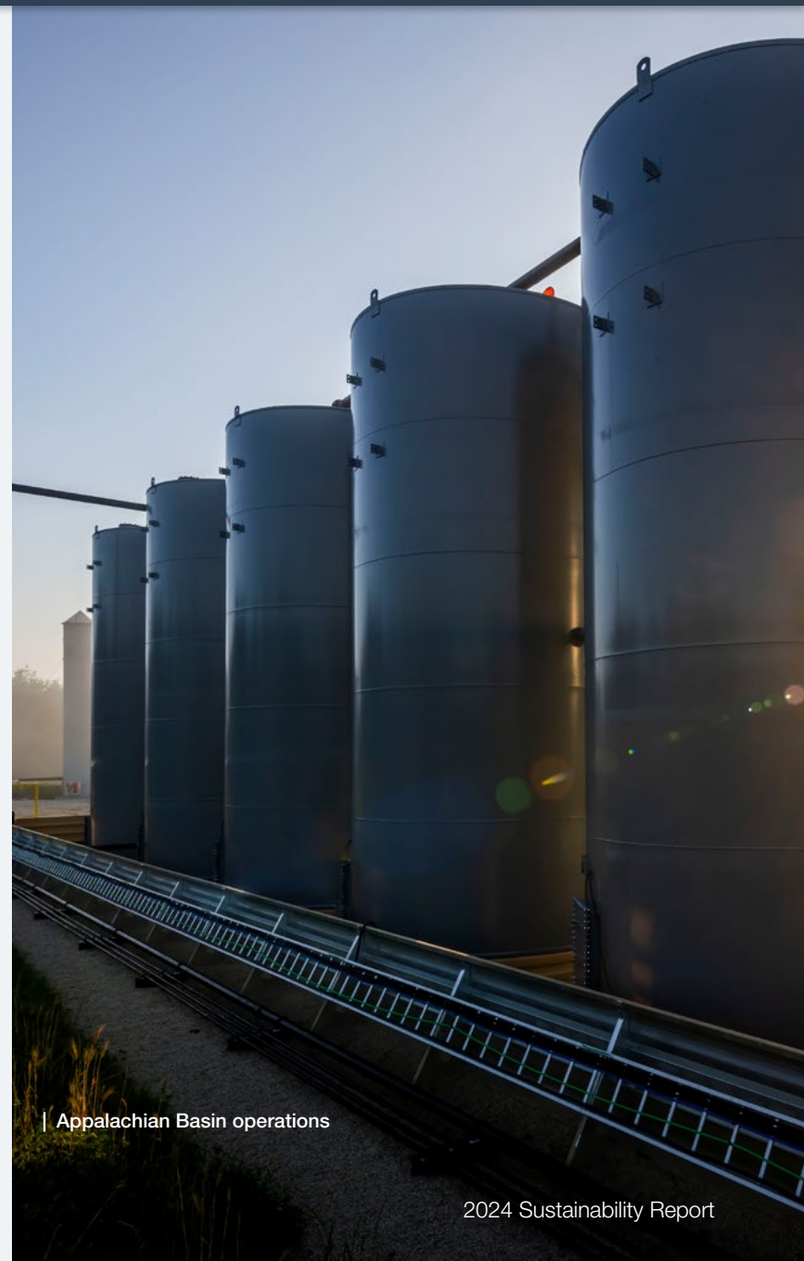
Our new GHG and methane emissions targets reflect the EPA's Greenhouse Gas Reporting Protocol (GHGRP) methodology updates adopted in 2024. The EPA's updated GHGRP emissions reporting requirements expand the types of emissions sources that must be reported, and also update calculation and emissions factors for some sources and equipment that have been previously reported. To inform our new GHG and methane emissions targets, we recalculated historical emissions based on the updated EPA GHGRP requirements and will calculate annual emissions target performance in alignment with the updated reporting requirements going forward. The expanded EPA emissions reporting boundary and methodology changes will increase reported emissions across the U.S. oil and gas industry, including for EOG.

Although our new emissions reductions targets are aligned with the updated EPA methodology, emissions figures disclosed in this year's report are based on the prior EPA methodology applicable during the 2024 reporting year. For more information on calculation methodology and boundaries, see *Definitions*.

EOG's New Near-Term Emissions Targets*

Target	Target Details
Reduce GHG emissions intensity rate 25%**	• Base year: 2019 • Target year: 2030 • U.S. and Trinidad operations • Gross operated Scope 1 GHG emissions
Maintain near-zero methane emissions**	• Near-zero methane emissions is defined as a methane emissions percentage at or below 0.20% • Target year: 2025–2030 • U.S. and Trinidad operations • Gross operated Scope 1 methane emissions
Maintain zero routine flaring	• Target year: 2025–2030 • U.S. and Trinidad operations

* Reaching and maintaining our near-term targets are subject to risks and uncertainties. See *Forward-Looking Statements* and *Emissions Targets and Ambition* in the *Appendix* for more information.
** See *Definitions* for more information on calculation methodology and boundaries.



| Appalachian Basin operations

Water Management

EOG is focused on responsibly managing the water used, produced, transported, treated, stored, and disposed of across our operations in a cost-effective and environmentally sustainable manner. This includes a water sourcing strategy centered on maximizing the use of nonfreshwater and implementing or expanding water reuse where feasible, while seeking to minimize freshwater use.

WATER MANAGEMENT APPROACH AND OVERSIGHT

Every oil- and natural gas-producing region has unique risks and opportunities related to water — from identifying sources and reuse options to determining the best methods and options for water transportation and disposal.

EOG's Water Resources Team is responsible for overseeing the management of water resources across our operations and is led by our Director of Water Resources, who reports up to our Chief Operating Officer. The Water Resources Team collaborates across multiple disciplines within EOG and with water management teams in our operating areas to determine water quality and quantity needs, develop multiple water sourcing options and scenarios, and support efforts to responsibly manage water used across the full life cycle of our operations.

To accelerate the implementation of best practices throughout the company, we leverage our proprietary applications, such as Trident℠, our water management tool; third-party analytical tools and studies; and other innovative technologies.

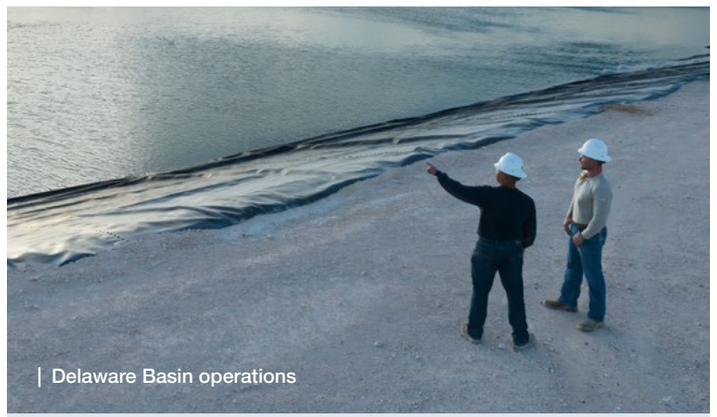
SOURCES OF WATER

Sources of water used by EOG include surface water, fresh and non-fresh groundwater, and produced water that is recycled and reused.

Our approach to sourcing water is tailored to consider local conditions, sourcing availability, and operational needs. As such, the availability and accessibility of alternative water sources can vary significantly based on a number of factors, including geography, drilling and completion activity levels, production levels, available infrastructure, and operational needs.

WATER REUSE

As of year-end 2024, all of our operating areas have some level of reuse capability. The feasibility and capacity of water reuse in any given play is dependent on several operating area conditions. These include the amount of produced water we generate, the level of completions and production activity, and the availability of water reuse infrastructure, which is less economically and operationally feasible to build in exploratory or low-activity areas. As we further develop operating areas, we look for opportunities to expand reuse infrastructure, including pipelines, reuse ponds, and treatment facilities, to help us minimize freshwater use.



| Delaware Basin operations

Operational Approach to Water Management

Efforts EOG takes to address the unique risks and opportunities regarding water in our operating areas include:

- Conducting a comprehensive evaluation of available water sources, water quality, quantity, and options in each of our operating areas
- Identifying and implementing technologies based on the specific characteristics of an operating area to support water sourcing, reuse, and disposal
- Utilizing Trident, our water management application, to support our approach and report water metrics, including real-time water reuse
- Engaging with stakeholders in the communities where we operate to better understand regional characteristics and to discuss and collaborate on our water management plans
- Where applicable, participating in multistakeholder and industry initiatives focused on developing, evaluating, and testing water reuse opportunities

Managing Produced Water and Maximizing Reuse Capability
We install infrastructure and implement processes designed to reuse or safely dispose of produced water, including:

- Installing pipelines and temporary, lay-flat hoses to transport produced water
- Installing dual-purpose water pipelines that can support sourcing and gathering of produced water for reuse
- Prioritizing moving water through pipelines instead of by truck to increase water reuse and operational efficiency and reduce the potential for spills. (For more information on how we manage spills in our operations, see *Spill Prevention and Management*.)
- Handling and disposing of produced water at sites that are approved and permitted by the appropriate regulatory authorities
- Periodically assessing regulatory compliance at disposal facilities

LEVERAGING TECHNOLOGY AND INNOVATION TO SUPPORT WATER MANAGEMENT

Trident, one of our proprietary desktop and mobile applications, helps us address water risks and opportunities in our operating areas by facilitating management of water resources across our operations. Trident provides map-based visualizations of our infrastructure and can track water availability and anticipated demand, allowing for scenario planning for water sourcing, reuse, storage, and transportation.

Trident incorporates several real-time operational control measures that can prevent bottlenecks, anticipate takeaway needs, minimize trucking of water, prevent and minimize spills, and promote reuse by:

- Tracking reuse storage locations and capacity against our current produced water volumes and water use needs, optimizing water available for reuse
- Integrating with our proprietary leak detection software, iDetect℠, to support automated spill detection on our reuse collection ponds and water pipelines where feasible. (For more information on spill detection and prevention, see *Spill Prevention and Management*.)

In addition to the capabilities above, we also utilize Trident's map-based tools, which include data integrated from the World Resources Institute (WRI) Aqueduct tool, to evaluate water scarcity in our operating areas and to track water consumption from stressed areas.

Water Management Technology and Innovation

We continue to explore technologies and other innovations to advance alternative disposal options for produced water when we are unable to reuse it in our own operations including:

- In 2023, we piloted thermal evaporation technology to evaporate produced water, which reduced the number of trucks carrying water and the demand for disposal.
- In 2024, we expanded the use of mechanical evaporation technology and were able to reduce our disposal requirements in one of our operating areas.

WATER USE PERFORMANCE

In 2024, we continued to source a majority of our water from nonfresh and reuse sources, minimizing freshwater use; 72% of water sourced across all of our U.S. operations was from nonfresh or reuse sources. Since 2021, over 50% of water we have sourced for our operations has been from reuse sources.

Our freshwater intensity rate increased from 0.15 barrels (Bbls) of fresh water per Boe in 2023 to 0.21 in 2024. This increase was due to limited availability of nonfreshwater sources and reuse opportunities in exploratory plays and certain development plays. See *Sources of Water* and *Water Reuse* for additional details on factors that influence water use in our operations.

We track and report our total water, nonfreshwater, and reuse intensity rates, as well as our absolute water use. See the *Data Tear Sheet* for additional water data.

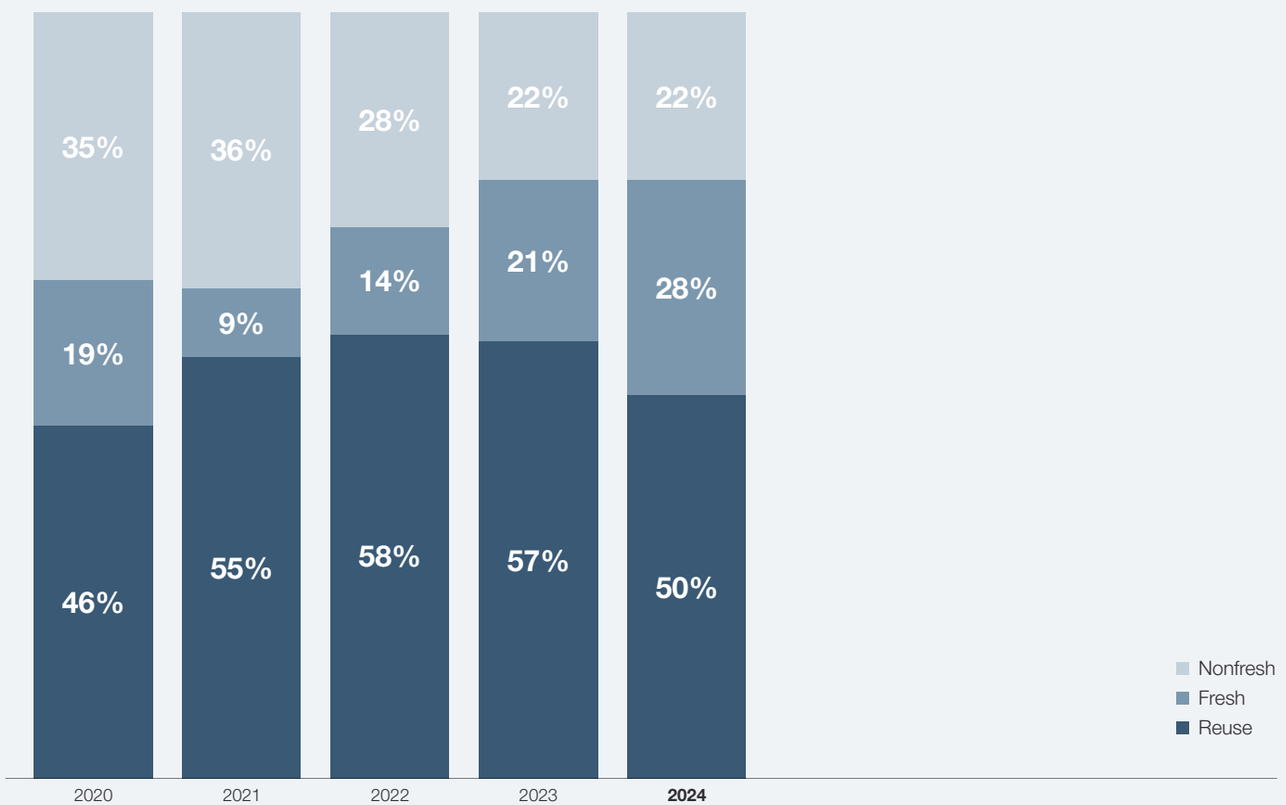
For information regarding the methodology used for the water metrics in this section, including the formulas and definitions, see the *Appendix*. →

>96%
Of the total water handled by EOG in 2024 was transported via pipe

72%
Of total water sourced for our U.S. operations in 2024 was from reuse or nonfresh sources

>99%
Of water sourced for our Delaware Basin operations in 2024 was from reuse or nonfresh sources

Sources of Water
percent of total



Spill Prevention and Management

EOG seeks to proactively minimize and eliminate the risk of spills. EOG's approach includes managing risks associated with long-lived infrastructure, such as corrosion, through proactive asset integrity maintenance and facility improvements.

Spill prevention is integrated into our operational planning processes. Each operating area has spill prevention and management plans designed to facilitate quick spill containment and to undertake recovery efforts to minimize environmental impact. Other methods we use to reduce spill risk include the following:

- Site-specific spill prevention, control, countermeasures, and response plans in each operating area that also include information on flow-line integrity
- Training to review spill prevention and management plan requirements and personnel responsibilities, including incident response focused on responding to emergencies
- Proactive asset integrity maintenance and facility improvements, including equipment inspections and preventative maintenance
- "Nearly full" tank alarms
- Secondary containment on tanks
- Automated and remote leak monitoring and detection technology, including our proprietary iDetect℠ software (see *Automating Spill Prevention and Management* for more information)
- Control-center-based continuous monitoring and remote shut-off capabilities in our most active areas
- A cross-functional group to support asset integrity efforts, facilitate innovation, and communicate new ideas and lessons learned across our operating areas
- Specially engineered, double-lined water storage facilities with leak detection, such as pond-level detectors
- Transportation of water by pipelines instead of trucks, reducing spill and road safety risks (see *Water Management* for more information)

Proactive Spill Prevention

An example of our proactive approach to spill prevention is the Spill Prevention Team in our San Antonio Division. This multidisciplinary working group was established in 2022, with the purpose of piloting spill performance improvements by proactively identifying actions to reduce frequency and volume of spill incidents. The working group focuses on evaluating and characterizing incident reviews and enhancing data collection, quality, and usability to support spill prevention. This data is used to understand where spills may occur in the future, based on historical incidents. More recently, this group has been working to share knowledge in other operating areas across the company.

| Delaware Basin operations

AUTOMATING SPILL PREVENTION AND MANAGEMENT

We operate remote monitoring and automated spill prevention systems to proactively address potential leaks before they occur and to respond to potential spill events faster. Our control centers are continuously staffed to monitor pump volumes, line pressure, sensors, and other operational parameters in our most active operational areas. This helps us proactively identify potential issues that could result in a spill or other operational upset. Control center staff are also able to remotely shut down or reroute flow if a potential spill is detected.

This process is enhanced by utilizing iDetect℠ and its mobile counterpart, miDetect℠, our proprietary leak detection software, which has been integrated into control centers where available. Our iDetect technology integrates sensor data with other operational data to enhance our ability to detect potential leaks in real time at facilities, on flow lines and gathering systems, and in water reuse systems. For example, by combining topographic information with sensor data and automated shut-off valves installed on temporary water lines, we are able to prevent and mitigate spills within our reuse infrastructure.

If there is an indication of a potential release, iDetect sends an alarm notification directly to the mobile devices of our field personnel. The notification includes a description and volume estimate of the potential leak. The control centers can activate remote shutdown capabilities and/or reroute flow, where applicable. Additionally, iDetect aids spill prevention by collecting and providing data to evaluate leak origins and better plan our facility and pipeline designs.

SPILL PERFORMANCE

EOG tracks and documents oil spills and produced water spills from our U.S. operations, including total volume spilled and the recovery volumes from those spills. We consider our oil spill and recovery rate performance in our executive compensation program.

Our 2024 oil spill rate decreased by 29%, and we recovered 86% of the total oil spill volume. This was due to continued operational enhancements, additional training on corrosion and asset integrity, and continuing to raise awareness of spill prevention and mitigation.

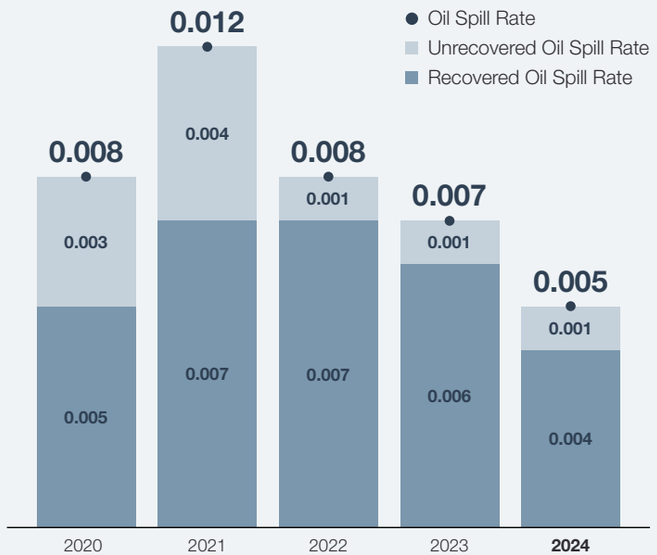
Our produced water spill volume increased compared to 2023, and we recovered 71% of the total volume of produced water spills. Year-over-year changes were primarily related to increased movement of water resources due to increased operational activity in 2024.

Our spill management efforts were also supported by a continued focus on improving spill-related data collection, quality, evaluation, and trending capabilities to proactively prevent spills.

For more information regarding our spill metrics, including the relevant definitions and the regulatory oil spill reporting requirements (e.g. volume thresholds) for our primary operating areas, see the *Appendix* and the *Data Tear Sheet*. →

Oil Spill and Recovery Rates — Spills Over One Barrel

Bbls/MBoe



Biodiversity and Land Stewardship

EOG integrates biodiversity and land conservation throughout the life cycle of our operations, from exploration and production to decommissioning and restoration. We assess and manage the potential impacts of our operations on the environment and ecosystems and collaborate with local stakeholders to support conservation of local habitats and wildlife.

MANAGEMENT OVERSIGHT

Biodiversity and land stewardship efforts at EOG are guided by EOG personnel from multiple functions, including Environment and Sustainability, Land, Regulatory, Operations, Drilling, and Production personnel, who review and participate in our biodiversity efforts through many stages of a project. Executive leadership also engages with operating areas throughout the year to review and discuss topics that can include biodiversity-related efforts.

APPROACH TO BIODIVERSITY AND LAND USE MANAGEMENT

We tailor our approach to managing biodiversity to plan for and address the unique nature-related risks and opportunities for each site throughout its life cycle. We aim to prioritize impact avoidance, followed by minimization, mitigation, and offsetting where necessary and feasible. This includes conducting predevelopment assessments and ongoing monitoring to help evaluate and mitigate potential impacts and support successful site restoration and reclamation.

Our Approach to Biodiversity and Land Stewardship Across the Project Life Cycle

Avoid and Minimize

Avoid and Minimize Impacts During Predevelopment, Development, and Ongoing Operations

- Conduct predevelopment site assessment to evaluate potential impacts on biodiversity and natural capital and ongoing resurveys during construction and operations
- Revise and reroute projects to avoid or minimize impacts identified
- Develop construction schedules to avoid disruptions to wildlife activities, such as migration and nesting
- Stop work if changes arise regarding sensitive species or habitats
- Use less disruptive technologies like directional horizontal drilling and multi-well pads, where practicable
- Implement operational practices that reduce footprint, like multi-well pads and centralized production facilities
- Endeavor to protect sensitive habitats through collaborative programs with the U.S. Fish and Wildlife Service

Mitigate

Mitigate Impacts Through Land Restoration During Ongoing Operations and Decommissioning

- Restore and reclaim land disturbed during construction and operations, using native plant seed when possible
- Monitor reclamation activities to confirm sites are reaching established goals
- Follow industry best practices and regulations for plugging and abandonment, including restoration and reclamation activities
- Remove surface equipment and remediate land impacts as needed

See *Biodiversity Stewardship In Action Across Our Operations* for examples of our avoidance, minimization, and mitigation activities. →

Delaware Basin operations

Predevelopment

We undertake predevelopment assessments to evaluate and help avoid potential impacts. These assessments start with a desktop analysis for a range of potential impacts on biodiversity. This process informs our management efforts to avoid and minimize impacts throughout a project's life cycle — from evaluation through development to decommissioning. Data reviewed can include:

- Protected species and critical habitats
- Vegetation
- Wetlands and waters of the United States
- Hydrology
- Topography and soils
- Archaeological sites and cultural resources
- Other special features unique to an operational area

In locations where more information may be needed, or to confirm our desktop analysis, we undertake site visits that include a multidisciplinary team of EOG personnel, contractors, and other stakeholders, as relevant. We use this information to inform our site location planning and activity timing to help avoid potential impacts.

We also use technology to optimize site selection and minimize environmental impact. Since 2020, we have deployed drones and fixed-wing aircraft to capture aerial imagery and Light Detection and Ranging (LiDAR) remote sensing data in the Permian Basin in New Mexico. By integrating high-resolution aerial data with environmental information from national and state sources, we create 3D elevation maps that help us visualize and adjust well pad and infrastructure locations to avoid sensitive habitats.

When applicable, we share data from our predevelopment assessments with government agencies to enhance and support their understanding of these resources and their management efforts. For example, our remote sensing technologies were used in partnership with the New Mexico State Land Office (NMSLO) to remotely monitor the growth of two endangered plant species within our conservation lease agreement in New Mexico.

Development and Ongoing Operations

During facility development and ongoing operations, we continuously monitor and adjust our activities to minimize potential impacts on biodiversity. For example, we use directional and horizontal drilling technology and centralize well pads and other equipment to limit surface disturbance.

We revise and reroute projects where feasible to avoid or reduce identified impacts and develop construction schedules that help prevent disruptions to wildlife activities, such as migration and nesting. If changes arise regarding sensitive species or habitats during construction or operations, we can implement stop-work procedures to avoid potential disturbances.

We also proactively communicate with our operations teams and implement control procedures to avoid impacts on habitats, species, and other natural and cultural resources. This includes adjusting daily operations at key times of the year when impacts can be anticipated, such as bird nesting season.

Decommissioning and Reclamation

Where possible, we undertake restoration and reclamation activities during ongoing operations. This can include reducing well pad footprints and restoring impacted surface areas after active construction, drilling, and completions work. We also restore land affected by pipelines and access roads once those are no longer needed.

Once production activities are completed, we decommission wells, which includes site restoration and reclamation under industry best practices and regulations. This process involves a series of steps, including:

- An internal multidisciplinary team including land, geology, production, and reservoir engineering personnel reviews the well and develops a well closure plan.
- Where required by regulation, EOG notifies the appropriate state or federal agency of the plan to plug and abandon the well and provides a closure plan with a wellbore closure diagram.
- Existing surface production equipment is removed, reused at other locations, or salvaged.
- Wells are plugged by filling former production zones with intervals of cement pursuant to relevant state or federal regulations on the size and depth of cement plugs.
- Once the well is plugged, the remaining surface equipment is removed and land restoration commences.

Beyond our legal, regulatory, and contractual obligations, we collaborate with landowners and state and federal regulators to restore land in ways that align with the specific interests of the local communities.

As part of our commitment to responsible land stewardship, we restore and reclaim disturbed land using native plant seed when possible and monitor reclamation activities to confirm sites are meeting restoration goals. For more information, see *In Focus: Advancing Effective Reclamation*. →

BIODIVERSITY STEWARDSHIP IN ACTION ACROSS OUR OPERATIONS

Protecting Ferruginous Hawks in the Powder River Basin
Since 2014, EOG has led a study to improve knowledge of Ferruginous Hawk nesting and migration patterns in the Powder River Basin. Through a project developed with, and approved by, the U.S. Bureau of Land Management and the Wyoming Game and Fish Department, we have fitted birds with GPS transmitters to track their movements in real time year-round. This data has helped us better support Ferruginous Hawk breeding and nesting, while guiding the placement of drilling rigs and timing of our operations to avoid impacts.

Restoring Native Texas Grasslands
Since 2015, EOG has supported Texan by Nature, a collaborative partnership between natural resource users and conservation experts to promote conservation efforts that help sustain Texas' working lands, water supplies, and wildlife. Local EOG land personnel have worked with landowners and restoration contractors to communicate the importance of native habitats. In the Eagle Ford, EOG worked in partnership with Texan by Nature and private landowners to create native pollinator habitat by restoring native grasses and nectar-producing plants at well pads, pipeline rights of way, and other areas associated with our leases.

These grasses and plants can provide high-protein forage and food plots, which maintain and improve habitat conditions for the monarch butterfly and numerous other species in this migratory corridor. Additionally, the native grasses require less maintenance and are more drought tolerant than non-native grasses. As part of this project, EOG worked with native plant experts and seed providers to develop three regional seed mixes for use in our restoration activities.

In further support of Texan by Nature, EOG funded a two-year project evaluating the benefits of restoring native Texas grasslands in the Eagle Ford Shale play. The project monitored soil health, carbon sequestration, and biodiversity at four study sites within La Salle County. The data collected was then paired with literature values to evaluate the benefits of native vegetative restoration.

Protecting Species and Habitats Through Candidate Conservation Agreements
EOG participates in collaborative programs between landowners, the U.S. Fish and Wildlife Service, and other entities to protect species that are listed as threatened or endangered under the Endangered Species Act, or are being considered for listing as threatened or endangered. Through these agreements, we commit to taking mitigation actions.

Innovative Conservation Lease With NMSLO
In 2023, EOG began work to establish an innovative conservation lease with the NMSLO. The conservation lease, spanning nearly 600 acres of land previously leased by EOG, was developed to promote the continued conservation of biodiversity, land, and archaeological resources in a multiuse area and establish long-term monitoring efforts. The partnership leverages EOG's expertise in responsible land management and our ability to collect and utilize data to measure performance. EOG has conducted initial studies to understand the lease's plants and resources and is also leveraging drone technology to monitor two endangered plant species that were identified.

Responsibly Managing Water in Our Operations

Our operations are substantially dependent upon the availability of water. As such, we have comprehensive programs to support responsible management of water resources.

See *Water Management* for more information on how we address water risks, opportunities, and impacts in our operating areas. →

| Restored grasslands near Eagle Ford operations

IN FOCUS: ADVANCING EFFECTIVE RECLAMATION

EOG empowers employees to pursue innovative opportunities and technologies that support our commitment to environmental stewardship. In the Powder River Basin (PRB), our team is piloting new, data-driven approaches to improve reclamation outcomes while leveraging local knowledge and innovative practices to guide our progress.

We are testing out these innovative reclamation approaches across a range of sites in the PRB where historic activity included multiple smaller well pads, temporary roadways, and water reservoirs that are no longer in use. As a first step in our reclamation efforts, we remove infrastructure, regrade to match natural land contours, and cover areas with topsoil.

After these preliminary steps, we are testing a range of reclamation actions. These include:

- Planting **more diverse and expansive native seed mixes**
- Using **more diverse vegetative cover** to increase soil shade and water retention
- **Incorporating biochar**, or partially combusted organic material, to enhance soil nutrients and moisture retention
- **Revegetating sites by transplanting mature sagebrush**, with full root systems and the surrounding soil, rather than just seeding sagebrush or planting smaller seedlings
- **Evaluating plant morphology and orientation** (e.g. sunlight, gravity) and how it relates to snow and soil moisture retention

Based on initial assessments, test plots in which we have implemented some of the reclamation approaches described above have resulted in more insects, increased species diversity, and improved vegetation productivity. Moving forward, we plan to conduct additional analysis on site revegetation options and to look for opportunities to use the learnings from these studies to improve our reclamation efforts.

| Restored land near Powder River Basin operations

Social

Our Communities

Engaging with and investing in the communities where we live and work is integrated into EOG's operational approach. We focus on understanding community needs and responding to concerns in order to create shared value.

We proactively engage with direct and indirect stakeholders — from property owners, civic leaders, and elected officials to first responders, nonprofits, and local community groups — to identify and address specific local needs and concerns. These engagements also inform opportunities for community investment, which we view as an important part of our engagement strategy and our commitment to building long-term, mutually beneficial relationships that support the areas where we operate.

Our objective is to help improve quality of life in our communities by promoting economic development and job creation that also generates local and state tax revenue both directly and indirectly from our operations; making charitable donations; partnering with local community organizations; and encouraging local volunteerism.

OUR APPROACH TO COMMUNITY ENGAGEMENT

Our approach to both community engagement and investment practices is enhanced by our decentralized structure, which empowers local EOG employees to actively engage, communicate, and build strong relationships with their local community members to better inform our understanding of community needs and interests.

Our community engagement starts early in any project's life cycle, in advance of exploration or development activities. In alignment with our community engagement strategy, EOG proactively engages with federal, state, local, and tribal land management agencies in applicable jurisdictions. We strive to address site-specific concerns based on stakeholder input, local knowledge, and cultural preservation practices.

Beyond initial engagement, we focus on furthering our relationships and building community through partnerships, giving, and volunteerism.

Identify and Learn

We identify key stakeholders and build relationships to help us learn about the communities' needs and how we can play a role in addressing them.

Develop

We develop direct relationships as an early first step and maintain ongoing communication with stakeholders to consider each community's needs and develop a tailored approach.

Partner

We collaborate with a wide range of stakeholders on initiatives to support community projects and programs, and work to address concerns and resolve issues.

Communicate

We seek to maintain ongoing stakeholder relationships and communication, including by having personnel in our operating areas directly communicating with and addressing questions and concerns from local community members.

Appalachian Basin operations

Stakeholder Feedback and Reporting Mechanisms

We provide multiple accessible mechanisms for employees and stakeholders to report concerns or ask questions related to our operations.

- **24-hour Hotlines** — We maintain a 24-hour compliance and ethics hotline and online reporting system, through which concerns can be shared confidentially and anonymously.
- **Company Contacts** — Feedback may be provided to company representatives at work locations or by contacting representatives in the Human Resources or Legal departments, as well as the Compliance Committee. Interest owners may contact our Owner Relations Team to answer any questions concerning ownership, division orders, or lease and revenue payment.

| Oklahoma City office

COMMUNITY PARTNERSHIPS

Across our company, we build initiatives with organizations that are active in the communities where we operate, including nonprofits and industry groups, to help maximize our positive impact. Examples of community partnerships include:

- **Compudopt** — We are a supporting partner of Compudopt, an organization that provides technology access and education to under-resourced youth and communities. Our partnership started in West Texas, and we expanded our partnership in New Mexico, North Dakota, and Ohio in 2024.
- **Truckers Against Trafficking** — EOG has raised awareness and conducted training for employees and contractors to identify and prevent human trafficking. We are a corporate sponsor of Truckers Against Trafficking, a nonprofit that educates, equips, empowers, and mobilizes members of the trucking, bus, and energy industries. We are also members of other organizations working to raise awareness about human trafficking, such as the Energy Security Council.
- **Permian Strategic Partnership (PSP)** — We are a founding member of the PSP, which was formed by oil and gas companies operating in the Permian Basin region in 2019. The PSP collaborates with citizens, community organizations, private foundations, civic leaders, and government officials to develop solutions that strengthen local communities in West Texas and southeast New Mexico. Since its inception, the PSP has committed over $184 million to community-oriented investments focused on road improvements, quality schools, affordable housing, improved health care, and workforce development.

Supporting the PSP

In 2024, EOG committed funds to the PSP to support projects including the following:

PSP Project	Description
Ector County Independent School District (ECISD) Career and Technical Education (CTE) Center	Ector County approved a new CTE Center to be built and located in South Odessa/ Ector County. Once complete, the center will provide seats for up to 2,400 students to gain hands-on skills and real-world experience in fields such as health care, technology, and the energy sector.
Mobile Clinics Initiative	In 2020, the PSP partnered with The Caring Foundation of Texas and Texas Tech University Health Sciences Center (TTUHSC) to launch a mobile care initiative that expanded health care access — particularly in rural areas — while providing TTUHSC medical students with hands-on community experience. The program funded two vans focused on preventive care and primary treatment.
TxDOT HERO Program	The HERO Program aims to improve safety on roadways through specially trained staff and patrol vehicles equipped with technology to assist on major roadways in the event of a crash or other roadway incident. Once operational, PSP's partnership with TxDOT Odessa District and Midland County will help fund the HERO Program along State Highway 191 and Interstate 20 for two years.

COMMUNITY GIVING

Our community giving is focused on supporting the communities where our employees live and work in two primary ways: We identify and support broader charitable initiatives that benefit the communities where we operate based on feedback from local community engagement and employees in our operating areas, and we also support charities that are important to our employees, directors, and eligible retirees through our matching gifts program.

We align our corporate-level giving with the following pillars:

- **Community Vitality and Environment** — Reducing homelessness and improving housing availability, providing access to the arts, supporting first responders, and protecting the environment and wildlife through action and education.
- **Education and Job Training** — Improving literacy and science, technology, engineering, and math (STEM) education, as well as helping individuals attain the specialized skills they need to succeed.
- **Health and Wellness** — Providing our communities and schools with nutrition, health services and support, and wellness education to help individuals and families live healthy lives.

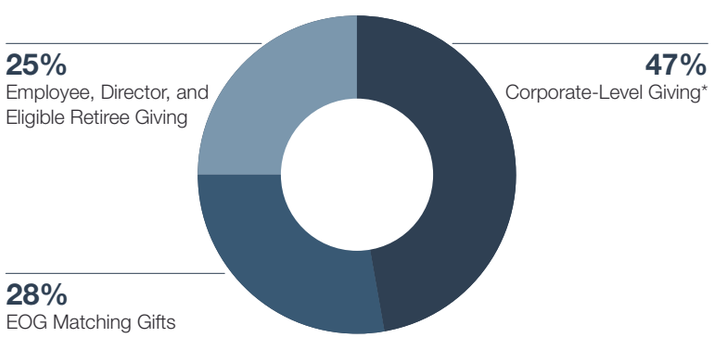
Matching Gifts Program

Through our matching gifts program, EOG makes a dollar-for-dollar match of contributions to qualified charitable organizations, up to $100,000 per employee, director, or eligible retiree. Further, in 2024, on "Giving Tuesday," we also matched $2 for every $1 donated through the matching gifts program.

In support of our matching gifts program, we developed our proprietary giving application: iGive℠. iGive simplifies the process for employees to participate in the program by streamlining requests for a company matching gift. The application also provides data on the company's total contributions, broken down by giving category.

Giving Breakdown

In 2024, EOG, along with our U.S. employees, our directors, and our retirees, collectively contributed over $13.5 million to support charitable and community needs. EOG's matching gift donations accounted for $3.7 million.



Supporting Local Organizations in Our Areas of Operation

EOG supports organizations in the communities where we live and work. For example, in 2024, we continued to support the Harmony Equine Center, a rehabilitation and adoption facility for abused and neglected horses, ponies, donkeys, and mules that have been removed from their owners by law enforcement authorities near our Denver operations. Our local Denver Division employees regularly volunteer their time to help clean the facility in addition to providing financial support.

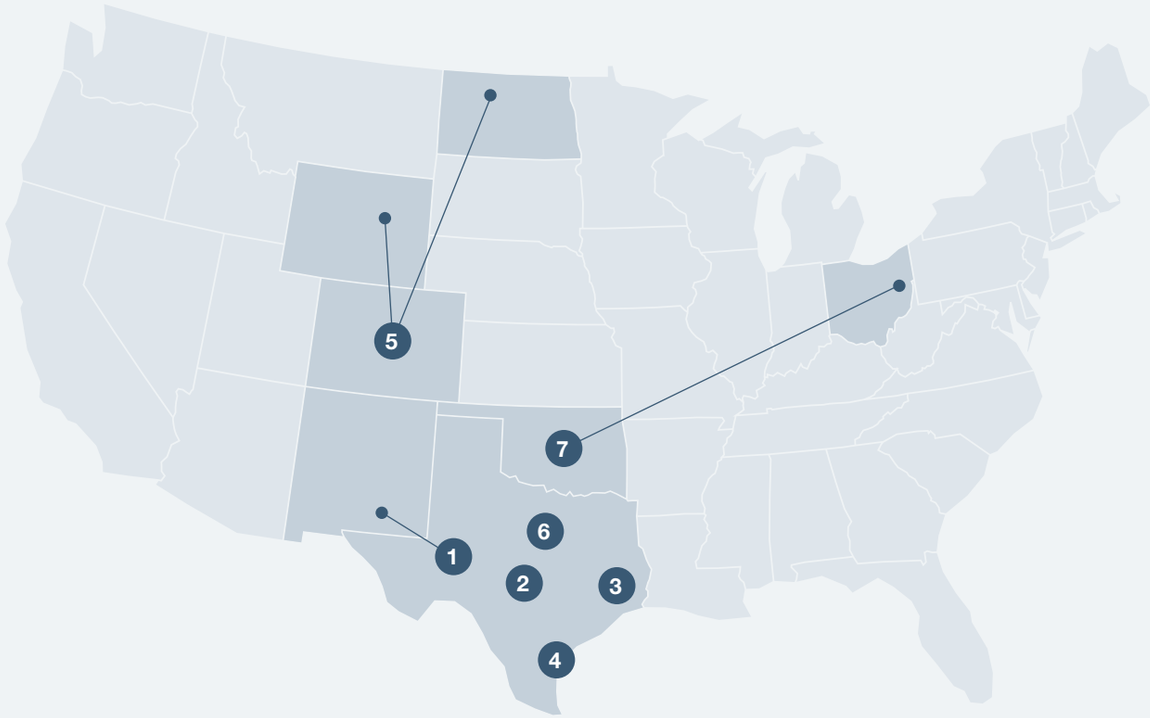
* Corporate-level giving includes 501(c)(3) U.S. charitable contributions and payments made to the Permian Strategic Partnership.

COMMUNITY VOLUNTEERISM

EOG values employee volunteerism and considers it an important aspect of our culture. We empower our employees to give their time and skills by providing eight paid hours to devote to causes that are meaningful to them. Many of our employees participate in EOG-sponsored volunteer activities that members of management, including senior-level leaders, sponsor, organize, and participate in to respond to community needs together.

Our proprietary giving application, iGive℠, also supports management and tracking of volunteer activities by providing additional accessibility and visibility of our volunteer activity information. iGive displays total volunteer hours and employee participation levels. It also includes a volunteer calendar that showcases upcoming events to promote employee participation in company volunteer activities.

In 2024, our employees supported a variety of meaningful causes, including children's advocacy. Across our operating areas and our corporate office, teams volunteered at local children's hospitals and organizations that aim to promote child well-being in their communities. The following are examples of ways that EOG employees gave their time in 2024 to children's organizations.



1

Midland — Volunteers hosted a fundraising event and toy drive that brought in more than 1,000 donations for One Accord for Kids.

2

San Antonio — Volunteers supported the annual Christmas Toy Drive at St. PJ's, marking a decade of support for St. PJ's from the San Antonio Division.

3

Houston — Volunteers helped the Children's Assessment Center expand their outdoor mural with healing words chosen by children at the Center.

4

Corpus Christi — Volunteers provided gifts for 70 deserving children as part of the Salvation Army's Angel Tree Program.

5

Denver — Volunteers partnered with the Boys and Girls Club of Cheyenne to host a kickball game with local children.

6

Fort Worth — Volunteers supported the Alliance for Children's 14th annual Bingo Ladies Luncheon fundraising event.

7

Oklahoma City — Volunteers organized and sorted necessities and resources for foster children at the Citizens Caring for Children Resource Center.

Our People

We believe that EOG's culture is our competitive advantage. At the core of our culture is a commitment to empowering employees as idea generators and decision-makers, fostering an environment where innovation and continuous improvement thrive. Our decentralized, non-bureaucratic structure further supports value creation in the field at the asset level, giving those closest to the operations the autonomy to implement impactful solutions.

We strive to create a collaborative work environment of different talents, perspectives, and experiences that leverages our employees' ideas across the company. We believe that embracing the different viewpoints and experiences of our employees fosters an inclusive work environment, drives innovation, and promotes meaningful collaboration through multiple perspectives, which further helps enhance creativity.

Combining our collaborative culture with a decentralized operating model helps us advance innovation and continuous improvement. By leveraging creative technology solutions and providing access to real-time operational data, we enable our teams to make informed decisions that drive efficiency and performance. Collaboration is strengthened through multidisciplinary teams that span operating areas, supported by cross-company communication channels that facilitate knowledge sharing and alignment.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

By providing employees with a quality work environment, EOG is able to attract and retain many of the industry's best and brightest — individuals who embrace our company's culture and commitment to sustainability and corporate responsibility.

Engagement and Retention
To foster employee engagement, we encourage teams across disciplines and operating areas to share their thoughts, ideas, and solutions. Focusing on empowering employees to contribute ideas strengthens our ability to innovate and continuously improve.

Multidisciplinary Collaboration
Teams from our Engineering, Environmental and Sustainability, Exploration, Operations, Marketing and Midstream, Safety, and Supply Chain groups regularly collaborate to share ideas and develop solutions in planning sessions and internal conferences.

Leadership Engagement
Members of our senior leadership team routinely connect with employees from each of our disciplines. For example, employees throughout the company regularly report to and engage with the senior leadership team during operating-area reviews, annual technical conferences, and our annual management conference. In addition, our CEO provides an in-person company update to each operating area at least three times per year.

Companywide Communications and Involvement
EOG also facilitates engagement through all-employee meetings in our operating areas, trainings, and volunteer opportunities. (To read more about EOG's volunteer activities in 2024, see *Community Volunteerism*.) In addition, employees are kept informed and engaged through the use of our company intranet, myEOG. myEOG provides access to important company information and features monthly news articles with company updates and initiatives.

| Corpus Christi office

As a data-focused company, we use a range of data sources and analytics to assess and manage employee engagement and retention. For example, we participate in an annual employee engagement and satisfaction survey from Energage, a company that specializes in workplace culture. Senior leadership reviews the results and related analyses to help inform our approach to workplace needs.

EOG continues to be recognized as a Top Workplace through the Energage survey, which identifies companies that create a positive work environment by prioritizing a people-centered culture and giving employees a voice.

Based on the 2024 survey, EOG was included on the Top Workplaces list nationally in USA Today and locally in Denver, Great Plains, Houston, New Mexico, Oklahoma City, and San Antonio. In addition, EOG received numerous Top Workplaces Culture Excellence Awards, as well as a Manufacturing Industry Award.

Training and Development

Employee training and professional development are important elements of our employee engagement and retention efforts and our overall talent strategy. EOG provides training in communication, team effectiveness, technical skills, leadership qualities, and the application of EOG systems. Our leadership training focuses on enhancing the skills needed to build a multidisciplined and decentralized workforce. In addition, we are a member of the RPS Nautilus Training Alliance, a membership-based training program for energy professionals, and encourage our technical staff to participate annually.

Beyond training courses, we support our employees in their continuous professional development. Our internal performance review and development system emphasizes regular ongoing two-way communication between supervisors and team members, continuous goal setting, and actionable development activities designed to support career growth and aspirations. Additionally, we encourage employees to engage in professional networking groups such as the Women's Energy Network, which provides a valuable platform for networking, support, and advocacy.

We host annual internal technical conferences for each major discipline — exploration, drilling, completions, reservoir engineering, production, and facilities. These annual conferences primarily serve as a platform for sharing best practices and technical advances, safety and environmental topics, and fostering collaboration across the company and for employees to build relationships with others working in the same discipline across divisions. This encourages cross-divisional collaboration, learnings, and innovation.

To facilitate career growth within the company, we offer opportunities for employees to relocate to different EOG operating areas. This allows employees to experience working with different teams and operational resource basins to provide them with valuable experiences to broaden their skill sets, expand their professional networks, and support career progression within the company.

We also support employee development outside the workplace. EOG's Tuition Reimbursement Program provides 90% reimbursement for postsecondary education that either better qualifies employees for their present duties or prepares employees for future placement within the company. The program provides 100% reimbursement for professional certification tests, such as those for professional engineers or certified public accountants.

Broad Recognition from Energage's Regional and USA Today Top Workplaces

BENEFITS AND WELLNESS

Our benefits program is designed to support a holistic approach to employee wellness. Wellness at EOG extends beyond physical health to emotional, social, and financial wellness. It is important that our programs and benefits help our employees find success both in their personal and professional lives.

Helping our employees stay healthy and plan for their future helps EOG attract and retain an engaged workforce. We provide U.S. employees with medical, prescription drug, vision, and dental coverage, and offer employee-only medical basic coverage at no cost. These benefits are also available to our employees' eligible spouses and dependents. Additionally, EOG provides both short- and long-term disability protection, basic life insurance, and accidental death and dismemberment insurance coverage.

EOG fosters a culture of engagement, awareness, education, and prevention year-round through wellness-themed activities for employees. Volunteer Wellness Ambassadors across the company organize activities such as lunch-and-learn sessions on health-related topics; donation drives for food, clothing, and school supplies; and virtual workout challenges and classes. Employees also benefit from our annual health fair.

Our Energize You wellness program, administered by Personify Health, gives employees the opportunity to earn points that can be redeemed for cash or gift cards, charitable donations, or merchandise from an online store. Participants earn points by completing daily, self-guided online courses designed to promote healthy habits. Additional points can be earned by participating in health coaching, volunteering in the community, making charitable donations, donating blood, taking part in team challenges, and more.

See *Discover Our Total Rewards* in the *Careers* section of our website for detailed information on our benefits program.

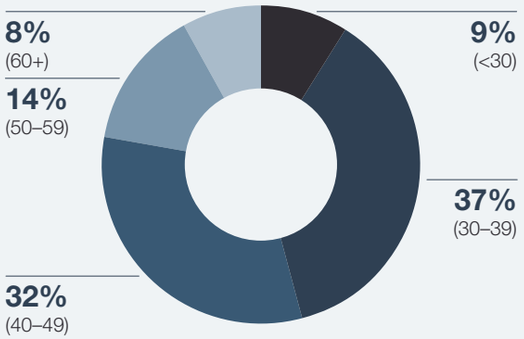
Benefits Overview

Program	Description	Benefits Highlight
Build for the Future	EOG provides performance-based compensation, a savings and retirement plan, an employee stock purchase plan, and monetary award opportunities based on contributions to our success. Employees can also participate in an employee referral incentive program.	Our employees are eligible for restricted stock grants upon hire and on an annual basis. Additionally, in 2024, all EOG employees received a one-time stock gift of 25 shares to celebrate EOG's 25th anniversary.
An Emphasis on Wellness	In addition to our health and medical benefits, EOG offers a Health Savings Account with EOG contributions of up to $1,000 per year, as well as a Dependent Care Flexible Spending Account. Additional wellness benefits include a 24/7 telehealth and medical opinion service, mental health care, maternity, and family support, and a concierge service for employees who are caregivers.	Our employee assistance program offers employees and eligible household members evidence-based emotional and mental health care. The program provides a custom, curated network and eight sessions per year at no cost.
Beyond the Workplace	EOG provides generous paid time off hours including vacation, holiday, and sick pay, as well as our flexible work hours, to support our employees' personal and professional lives. Additional paid time off is available for adoption, family care, and volunteering. EOG also offers an adoption assistance program, a matching gifts program, and the EOG Scholarship Fund.	EOG's matching gifts program provides a dollar-for-dollar match of contributions to qualified charitable organizations, up to $100,000 per employee, director, and retiree. Additionally, in 2024, EOG matched $2 for every $1 donated on "Giving Tuesday."

2024 U.S. Employee Demographics

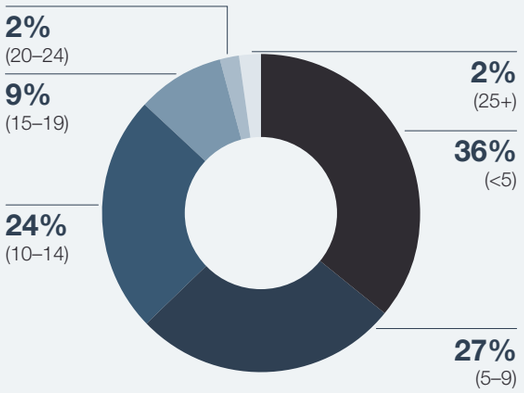
U.S. Employee Ages

years



U.S. Employee Tenure

years



3,003
Employees

64%
Of employees have been with the company five or more years

3.0%
Voluntary turnover rate

Female Representation

percentage, as of December 31, 2024

Minority Representation*, **

percentage, as of December 31, 2024

* As defined by the U.S. Equal Employment Opportunity Commission.

** Based on self-identification by employees.

RECRUITING

Our college and experienced talent recruitment efforts focus on attracting a highly skilled workforce that is well-equipped to support our company's present objectives and future goals. Our reputation as an innovative company, and one that empowers employees to identify and act upon opportunities to make an impact, differentiates EOG from our peers and helps us attract top talent. Further, as reflected in our *Code of Business Conduct and Ethics for Directors, Officers and Employees*, EOG is committed to providing equal opportunity in all aspects of employment and to hiring, evaluating, and promoting employees based on skills and performance.

We encourage employee participation in identifying job candidates through our employee referral program. In 2024, 106 of our new hires were referred to EOG by our current employees. This accounted for approximately 34% of our total hires in 2024.

EOG has long-standing relationships with universities offering petroleum engineering and geoscience programs, and we frequently engage with on-campus organizations to further support our college recruiting talent pipeline. For example, we have engaged with local chapters of the National Society of Black Engineers, the Society of Women Engineers, and Women in Petroleum and Geosystems Engineering to enhance our recruiting efforts.

Our annual summer internship program is an important element of our college recruiting and hiring strategy. Each student who participates performs meaningful work on teams in field and office roles across the company. We encourage interns to share their ideas and engage with EOG employees while exploring opportunities in the oil and gas industry. At the conclusion of the program, interns present their projects during our annual intern conference at our Houston headquarters and receive feedback from senior leadership and experienced employees on our operating teams.

Since 2006, approximately 91% of participating interns have accepted full-time job offers from EOG. More than 180 current EOG employees began their careers through the internship program, with over 20% of former interns subsequently advancing into leadership roles across the company.

We also recognize the value of supporting the future talent pipeline through programs for students at elementary, middle, and high schools. EOG invests time and financial resources by partnering with nonprofit and industry organizations that aim to expand access to STEM education and exposure to STEM-related careers across the communities where we live and work.

Recruiting Future Leaders

We provided financial support to the University of Texas Petroleum and Geosystems Engineering Workforce Initiative, which helps empower future leaders and close achievement gaps by supporting scholarships for deserving and talented students.

| Houston office

Safety

EOG believes that leadership, commitment, and communication are key characteristics of safe operations, and emphasizes the importance of having our workforce take ownership and responsibility for conducting operations in a safe manner.

EOG's culture of safety is reinforced by our EveryOneGoes Home Safe (EOG Home Safe) program. This program was built based on input from our field operations across the company, enabling us to better identify ways to support our employees and contractors. It includes three principles that communicate what safety means and how safety is practiced at EOG.

EOG Home Safe
At EOG, we believe safety is:

A Value
Values are consistent, unlike priorities that may change.

Personal
Know and care for your team.

Continuously Improving
Incremental changes add up to significant results.

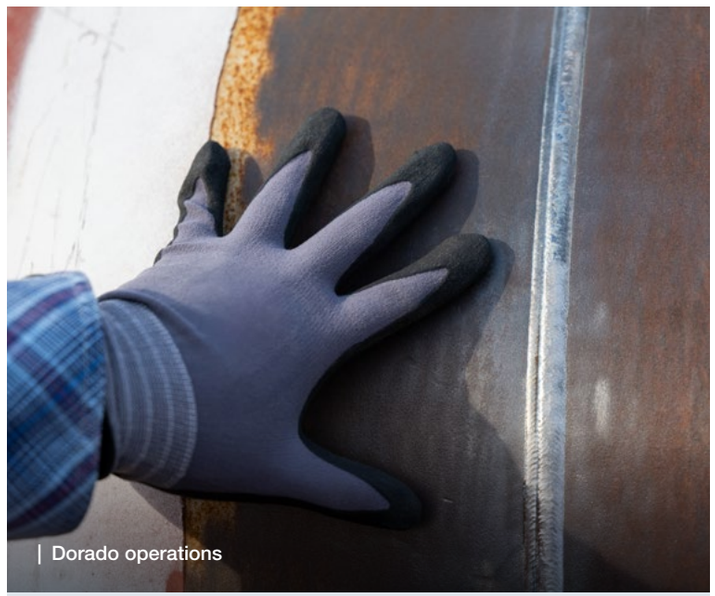
SAFETY MANAGEMENT AND OVERSIGHT

EOG's safety management processes provide a framework for assessing safety performance in a systematic way. Guided by our companywide Safety and Environmental Policy and Safe Practices Manual, these processes are adaptable to the specific conditions in our operating areas.

To support our decentralized organization, most personnel who are members of our Safety Team work locally in our operating area offices, and their efforts are led by our companywide Vice President, Safety, who reports to our Chief Operating Officer. This approach promotes local responsibility while supporting the implementation of companywide processes across our areas of operation. To foster accountability, safety performance is considered in evaluating employee performance and compensation, including executive compensation.

We encourage ongoing discussion and review of safety management and performance across the company to drive idea sharing and continuous improvement, including through the following:

- Our Safety Strategy Team, which consists of safety representatives from all operating areas, holds regular meetings to discuss operating area-specific safety matters and projects. The team also shares resources and collaborates on safety-focused projects.
- Within each operating area, safety performance is reported to supervisors and senior leadership regularly. In turn, senior leadership provides regular reports to our executive management on safety performance and related matters.
- Members of our executive management receive a daily summary of safety performance across all operating areas.


| Dorado operations

Promoting Safe Operations

To help promote safe operations, we seek to:

- Communicate a visible and consistent commitment to safe operations
- Empower all personnel with tools and knowledge to take ownership and proactively use their stop-work authority
- Take measures to continuously improve the safety of our operations
- Support our contractors' safety programs

INTEGRATED SAFETY PRACTICES

A range of safety practices are integrated into our operation to help drive safety performance and to support a strong, consistent approach to safety management. For example:

- Pre-job safety meetings are held before critical tasks are performed to discuss topics such as potential safety hazards and appropriate safety precautions.
- We conduct safety stand-downs to stop work across an operation to discuss safety hazards and mitigation, as necessary.
- All workers are empowered to proactively identify and communicate potential hazards, near misses, and other opportunities to improve safety.

These observations can help us recognize trends and identify and mitigate factors that can lead to incidents. We collect incident data to identify trends and implement corrective actions as necessary. (See *Safety Performance* and *Encouraging Safety Communication* for more information.)

All employees and contractors working on our sites have, and are expected and encouraged to use, their stop-work authority to request that work be stopped. This allows personnel to ask questions or confirm procedures if they are concerned about safety. Employees can also report safety concerns or grievances through our ethics hotline, which is managed by a third party. (See *Training and Confidential Reporting Mechanisms* for more information.)

Encouraging Safety Communication

EOG's "Good Catch" program recognizes employees and contractors who promote the sharing of safety information and coaching to create a safer work environment. Cultivating knowledge sharing and open communication helps empower proactive identification of potential hazards.

SAFETY TRAINING

Knowing what to do and how to do it is critical for working safely. We provide initial, periodic, and refresher safety training to employees and contractors. These safety training programs focus on topics such as operating procedures, safe work practices, and emergency and incident response. We provide a Safe Practices Manual covering these topics and more to employees and contractors and make it available online for easy reference. In addition, we include a rotation in our Safety Group as part of EOG's engineer-in-training program.

EOG has a robust Safety Leadership training program designed to foster a proactive safety culture across the company, empowering employees and contractors to protect themselves and others. Our Safety Leadership training program provides additional focused training on safety practices and decision-making, while also facilitating open conversations among employees and contractors about operations. The program helps identify potentially hazardous conditions and share ideas for reducing and eliminating potential hazards.

Safety Hazard Identification and Risk Management Practices

Our practices related to hazard identification and risk management include:

- Providing initial, periodic, and refresher safety training
- Collecting incident data and conducting trend analyses
- Identifying and reporting potential hazards and near misses
- Utilizing work methods that manage the level of risk
- Taking corrective actions as necessary

| Dorado operations

SAFE DRIVING

Driving is a common aspect of our work, given the remote locations of many EOG operations. We work to equip our employees with tools related to safe driving practices, including the following:

- **Awareness** — Safe driving practices are regularly discussed in our field safety meetings.
- **Training** — Our Safe Practices Manual includes specific guidance on our vehicle safety expectations and practices. We also offer specific hands-on, decision-based driver training.
- **GPS Monitoring** — We equip EOG vehicles with Global Positioning System (GPS) vehicle monitoring systems, which provide data for driver feedback that increases driver awareness and allows for focused driver-skills training.
- **Route Planning** — We plan our travel logistics to route truck traffic onto secondary roads and schedule our activities outside local high-traffic times when possible. EOG's proprietary miWay℠ application supports these efforts by helping us navigate efficiently among our assets in the field.

PROMOTING SAFETY THROUGH CONTRACTOR ENGAGEMENT

Contractors are an important part of the workforce in our industry. We seek to integrate our contractors into our safety culture through ongoing collaboration and engagement. We utilize a third-party vendor and/or internal systems to support prescreening of new contractors, including evaluating their safety performance, policies, procedures, and execution strategy.

We conduct periodic reviews of our existing contractors by tracking their safety performance and management programs, and reviewing their safety policies, procedures, and training. We conduct on-site safety performance assessments to evaluate contractor compliance with applicable safety requirements. Additionally, our contractors are provided with safety training and engagement opportunities, including meeting with contractors to encourage sharing of best practices.

EMERGENCY RESPONSE

Each EOG operating area develops and maintains written plans for rapid and effective response to emergency situations in order to protect our employees, contractors, and the environment. These plans support, and are components of, EOG's corporate Crisis Management Plan, which details our corporate response in an emergency. Our emergency response plans provide a tiered response level for activating the plan, based on the type of incident and the response required.

We update our emergency response plans and provide training to applicable field and office personnel, including contractors, according to the needs of each operational area and applicable regulatory requirements. We also conduct incident command system training, tabletop drills, and other drills to prepare EOG employees and contractors to respond appropriately to incidents.

| Appalachian Basin operations

SAFETY PERFORMANCE

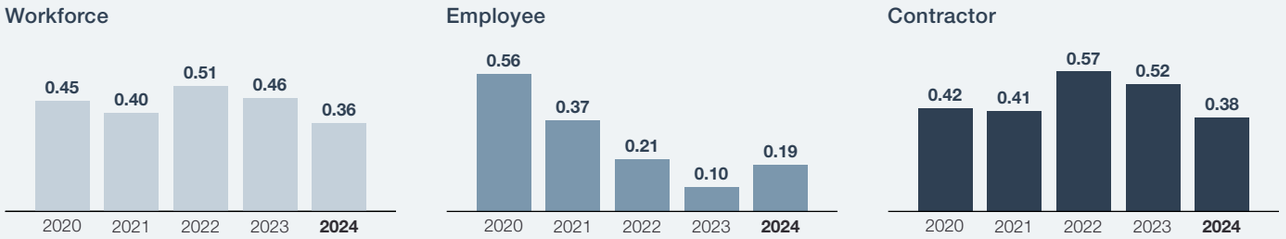
Our workforce Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) decreased by 22% and 33%, respectively, in 2024, reflecting our continued focus on collaboration and open communication between our employees and contractors throughout our operating areas. We also believe that our Safety Leadership program and safety culture further supported our strong safety results in 2024.

Tracking and reporting of safety metrics supports our focus on strong safety performance. This includes TRIR, LTIR, and an internally defined Severity Index Rate, which is utilized to track incidents based on the severity and duration of the injury. We believe this tracking and reporting of safety metrics helps enhance our understanding, identification, and implementation of proactive safety management practices.

See the *Appendix* for related formulas and definitions and the *Data Tear Sheet* for expanded safety metrics, including work-related fatalities. →

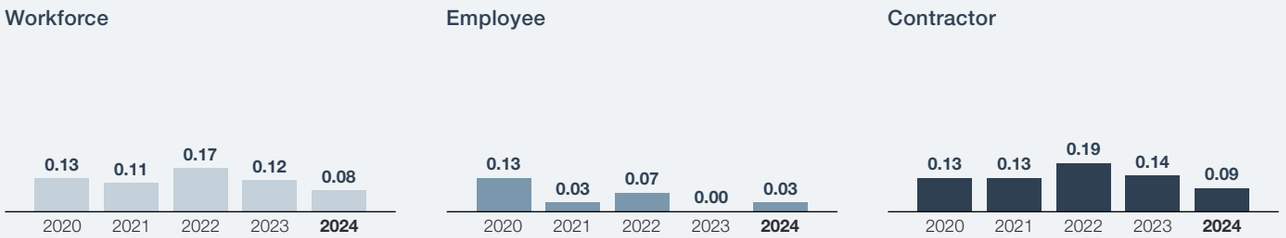
Total Recordable Incident Rate (TRIR)*

incidents per 200,000 hours worked



Lost Time Incident Rate (LTIR)*

incidents per 200,000 hours worked



* EOG utilizes the industry-standard measurement, as established by the Occupational Safety and Health Administration (OSHA), of incidents (injuries) per 200,000 hours worked in calculating TRIR and LTIR. We work closely with our contractors to capture the hours worked by their employees and subcontractors.

Safety (continued)

IN FOCUS: ENHANCING OUR SAFETY CULTURE THROUGH KNOWLEDGE SHARING AND INNOVATION

Because EOG operates a diverse, multi-basin portfolio of assets, our employees regularly encounter a wide range of activities that drive practical, real-time safety solutions. A key component of our collaborative, decentralized culture is the ability and empowerment of employees to innovate solutions that are tailored to address the challenges they experience at the asset level.

To collaborate on and refine safety solutions, employees from a diverse set of disciplines regularly participate in knowledge sharing meetings. These meetings help deepen learning and allow teams to discuss ongoing challenges and identify opportunities for improvement.

To further support multidisciplinary collaboration, EOG launched an internal platform for employees to contribute field-tested engineering safety controls and share them across operating areas. These controls — ranging from equipment modifications to procedural tools — are tested, documented, and added to a shared library that is accessible to personnel across numerous disciplines.

The library of engineering safety controls serves to further support knowledge sharing and continuous improvement and empowers our employees to:

- Learn from successes in other basins
- Proactively identify risks and propose tangible solutions
- Apply proven controls that enhance both safety and operational efficiencies

The combination of innovative field solutions, multidisciplinary collaboration, and knowledge sharing reinforces our commitment to decentralized decision-making by giving field teams the opportunity to enhance safety practices in their areas of operation.

| Dorado operations

Governance

Board of Directors

Currently, our Board of Directors is comprised of seven nonemployee, independent directors and our Chairman of the Board of Directors and Chief Executive Officer, Ezra Yacob.

Directors are elected annually under a majority-vote standard, which provides our stockholders with a meaningful voice in the annual director election process. Our Board of Directors committees — the Audit Committee, the Compensation and Human Resources Committee, and the Nominating, Governance and Sustainability Committee (Nominating Committee) — are each composed solely of independent directors.

The independent presiding director, who is elected annually by the independent directors of our Board of Directors, plays a valuable role in the overall leadership of the Board of Directors. The presiding director serves as a liaison between our Chairman of the Board of Directors and Chief Executive Officer, other executive officers, and the independent directors, and has the duties set forth in our Corporate Governance Guidelines. The independent directors regularly meet in executive sessions led by the presiding director.

EOG BOARD OF DIRECTORS

Ezra Y. Yacob
Director since 2021
Chairman of the Board and Chief Executive Officer

Robert P. Daniels
Director since 2017
2025 Presiding Director

Lynn A. Dugle
Director since 2023
Nominating, Governance and Sustainability Committee Chair

C. Christopher Gaut
Director since 2017
Audit Committee Chair

Michael T. Kerr
Director since 2020
Compensation and Human Resources Committee Chair

Julie J. Robertson
Director since 2019

Charles R. Crisp
Director since 2002

Janet F. Clark
Director since 2014

BOARD OF DIRECTORS COMPOSITION AND REFRESHMENT

Our Board of Directors and Nominating Committee regularly review the composition, performance, and skill sets of the Board of Directors and its committees and annually evaluate each director's Board of Directors service.

In evaluating our Board of Directors, the Nominating Committee seeks to achieve a balance of knowledge, experience, and skills. The committee considers, among other things, the attributes of individual director nominees, including professional experiences, skills, and background, as a whole, and does not necessarily assign greater weight to any one attribute.

The Board of Directors recognizes that periodic refreshment can help ensure that fresh ideas and viewpoints are available to our directors and that its composition appropriately serves EOG's current and evolving strategic and operational needs. In deciding the Board of Directors' priorities for further refreshment, we take into account, among other factors, the results of the Board of Directors and its committees' self-evaluations; the current composition of the Board of Directors; the areas of experience and skill sets of our directors; and the attributes of potential director candidates. In the last six years, the Board of Directors has appointed four new directors: Julie Robertson in 2019, Michael Kerr in 2020, Ezra Yacob in 2021, and Lynn Dugle in 2023.

The Board of Directors and the Nominating Committee also actively seek to create a pipeline of individuals qualified to become directors, including candidates with varied backgrounds, skills, and areas of experience. The committee uses a variety of methods to identify and evaluate potential director candidates, including referrals from current or former EOG directors, members of executive management, EOG's contacts in the business and other professional communities, and other sources of referral. If we engage a search firm to assist in identifying Board of Directors candidates, our policy is to instruct the search firm to seek out and include qualified women and minority candidates as part of the pool of potential candidates for consideration.

Our Board of Directors believes that fixed term limits for directors may result in EOG losing the valuable contributions and insights of our longer-tenured directors who develop, over time, in-depth knowledge of our business, operations, strategy, and policies and, as a result, continue to make important contributions to our Board of Directors and its committees.

EOG does not have a mandatory retirement age for directors. However, the Nominating Committee will annually evaluate and determine whether it is appropriate for any director having reached 80 years of age to stand for re-election at the end of his or her current term.

DIRECTOR SKILLS AND EXPERIENCE

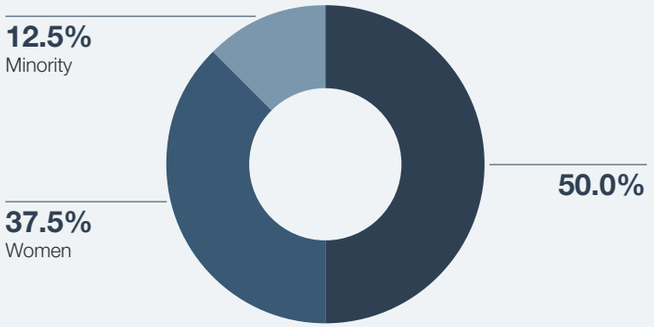
EOG directors possess varied professional experiences, skills, and backgrounds. They also have high standards of personal and professional ethics, proven records of success in their respective fields, and, collectively, valuable knowledge of our business and of the oil and gas industry.

See *Key Director Skills and Areas of Experience* for descriptions and a matrix of the skills and experience of our current directors that we believe are relevant to our business. →

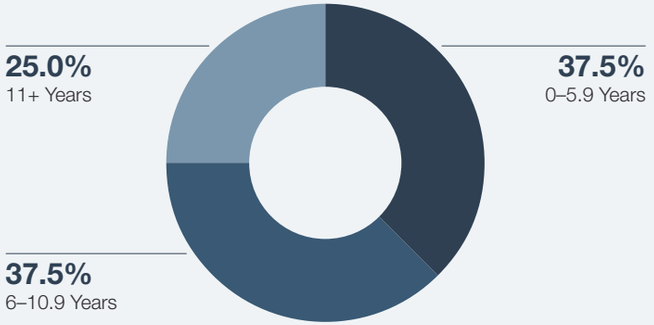
BOARD OF DIRECTORS TENURE AND DEMOGRAPHICS

We believe our Board of Directors reflects an appropriate balance between newer and longer-tenured directors. The following charts reflect the demographics and tenure of our directors as of September 1, 2025. The average tenure of our directors as of September 1, 2025, was 8.7 years.

Board Demographics



Board Tenure



KEY DIRECTOR SKILLS AND AREAS OF EXPERIENCE

Below are descriptions of key skills and areas of experience that we believe are relevant to our business, along with a matrix setting forth the skills and areas of experience possessed by each of our current directors.

Skills and Areas of Experience	Clark	Crisp	Daniels	Dugle	Gaut	Kerr	Robertson	Yacob
Executive Management Has a demonstrated record of leadership and valuable perspectives on issues affecting large and complex organizations	✓	✓	✓	✓	✓	✓	✓	✓
Financial Reporting, Accounting, and Finance Has an understanding of, and experience with, financial reporting and accounting matters and capital markets matters (both debt and equity) relevant to a large, publicly traded company	✓	✓		✓	✓	✓	✓	✓
Energy Industry Contributes valuable perspective on issues specific to our operations in the oil and gas industry	✓	✓	✓		✓	✓	✓	✓
Corporate Governance and Risk Management Has an understanding of, and experience with, the roles of corporate strategy and risk management necessary for organizational performance	✓	✓	✓	✓	✓	✓	✓	✓
International Provides valuable insights into the international aspects of our business and operations	✓	✓	✓	✓	✓	✓	✓	✓
Governmental and Regulatory Has an understanding of the effect governmental and regulatory actions and decisions may have on our business	✓	✓	✓	✓	✓	✓	✓	✓
Environmental, Health, and Safety Strengthens the Board's oversight and understanding of the interrelationship between safety and environmental matters and our operational activities and strategy	✓	✓	✓		✓	✓	✓	✓
Human Resources and Compensation Has an understanding of compensation factors and components that influence the attraction, motivation, and retention of a talented workforce	✓	✓	✓	✓	✓	✓	✓	✓
Civic, Community, and Charitable Organizations Contributes to a better understanding of sustainable engagements with the communities where we do business	✓	✓	✓	✓	✓	✓	✓	✓
Technical, Geologic, and Engineering Education background brings an understanding of technical, geologic, and engineering disciplines necessary for the identification of our exploration plays and development of our prospect inventory		✓	✓		✓	✓		✓
Information Technology Contributes to the Board's understanding of innovative information technology applications utilized in our operations and business	✓	✓	✓	✓	✓	✓	✓	

Oversight and Practices

EOG's strong corporate governance practices enhance our accountability to our shareholders, our commitment to transparency to all stakeholders, and our risk oversight and management efforts.

BOARD OF DIRECTORS RISK OVERSIGHT FUNCTION

Our Board of Directors has primary responsibility for risk oversight, including risks related to environmental, safety, and sustainability-related matters, and is assisted by our Audit Committee in overseeing our enterprise risk management. To help maintain a broad view of EOG's overall risk management program, the Board of Directors regularly reviews our long-term strategic plans. This includes evaluating the principal issues and risks that we may face and the processes we employ to identify, assess, manage, and mitigate such risks.

Our directors have significant experience with environmental, safety, governance, human capital management, risk assessment, risk management, and compliance matters. As part of our overall risk management program, members of management assist the Board of Directors and its committees with their risk oversight function by presenting and discussing current and emerging topics with the Board of Directors and its committees throughout the year. Topics discussed include regulatory and corporate governance developments; risk management-related topics such as cybersecurity; and environmental, safety, and sustainability-related matters. In addition, the Board of Directors brings in external speakers to enhance its knowledge on selected topics.

To assist our Board of Directors and its committees in the oversight of climate-related risks, members of our management report on EOG's environmental performance, climate-related scenario analyses, sustainability disclosures, and stakeholder feedback on environmental, safety, and other issues, in addition to reviewing trends and other industry information.

Our Board of Directors, the Compensation and Human Resources Committee, and the Nominating Committee also regularly discuss and receive reports on human capital management topics, including peer benchmarking data and trends from our Chief Human Resources Officer and other members of our management.

Committees of the Board of Directors
To assist with its risk oversight responsibility, the Board of Directors delegates certain elements of its oversight functions to one or more of its standing committees.

The Nominating Committee

The Nominating Committee focuses on issues relating to Board of Directors and Board of Directors committee composition and provides oversight with respect to environmental compliance, safety, and sustainability-related matters as well as our trade association and political activities. As part of this responsibility, the committee reviews potential related impacts to the company and makes recommendations to the full Board of Directors, Audit Committee, Compensation and Human Resources Committee, and management, as appropriate.

The Audit Committee

The Audit Committee has primary responsibility for oversight of our guidelines and policies for risk assessment and risk management, including major financial and other risk exposures, such as cybersecurity and information technology risks. The Audit Committee also oversees our Compliance Program and related policies, our Internal Audit function, and monitors the results of compliance efforts.

The Compensation and Human Resources Committee

The Compensation and Human Resources Committee in consultation with the Board of Directors and the Nominating Committee, oversees matters relating to our human capital management strategies, policies, and practices. These include employee culture, recruiting, and retention; compensation, benefits, and health and wellness; and training and development.

For additional discussion about human capital management, see *Our People*.

For additional information on the management of environmental, safety, and sustainability-related matters, including those related to human resources, information systems, cybersecurity, and compliance, see *An Integrated Approach to Sustainability*.

| Midland office

ROLE OF MANAGEMENT IN ASSESSING AND MANAGING ENVIRONMENTAL, SAFETY, AND SUSTAINABILITY-RELATED MATTERS

Our executive management team is responsible for supporting our Board of Directors and its committees in their risk oversight functions, including with respect to environmental, safety, and sustainability-related matters. For example, the following mechanisms help us to identify, assess, manage, and mitigate safety and environmental risks and facilitate continuous improvement and consistency throughout our decentralized operations:

- Regular reports to our executive management from functional leaders in each of our operating areas on their specific safety and environmental performance and related matters
- Safety and environmental conferences attended by the safety and environmental teams from each operating area, executive management, and representatives from our operations and other departments
- Regular meetings among EOG's safety and environmental personnel to share information, best practices, and goals on topics including emissions, spills, and safety
- Regular safety and environmental training available to employees and contractors
- Discussion of safety and environmental matters at EOG's in-house drilling, completions, production, and facilities technical conferences to increase engagement by our Operations personnel
- Staff dedicated to environmental and safety risk management and performance, and the collection and analysis of GHG emissions, spills, water management, and safety data
- Regular technical meetings to discuss production and facility GHG emissions attended by production and facility engineers, and representatives from our Legal Department, Environmental and Sustainability Group, Safety Group, and Information Systems (IS) Department

AN INTEGRATED APPROACH TO SUSTAINABILITY

Sustainability is integrated into EOG's culture throughout our organization. Our employees improve the company's environmental, safety, and sustainability-related performance in the same way and at the same time that they create value across our operations — beginning in the field, across our decentralized organization, and through multidisciplinary teams using data to innovate new and creative technology solutions to environmental, safety, and sustainability-related risks and opportunities.

Executive Management Team

The executive management team works with personnel across the company to assess and manage risks, implement sustainability efforts, and track and report performance. The Chief Operating Officer provides overall leadership for safety and environmental matters, including risks and opportunities relating to emissions management and climate change.

Operations

Multidisciplinary teams in each of our operating areas, including engineers; safety, environmental, and water professionals; geologists; and other personnel, collaborate to develop and implement initiatives that consider the unique operating conditions of each region.

Water Resources Team

Our Water Resources Team is responsible for the oversight and management of water resources across our operations. This team is led by our companywide Director of Water Resources and includes water management representatives from each of our operating areas. For more information, see *Water Management*.

Safety Group

Our Safety Group is responsible for managing and measuring safety performance across EOG. Safety personnel at each of our operating-area offices, under the oversight of our companywide Vice President, Safety, and, ultimately, our Chief Operating Officer, work in collaboration with EOG's Operations personnel to support the implementation of strong, consistent safety practices and performance throughout our operations. For more information, see *Safety*.

Environmental and Sustainability Group

Our Environmental and Sustainability Group is responsible for managing EOG's environmental performance. The group works collaboratively with EOG's Operations personnel on initiatives, technologies, and practices for managing environmental matters and with other departments with respect to related policy and regulatory matters. For more information on the management of environmental matters, see *Our Integrated Approach to Environmental Management*, *Climate*, *Managing Emissions*, *Spill Prevention and Management*, and *Biodiversity and Land Stewardship*.

Human Resources Department

The Human Resources Department has personnel located in both our operating-area offices and our corporate headquarters, with a reporting structure to our Chief Human Resources Officer. The Human Resources Department is responsible for talent recruitment and retention, compensation and benefits, and training and development. For more information, see *Our People*.

Information Systems Department

Our Information Systems (IS) Department has developed more than 140 desktop and mobile applications that support transparency and continuous improvement across the company, many of them focused on environmental performance. The IS Department is also responsible for cybersecurity strategy and planning. For more information, see *Information Technology and Cybersecurity*.

Compliance Committee

The Compliance Committee is responsible for implementing EOG's Compliance Program, including review and enforcement of our codes of conduct and other policies related to legal compliance and ethics; overseeing employee communications, training, and compliance monitoring; and monitoring the investigation and resolution of complaints and inquiries. For more information, see *Ethical Business Practices*.

EXECUTIVE COMPENSATION

EOG's executive compensation program is designed to attract, motivate, and retain a highly qualified executive management team. The program is also intended to reward individual executive officers for their contributions to achieving our short- and long-term goals and to creating, protecting, and enhancing shareholder value.

EOG's executive officers are eligible to receive bonuses under our annual bonus plan, based on our achievement of the financial, strategic, operational, and organizational goals established by the Compensation and Human Resources Committee of the Board of Directors. Annual performance goals communicate EOG's priorities to our executive officers and employees, in addition to establishing important benchmarks.

The separately weighted safety and environmental goals established for 2024 encompassed our Total Recordable Incident Rate, Severity Index Rate, safety leadership program attendance, oil spill and oil recovery rates, GHG and flaring emissions intensity rates, methane emissions percentage, and wellhead gas capture rate, in each case based on specified performance metrics. The safety performance metrics and environmental performance metrics were each weighted 7.5%.

2025 Safety and Environmental Annual Performance Goals

To evaluate our 2025 performance, the Compensation and Human Resources Committee has again established separate safety and environmental goals, each weighted 7.5%, based on specified performance metrics. The safety performance metrics include our Total Recordable Incident Rate, Severity Index Rate, and safety leadership program attendance, and the environmental performance metrics include our oil spill and oil recovery rates, GHG and flaring emissions intensity rates, methane emissions percentage, and wellhead gas capture rate.

ETHICAL BUSINESS PRACTICES

EOG is committed to conducting our business in accordance with the highest ethical standards and in compliance with the laws of all countries where we operate, as well as helping to ensure that all employees and business partners are treated fairly and with respect.

To reinforce this commitment, EOG maintains a Compliance Program that includes:

- Strong nonretaliation provisions intended to help ensure that EOG's business is conducted with high ethical standards and in compliance with the letter and spirit of the law
- Reviewing and monitoring EOG's Codes of Business Conduct and Ethics and other policies related to legal compliance and ethics
- Overseeing employee communications, training, and compliance monitoring
- Monitoring the investigation and resolution of complaints and inquiries

The Board of Directors' Audit Committee oversees EOG's Compliance Program. We also maintain a standing Compliance Committee, comprised of our Chief Legal Officer (who is EOG's Chief Compliance Officer), Chief Financial Officer, Chief Human Resources Officer, and Vice President, Internal Audit, that is responsible for implementing our Compliance Program and providing regular reports to the Audit Committee.

CODES OF BUSINESS CONDUCT AND ETHICS

EOG's Codes of Business Conduct and Ethics detail the legal and ethical responsibilities of, and our expectations for business conduct by, EOG officers, directors, and employees as well as our vendors and contractors.

Directors, Officers, and Employees — EOG's Code of Business Conduct and Ethics for Directors, Officers and Employees includes sections on workplace safety, security, data privacy, protection of the environment, human rights, and fair treatment and mutual respect. All employees are required to acknowledge receipt of EOG's Code of Business Conduct and Ethics for Directors, Officers and Employees when hired. In addition, employees agree to adhere to this code and related policies in accepting annual stock grants from EOG's Compensation and Human Resources Committee. Our Chief Executive Officer, Chief Financial Officer, Chief Accounting Officer, Vice President, Accounting, and controllers are also expected to comply with EOG's Code of Ethics for Senior Financial Officers.

Vendors and Contractors — Our vendors and contractors must agree to adhere to EOG's Code of Business Conduct and Ethics for Vendors and Contractors. The policy obligates our vendors and contractors to provide their services in compliance with applicable laws and regulations, including those relating to environmental, health, safety, and human rights matters.

All codes can be found in the *Board of Directors* section of the *Company* page of EOG's website.

EOG also requires our directors, officers, employees, vendors, and contractors to comply with related policies, including policies covering anti-corruption and anti-money-laundering compliance. Our Codes of Business Conduct and Ethics and related policies are reviewed annually — including with our Audit Committee — and updated as necessary or appropriate.

| Corpus Christi office

eog resources

TRAINING AND CONFIDENTIAL REPORTING MECHANISMS

EOG maintains an active global compliance training program. Training is provided to employees upon joining the company and then to employees and contractors periodically thereafter. For EOG personnel working in international settings, training topics include compliance with our anti-corruption policy, including compliance with the Foreign Corrupt Practices Act. All employees also complete harassment prevention training.

EOG encourages employees, contractors, and business partners to report any violations of the Codes of Business Conduct and Ethics or other conduct relating to EOG's business that they suspect may be unethical or violate applicable laws and regulations.

Confidential options for reporting actual and suspected misconduct include speaking with a supervisor or contact at EOG, an EOG Human Resources representative, or a member of EOG's Legal Department or Compliance Committee. Employees, contractors, suppliers, business partners (including joint venture partners), stockholders, and other external stakeholders may also report actual or suspected misconduct anonymously through EOG's confidential 24-hour hotline or by submitting a confidential report online.

EOG's hotline and online reporting system are hosted by a third party to maintain anonymity. Both resources are available worldwide in local languages spoken in our areas of operation. A link to both resources is publicly available on EOG's website, including in the *Board of Directors* section of the Company page. All reports are immediately forwarded to the Chief Compliance Officer, periodically reviewed with the Compliance Committee, and investigated as appropriate. The Audit Committee is regularly updated on matters reported through the hotline or online reporting system.

Our third-party hotline and online reporting system provide the option to arrange a callback time to hear the status of EOG's response to a report and to answer any follow-up questions anonymously. EOG does not tolerate retaliation for raising an ethical or legal concern or asking questions in good faith.

RESPECT FOR HUMAN RIGHTS

EOG is committed to conducting our business in a manner that respects the dignity and human rights of all individuals. We also encourage and expect our contractors and vendors to adhere to this same commitment.

Oversight of our approach to human rights issues is primarily the responsibility of our Nominating Committee.

Our companywide Human Rights Policy formalizes our commitment to human rights and reflects our practices. We also have a human rights provision in our Code of Business Conduct and Ethics for Directors, Officers and Employees and our Code of Business Conduct and Ethics for Vendors and Contractors. Our Codes of Business Conduct and Ethics also provide guidance on issues such as nondiscrimination, anti-harassment, workplace safety, and equal employment opportunities.

As part of our global compliance training program, we educate employees on the importance of respecting human rights and identifying potential human rights violations.

International Standards and Frameworks Informing Our Approach to Human Rights

- United Nations Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- International Labour Organization 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

We also recognize the importance of internationally recognized principles regarding the rights of Indigenous groups, such as those in the United Nations Declaration on the Rights of Indigenous Peoples.

See *Our Communities* for more information on EOG's approach to engagement with local stakeholders, including Indigenous Peoples.

PUBLIC ADVOCACY AND ENGAGEMENT

EOG does not contribute corporate funds to any federal, state, or local political candidate, party, organization, or campaign. In addition, EOG does not sponsor or administer a political action committee.

We respect and support the right of our directors, officers, and employees to support political parties and candidates with their personal time and money. However, use of EOG company resources for such purposes, including employee time, company funds, and company supplies, is prohibited without the express approval of EOG's Chief Executive Officer.

EOG engages with regulators and elected officials to educate them on issues affecting our company and industry, changing technologies, and best practices. In addition, EOG employees are active participants in industry coalitions and working groups, including those focused on safety, water reuse, and reducing emissions, where they share information and promote best practices. Examples include the National Petroleum Council and safety- and environmental-focused working groups at the American Exploration and Production Council (AXPC).

TRADE ASSOCIATION MEMBERSHIPS

EOG pays membership dues to certain trade associations and benefits from the time they spend engaged in efforts to educate lawmakers and voters on issues relevant to the oil and gas industry. Trade associations also provide technical expertise, set standards to improve industry operations, and monitor legislative and regulatory changes, in addition to advocacy.

We strive to promote policies and practices that we support through our membership and participation in trade associations. However, trade associations represent their collective membership, not individual member companies, and may take positions on a wide variety of matters that are not necessarily supported by EOG.

We annually review and assess our trade association memberships. Where our public position materially differs from the position taken by a trade association, we will seek to offer our viewpoint as part of our efforts to work with them to better align their position with ours. Where a material misalignment has not been resolved through constructive engagement, we will undertake an assessment of our continuing membership after weighing the benefits of our participation in such trade association against the potential risks arising from the ongoing misalignment.

The outcome of such an assessment may include a decision to pursue further engagement with the trade association to address the misalignment, reduced financial participation in the trade association, or withdrawal from the trade association.

Our Government Relations Group reviews and oversees our participation in trade associations. At least once a year, the Board's Nominating Committee reviews EOG's contributions to trade associations, including any amounts related to political activities and lobbying expenses.

AXPC ESG and EHS Working Groups

The AXPC ESG and EHS working groups bring together independent U.S. upstream oil and gas producers to discuss industry trends, company performance, and regulatory developments. Through this collaboration, the AXPC developed a voluntary framework of common metrics to support more consistency and comparability in reporting across independent U.S. oil and natural gas exploration and production companies.

See *American Exploration and Production Council Metrics* for EOG's AXPC Metrics reporting. →

EOG discloses the trade association memberships for which our annual dues equal or exceed $50,000 and the amount of dues paid to each such trade association for the year in the *Sustainability* section of our website.

| Houston office

INFORMATION TECHNOLOGY AND CYBERSECURITY

EOG relies on information technology systems across our business, including managing data from creation in the field to delivery to end users, with proprietary applications built in-house. Our supply chain of data enables us to operate as a real-time, mobile, and transparent company, empowering employees to make well-informed decisions. It also helps us identify and develop opportunities for improvement, including the company's environmental, safety, and sustainability-related performance.

Our Proactive Approach to Cybersecurity

As our reliance on data and our information technology systems has increased, we have continued to evolve and modify our cybersecurity processes, strategy, and related governance and oversight practices, as well as enhance the expertise of our cybersecurity team. We have invested in and implemented multiple technologies, controls, and procedures designed to protect our systems and related infrastructure; identify, assess, and remediate vulnerabilities; and monitor and mitigate the risk of data loss and other cybersecurity threats and intrusions. We also monitor the cybersecurity risk exposure and security practices of key service providers to assess their cyber preparedness.

As technology and potential cybersecurity threats evolve, we intend to continue to adapt and enhance our cybersecurity technologies, controls, and procedures. In the event of an incident, EOG maintains a designated response team and written response plan with predefined escalation and response procedures.

Our dedicated, in-house Cybersecurity Team, which is responsible for our cybersecurity strategy and planning, oversees such efforts, with assistance from external threat analysts, consultants, and service providers. As part of these efforts, the Cybersecurity Team seeks to identify potential cyber vulnerabilities and opportunities for improvement and then evaluates different cybersecurity technologies to implement.

EOG's Internal Audit team, in conjunction with third-party experts, plays an important role in reviewing and assessing our cybersecurity technologies, controls, and procedures, including conducting penetration testing and vulnerability assessments.

While such technologies, controls, and procedures cannot entirely eliminate cybersecurity threats, we believe the risks from cybersecurity threats are effectively managed and contained. To date, we have not experienced any business interruptions or material losses from cybersecurity incidents.

Cybersecurity Expertise and Oversight

EOG's Cybersecurity Team consists of in-house cybersecurity professionals and external threat analysts, consultants, and service providers. EOG's in-house professionals and external threat analysts possess various cybersecurity certifications. The team is led by EOG's Group Director, Information Systems, and Senior Manager, Information Systems Security. The team reports to our Chief Information and Technology Officer, who reports to our Chief Executive Officer. Our senior management team, which is responsible for the day-to-day management of cybersecurity risks, and cybersecurity leadership, regularly reports to the Audit Committee and the Board regarding cybersecurity matters. As part of its risk oversight responsibility, our Audit Committee, in consultation with the Board and the Board's other committees, oversees our policies, strategies, and initiatives for mitigating cybersecurity and information technology risks.

Cybersecurity Training

EOG focuses on building cybersecurity awareness with its employees and other end users through training and security exercises. EOG communicates the company's expectations of employees and contractors regarding cybersecurity matters via the Codes of Conduct.

CYBERSECURITY IS EMBEDDED IN OUR CODES OF BUSINESS CONDUCT AND ETHICS

Our Codes of Business Conduct and Ethics communicate the following expectations of employees and contractors related to cybersecurity matters:

- Safeguard EOG's information systems and related technologies from theft, fraud, unauthorized access, alteration, or other damage
- Avoid any use of EOG's information systems that might lead to a loss or damage or a breach
- Immediately contact a member of EOG's IS Department upon becoming aware of a situation that might compromise EOG's information systems security

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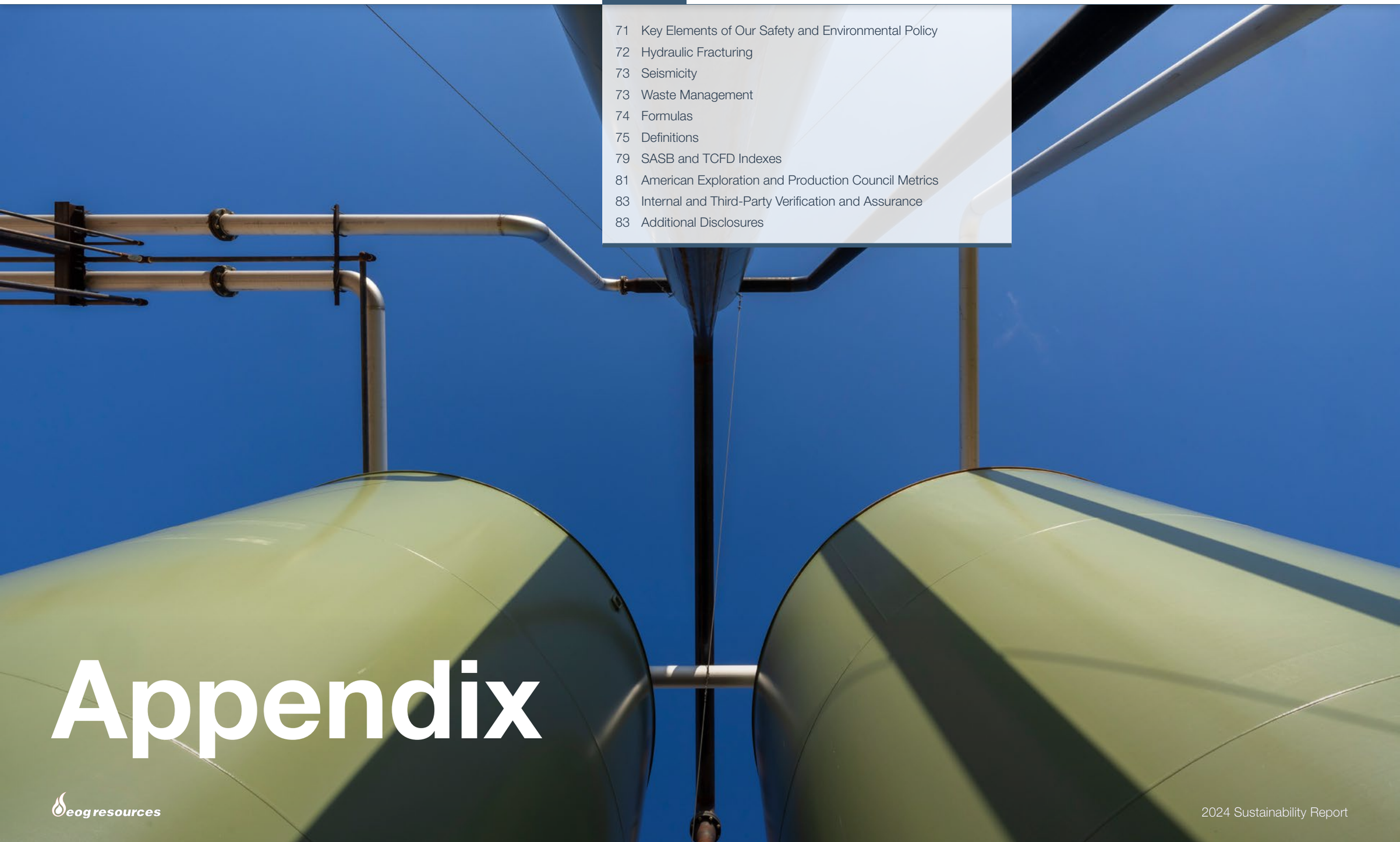

Appendix

Key Elements of Our Safety and Environmental Policy

At EOG, our commitment to environmental stewardship is embedded in our Safety and Environmental Policy, which commits to safeguarding people and the environment by making performance the responsibility of every EOG employee and contractor.

Engagement

We engage with regulators, industry groups, and other stakeholders to facilitate the development of sound, effective laws and regulations, policies, and procedures. Together, they help protect the environment, employees, contractors, and communities, and raise the standards of our industry.

Communication

We communicate openly with our customers, employees, contractors, communities, appropriate officials, public interest groups, shareholders, and other stakeholders regarding significant environmental matters.

Transparency

We seek to make consistent, informed decisions by promoting knowledge sharing, data stewardship, and collaboration within the organization and with stakeholders.

Environmental Protection

We are committed to reducing the impact of our operations on the environment.

Compliance

Our policy is to comply with all applicable environmental laws and regulations and to apply responsible standards where such laws or regulations do not exist.

Continuous Improvement

We strive to continuously drive environmental performance improvements through setting goals, training, monitoring progress, and utilizing data-driven decision-making and adaptive management.

Planning

We make environmental matters an integral part of our business planning, training, development, and decision-making.

Hydraulic Fracturing

Hydraulic fracturing is standard practice for EOG's well completion process. It entails pumping pressurized fluid into underground geological formations to create tiny fractures or spaces that allow crude oil and natural gas to flow more easily from the reservoir into the wellbore and to the surface. This enables EOG to produce crude oil and natural gas that would otherwise not be recoverable from certain formations.

Hydraulic fracturing technology has been safely used by the oil and gas industry for decades, and the technique is constantly being refined to improve the stimulation of a well and maximize reserve recovery.

EOG takes several steps to conduct hydraulic fracturing operations in a safe and responsible manner, including following wellbore integrity practices, conducting baseline groundwater testing, minimizing chemical additives, and providing transparency through public disclosure.

WELLBORE INTEGRITY

Prior to drilling any well, EOG performs a site-specific analysis to determine the design and techniques that will be implemented to maintain the integrity of the wellbore throughout the geologic formations with which the well will intersect. To maintain wellbore integrity, we use cement isolation of casing string, which are lengths of steel pipe. Other standard practices include surface casing tests and annular pressure monitoring.

- Surface casing is the primary steel pipe to be set in the vertical wellbore. This section of casing can run several thousand feet deep and performs many functions, including the protection of shallow water aquifers, if present. The integrity of the surface casing is tested prior to flowing the well, as a further measure of protection.
- Annular pressure is the pressure that exists in the space between the well casing and internal production tubing. To protect wellbore casing, we establish a maximum allowable annular pressure for each well we operate and monitor this pressure throughout the life of the well.

BASELINE GROUNDWATER TESTING

A key component of EOG's water management practices is the performance of baseline groundwater sampling prior to drilling a well in a new area. When testing in areas where regulatory requirements have not been established, we use an internal groundwater sampling program based on best practices developed by state and local authorities. Samples are sent to certified third-party laboratories for independent testing of water quality parameters.

MINIMIZING CHEMICAL ADDITIVES

In EOG's hydraulic fracturing activities, chemical additives are typically less than 0.5% of the fracturing fluids used. The application of innovative completion technologies and techniques supports our efforts to minimize the volume of chemical additives in hydraulic fracturing fluids. We maintain an ongoing focus to further minimize the amount of chemicals used to complete our wells.

TRANSPARENCY

EOG publicly discloses the fracturing fluids used for 100% of relevant well completions on the industry website *FracFocus.org* (hosted by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission).

Seismicity

EOG takes a proactive approach to understanding seismic activity around our areas of operation, through use of technology and data analysis.

Our approach to understanding seismic activity includes the following:

- Collecting and reviewing available geologic data, such as 3D seismic subsurface images
- Monitoring flow rates and pressures in our hydraulic fracturing and produced water disposal operations. See *Managing Produced Water and Maximizing Reuse Capability* for more information on produced water management.
- Integrating information into our proprietary operational mapping and analysis applications to support multidisciplinary analyses
- Deploying and helping to fund local seismic monitoring arrays in operating areas with active seismicity

To advance industry knowledge around seismicity, we participate in research and initiatives with other operators, trade organizations, and academic institutions. We also partner with regulators by providing data, analyses, and other deliverables to support their research and planning efforts.

EOG sponsors scientific research through the Center for Injection and Seismicity Research, a research center managed by the Bureau of Economic Geology, and we are a part of the center's Science Advisory Committee.

Waste Management

EOG minimizes waste disposal by reducing, reusing, and recycling materials within our operations where operationally feasible.

Waste streams associated with our operations are generated during drilling, completion, and production activities and handled in accordance with applicable regulations and our waste management practices. Examples of waste streams include drilling muds, produced water, and materials associated with vessel cleanouts and pipeline maintenance. We also handle and, when necessary, responsibly dispose of materials recovered after loss-of-containment events (see *Spill Prevention and Management* for more information).

We have established processes and procedures across our operations to responsibly manage our waste streams, including the following:

- Waste management processes to classify and handle waste streams across our operational areas
- Training on waste management for relevant employees, including waste characterization and identification
- A "chain of custody" manifest process that is integrated into our proprietary applications to electronically track waste transportation and disposal
- Contract terms with waste management requirements for third-party waste disposal providers, including waste disposal facility audits and spill tracking through our contractor management software
- Closed loop systems to manage drilling muds, reuse drilling fluids, and produced water
- Annual site-based audits of solid and liquid waste disposal facilities
- Collection, monitoring, and assessments of waste stream data and volumes to support current and future compliance and management efforts

For additional information on the management of produced water, see *Managing Produced Water and Maximizing Reuse Capability*.

Formulas

2024 Metric

U.S. GHG Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 GHG Emissions / U.S. Gross Operated Production	5,899,624 / 446,432	=	**13.2**
Combustion Emissions Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Combustion / U.S. Gross Operated Production	5,324,145 / 446,432	=	**11.9**
Flaring Emissions Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Flaring / U.S. Gross Operated Production	365,480 / 446,432	=	**0.8**
Pneumatics Emissions Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Pneumatics / U.S. Gross Operated Production	27,931 / 446,432	=	**0.1**
Other Sources Emissions Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Other Sources / U.S. Gross Operated Production	182,067 / 446,432	=	**0.4**
U.S. Methane Intensity Rate (Metric Tons CO_2e/MBoe)	=	U.S. Scope 1 Methane Emissions / U.S. Gross Operated Production	267,890 / 446,432	=	**0.6**
U.S. Methane Emissions Percentage (Mcf/Mcf)	=	U.S. Scope 1 Methane Emissions in Mcf / U.S. Gross Operated Natural Gas Production	498,306 / 1,197,731,218	=	**0.04**
Wellhead Gas Capture Rate (Mcf/Mcf)	=	Wellhead Natural Gas Captured / U.S. Gross Operated Natural Gas Production	1,197,251,851 / 1,197,731,218	=	**99.9**
Total GHG Intensity Rate (Metric Tons CO_2e/MBoe)	=	Total Scope 1 GHG Emissions / Total Gross Operated Production	6,000,583 / 468,586	=	**12.8**
Total Methane Intensity Rate (Metric Tons CO_2e/MBoe)	=	Total Scope 1 Methane Emissions / Total Gross Operated Production	319,719 / 468,586	=	**0.7**
Total Methane Emissions Percentage (Mcf/Mcf)	=	Total Scope 1 Methane Emissions in Mcf / Total Gross Operated Natural Gas Production	594,715 / 1,327,623,178	=	**0.04**

2024 Metric

Total Water Intensity Rate (Bbls/Boe)	=	Total Water Used / U.S. Gross Operated Production	328,082,774 / 446,432,115	=	**0.73**
Reuse Intensity Rate (Bbls/Boe)	=	Reuse Water Used / U.S. Gross Operated Production	164,111,192 / 446,432,115	=	**0.37**
Nonfreshwater Intensity Rate (Bbls/Boe)	=	Nonfresh Water Used / U.S. Gross Operated Production	70,672,969 / 446,432,115	=	**0.16**
Freshwater Intensity Rate (Bbls/Boe)	=	Fresh Water Used / U.S. Gross Operated Production	93,298,613 / 446,432,115	=	**0.21**
Oil Spill Rate (over 1 Bbl) (Bbls/MBoe)	=	Oil Spill Volume / U.S. Gross Operated Production	2,013 / 446,432	=	**0.005**
Recovered Oil Rate (over 1 Bbls) (Bbls/MBoe)	=	Recovered Oil Volume / U.S. Gross Operated Production	1,731 / 446,432	=	**0.004**
Employee Lost Time Incident Rate (LTIR)	=	Number of Lost Time Incidents x 200,000 / Manhours Worked by Employees	1 / 6,301,159	=	**0.03**
Employee Total Recordable Incident Rate (TRIR)	=	Number of Recordable Incidents x 200,000 / Manhours Worked by Employees	6 / 6,301,159	=	**0.19**
Contractor LTIR	=	Number of Lost Time Incidents x 200,000 / Manhours Worked by Contractors	16 / 36,378,751	=	**0.09**
Contractor TRIR	=	Number of Recordable Incidents x 200,000 / Manhours Worked by Contractors	70 / 36,378,751	=	**0.38**
Workforce LTIR	=	Number of Lost Time Incidents x 200,000 / Manhours Worked	17 / 42,679,910	=	**0.08**
Workforce TRIR	=	Number of Recordable Incidents x 200,000 / Manhours Worked	76 / 42,679,910	=	**0.36**

Definitions

Metric Term	Definition	Reference Source (if applicable)
Greenhouse Gas and Methane Emissions Metrics		
U.S. Scope 1 GHG Emissions	Unless otherwise indicated, the metrics in this report present the total Scope 1 emissions for the specified gas(es) associated with EOG's gross operated U.S. onshore production, gathering and boosting, and gas processing segment sources, as reported to the U.S. Environmental Protection Agency (EPA) pursuant to the EPA Greenhouse Gas Reporting Program. They also include emissions that are subject to the EPA Greenhouse Gas Reporting Program but are below the basin reporting threshold and would otherwise go unreported.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts C and W. IPCC, 2014: Climate Change 2013: The Physical Science Basis. Contribution of Working Group I to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change.
Total Scope 1 GHG Emissions	The Scope 1 emissions for the specified gas(es) associated with EOG's gross operated U.S. onshore production, gathering and boosting, and gas processing segment sources, as well as EOG's gross operated Trinidad offshore production segment sources calculated pursuant to EPA Greenhouse Gas Reporting Program methodology. The emissions data have been converted to a carbon dioxide equivalent (CO_2e) — the conversion to CO_2e accounts for the higher global warming potential (GWP) of methane and nitrous oxide compared to carbon dioxide. The 100-year GWP of methane is 28 and nitrous oxide is 265. See U.S. Scope 1 GHG Emissions for additional description of U.S. metrics.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts C and W. IPCC, 2014: Climate Change 2013: The Physical Science Basis. Contribution of Working Group I to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change.
U.S. Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf)	Unless otherwise indicated, the metrics in this report present the total Scope 1 methane emissions associated with EOG's gross operated U.S. onshore production, gathering and boosting, and gas processing segment sources, as reported to the EPA pursuant to the EPA Greenhouse Gas Reporting Program. Also includes emissions that are subject to the EPA Greenhouse Gas Reporting Program but are below the basin reporting threshold and would otherwise go unreported. The total is converted to Mcf using the following formula: (CH_4 MT)/yr x 1000kg/MT x (2.20462 lbs)/kg x lbmole/(16.04 lbs CH_4) x (379.3 scf)/lbmole x Mscf/1000scf	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts C and W.
Total Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf)	The Scope 1 methane emissions associated with EOG's gross operated U.S. onshore production, gathering and boosting, and gas processing segment sources, as well as EOG's gross operated Trinidad offshore production segment sources calculated pursuant to EPA Greenhouse Gas Reporting Program methodology. The total is converted to Mcf using the following formula: (CH_4 MT)/yr x 1000kg/MT x (2.20462 lbs)/kg x lbmole/(16.04 lbs CH_4) x (379.3 scf)/lbmole x Mscf/1000scf See U.S. Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf) for additional description of U.S. metrics.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts C and W.

Metric Term	Definition	Reference Source (if applicable)
U.S. Gross Operated Natural Gas Production	EOG's gross operated U.S. onshore natural gas wellhead production.	EOG operations data.
Total Gross Operated Natural Gas Production	EOG's U.S. Gross Operated Natural Gas Production and Trinidad natural gas wellhead production.	EOG operations data.
U.S. Gross Operated Production	EOG's gross operated U.S. onshore production.	EOG operations data.
Total Gross Operated Production	EOG's U.S. Gross Operated Production and Trinidad oil and natural gas wellhead production.	EOG operations data.
GHG Source: Combustion	Combustion emissions sources are portable equipment (i.e. drilling and completion equipment) and stationary engines, turbines, generators, and heaters. Combustion means the combustion of fuel to run these sources. Combustion includes external fuel combustion, where the flame and products of combustion are separated from contact with the process fluid to which the energy is delivered, and internal fuel combustion, where the expansion of high-temperature and high-pressure gases produced by combustion applies direct force to a component of an engine, such as pistons, turbine blades, or a nozzle.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts C and W.
GHG Source: Flaring	Flaring emissions sources include flare stacks, associated gas, dehydrators, completions, workovers, and storage tanks. A flare is one type of combustion device, whether at ground level or elevated, that uses an open or closed flame to combust waste gases or to control emissions without energy recovery.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subpart W.
GHG Source: Other	Other emissions sources are amine equipment, compressor emissions, venting, and fugitives. Amine equipment consists of sweetening units that treat natural gas. Compressor emissions are from centrifugal or reciprocating compressors. For centrifugal compressors, this is blowdown valve leakage through the blowdown vent, unit isolation valve leakage through an open blowdown vent without blind flanges, and wet seal oil degassing vents. For reciprocating compressors, this includes blowdown valve leakage through the blowdown vent, unit isolation valve leakage through an open blowdown vent without blind flanges, and rod packing emissions. Venting means gases or vapors are emitted directly to the atmosphere. Venting emissions sources may come from dehydrators, equipment blowdown, liquids unloading, workovers, compressors, and storage tanks. EOG's practice is to capture and/or control venting emissions when feasible. Fugitive emissions sources are equipment leaks from valves, connectors, open-ended lines, pressure relief valves, pumps, flanges, and other components, such as instruments, loading arms, stuffing boxes, seals, dump lever arms, and breather caps.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subpart W.

Definitions (continued)

Metric Term	Definition	Reference Source (if applicable)
GHG Source: Pneumatics	Pneumatics emissions sources are attributable to natural gas-driven pneumatic controllers and pneumatic pumps. Pneumatic controllers are devices used during normal production operations to control temperature, level, flow, and pressure. Pneumatic pumps are pumps used during normal production operations to inject and/or move fluids.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subpart W.
U.S. Scope 2 GHG Emissions	EOG's U.S. Scope 2 GHG emissions are reported on an operational control basis using the location-based methodology and calculated based on EOG's purchased electricity consumption in the U.S., using the most recently available EPA Emissions & Generation Resource Integrated Database state GHG emissions factors for the given year.	Greenhouse Gas Protocol, GHG Protocol Scope 2 Guidance (2015).
2030 GHG Emissions Intensity Rate Target	For the purposes of EOG's target, GHG emissions intensity is calculated as metric tons of Total Scope 1 GHG emissions, on a CO_2e basis, per MBoe of U.S. and Trinidad Total Gross Operated Production. Includes Scope 1 GHG emissions (1) reported to the EPA pursuant to the EPA Greenhouse Gas Reporting Program and emissions that are subject to the EPA Greenhouse Gas Reporting Program but are below the basin reporting threshold and would otherwise go unreported calculated using the Greenhouse Gas Reporting Program methodology as adopted in 2024 and (2) from our Trinidad operations calculated using the Greenhouse Gas Reporting Program methodology as adopted in 2024.	
Near-Zero Methane Emissions	For EOG, near-zero methane emissions is a methane emissions percentage at or below 0.20% calculated as Total Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf) per Mcf of U.S. and Trinidad Total Gross Operated Natural Gas Production. Includes Scope 1 methane emissions (1) reported to the EPA pursuant to the EPA Greenhouse Gas Reporting Program and emissions that are subject to the EPA Greenhouse Gas Reporting Program but are below the basin reporting threshold and would otherwise go unreported calculated using the Greenhouse Gas Reporting Program methodology as adopted in 2024 and (2) from our Trinidad operations calculated using the Greenhouse Gas Reporting Program methodology as adopted in 2024.	
Net Zero	For EOG, net zero means all of our Scope 1 and Scope 2 emissions will be reduced, captured, and/or offset. This covers Scope 1 and Scope 2 GHG emissions from the company's activities and operations over which it has operational control. GHG emissions inventories will be informed by the GHG Protocol guidance and use CO_2e as a common unit of measure. Scope 2 emissions will be calculated using the market-based methodology.	

Metric Term	Definition	Reference Source (if applicable)
Scope 1 Emissions	Direct emissions from sources that are owned or controlled by the reporting company. See U.S. Scope 1 GHG Emissions and U.S. Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf) and the related GHG source definitions for descriptions of Scope 1 emissions metrics presented in this report for 2020–2024 and our 2025 GHG and methane emissions targets. See Near-Zero Methane Emissions and 2030 GHG Emissions Intensity Rate Target defintions for descriptions of our new near-term GHG and methane emissions targets.	Greenhouse Gas Protocol, a Corporate Accounting and Reporting Standard, Revised (2004).
Scope 2 Emissions	Indirect emissions from the generation of purchased or acquired electricity, steam, heat, or cooling consumed by the reporting company.	Greenhouse Gas Protocol, GHG Protocol Scope 2 Guidance (2015).
Scope 3 Emissions	EOG's Scope 3, Category 11: Use of Sold Products GHG emissions from U.S. and Trinidad operations, which represents the largest source of Scope 3 emissions for the company. To estimate EOG's indirect GHG emissions from the use of sold products on an equity basis, we follow IPIECA's Scope 3 guidance document, Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions. This includes estimating end use combustion emissions associated with oil, natural gas liquids, and natural gas sales volumes, using the most recently available refinery output data from the U.S. Energy Information Administration for the given year, emissions factors from the American Petroleum Institute's (API) Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry, and total wellhead volumes reported in our Annual Report on Form 10-K for the given year. All indirect Scope 3 emissions (not included in Scope 2) are from sources that are not owned or controlled by EOG. These sources occur along our value chain, including both upstream and downstream emissions operations. For example, as an exploration and production company, EOG does not control how the products we sell into markets are refined into energy products or selected for use by consumers. Because Scope 3 emissions are, by definition, the direct emissions of another entity and beyond the control of EOG, emissions estimates are subject to uncertainty resulting from variability and lack of standardization in emission calculation methodologies, assumptions, and data sources. Additionally, there is inconsistency in emissions estimates related to the potential for double-counting between categories and across companies and industries (see IPIECA's Scope 3 guidance document for further description).	2024 Annual Report on Form 10-K. IPIECA, Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions (2016). American Petroleum Institute, Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry (2021). U.S. Energy Information Administration, Petroleum & Other Liquids — Refinery & Blender Net Production.
Wellhead Gas Capture Rate	The percentage by volume of wellhead natural gas captured upstream of low-pressure separation and/or storage equipment, such as vapor recovery towers and tanks associated with EOG's gross operated U.S. onshore production.	EOG operations data.

Definitions (continued)

Metric Term	Definition	Reference Source (if applicable)
Other Emissions-Related Metrics		
Electricity Usage	EOG's purchased electricity consumption in the United States in a given year.	
Other Air Emissions	Other Air Emissions are emissions of: (1) oxides of nitrogen (NOx), reported as NOx, which includes NO and NO_2 but excludes N_2O; (2) oxides of sulfur (SOx), reported as SO_2, which includes SO_2 and SO_3; and (3) volatile organic compounds (VOCs), which are defined by the EPA in 40 CFR Part 51.100. Other Air Emissions estimates are calculated for stationary sources included in U.S. regulatory air emissions inventory and permitting requirements based on operating data, emissions factors, and engineering calculations.	EOG operations data. Regulatory air requirements for EOG's U.S. operating areas.

Metric Term	Definition	Reference Source (if applicable)
Water Metrics		
Fresh Water	Water that has a total dissolved solids concentration of less than or equal to 1,000 milligrams per liter of water. The volumes reported are not a result of commingling of fresh and nonfresh sources to stay below threshold. The volumes reported do not include reuse water that has been treated to meet threshold.	U.S. Geological Survey, Water Science Dictionary of Terms.
Nonfresh Water	Water that has a total dissolved solids concentration that exceeds 1,000 milligrams per liter of water. Examples of nonfresh water include saline water, seawater, brackish groundwater or surface water, reclaimed water from a municipal or industrial facility, desalinated water, or remediated groundwater used for industrial purposes. The volumes reported are not a result of commingling of fresh and nonfresh sources to reach threshold.	U.S. Geological Survey, Water Science Dictionary of Terms, Water Basics Glossary.
Reuse Water	Water that is sourced from treated fluid and/or produced water generated from EOG-operated or third-party oil and natural gas wells. Does not include (1) water used in enhanced oil recovery or secondary recovery or (2) any fresh water or nonfresh water that may be blended or mixed with reuse water in EOG's operations.	EOG operations data.
Produced Water	The water (brine) brought up from the hydrocarbon-bearing strata during the extraction of oil and natural gas; can include formation water, injection water, and any chemicals added downhole or during the oil/water separation process.	U.S. Environmental Protection Agency, Effluent Guidelines and Standards, Oil and Gas Extraction Point Source Category, 40 CFR Part 435.
Total Water Used	All fresh water, nonfresh water, and reuse water used in EOG's U.S. onshore operations.	EOG operations data.

Definitions (continued)

Metric Term	Definition	Reference Source (if applicable)
Spill Metrics		
Oil Spill	Spill of crude oil.	EOG operations data.
Produced Water Spill	Spill of produced water. See Water Metrics for definition of produced water.	EOG operations data.
Recovered Oil	Crude oil that is retrieved from the spill location and is not lost to the environment.	EOG operations data.
Unrecovered Oil	Crude oil that is not recovered from the total spill volume.	EOG operations data.

Metric Term	Definition	Reference Source (if applicable)
Safety Metrics		
Lost Time Incident	A job-related injury or illness that results in an employee or contractor, as applicable, requiring one or more days away from work, beyond the day of the onset of the injury or illness, as determined by a physician or other licensed health care professional, and regardless of whether the employee, or contractor, as applicable, is scheduled to work or not. EOG utilizes the industry-standard measurement of incidents (injuries) per 200,000 hours worked in calculating our Lost Time Incident Rate.	U.S. Department of Labor, Occupational Safety and Health Administration, OSHA Recordable Incidents.
Workforce Hours Worked	Amount of total workforce labor hours worked in the calendar year by EOG employees and contractors.	EOG workforce data.
Recordable Incident	A job-related incident or injury is recordable if it requires medical treatment beyond first aid or causes death, days away from work, restricted work, transfer to another job, or loss of consciousness. EOG utilizes the industry-standard measurement of incidents (injuries) per 200,000 hours worked in calculating our Total Recordable Incident Rate.	U.S. Department of Labor, Occupational Safety and Health Administration, OSHA Recordable Incidents.
Work-Related Fatality	A loss of life of an employee or contractor as a result of an EOG recordable incident.	U.S. Department of Labor, Occupational Safety and Health Administration, OSHA Recordable Incidents.

SASB and TCFD Indexes

In preparing this report, we consulted the disclosure framework set forth in the Sustainability Accounting Standards Board's (SASB's) Oil & Gas — Exploration and Production Sustainability Accounting Standard. We also took into consideration the recommended disclosure elements from the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD).

Supporting our commitment to transparent sustainability-related disclosures, we are providing the following tables indicating the location of our disclosures in relation to the SASB's disclosure topics and the TCFD's core elements. While the following tables map where we report information on the disclosure topics, we may provide a different unit of measure, different metric, partial information, or narrative disclosure for the topic area.

In providing this information, EOG is not endorsing the terms as defined and/or utilized by the SASB or TCFD, and we are not seeking to comply with any specific recommendations or to make any specific disclosures under those frameworks. Inclusion of an item in this report is not meant to correspond with the concept of materiality associated with disclosures required by the U.S. Securities Exchange Commission (SEC). Information about issues deemed material to our investors as defined by regulatory requirements may be found in our SEC filings.

2024 SASB Index

Disclosure Topic		Disclosure Location
Activity Metrics		
EM-EP-000.A	Production volumes	Net production: *2024 10-K*, pp. 2, 5–6, 50, F–39, F–40, F–41 Gross production: Data Tear Sheet, p. 6
EM-EP-000.B	Number of offshore sites	EOG's well sites in Trinidad are offshore; see *2024 10-K*, pp. 3, 30–33 Otherwise, EOG's offshore interests are de minimis and are operated by third-party operators; see *2024 10-K*, p. 8
EM-EP-000.C	Number of terrestrial sites	*2024 10-K*, pp. 30–33
Greenhouse Gas Emissions		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane	Data Tear Sheet, p. 6 Environment — Managing Emissions, p. 30
EM-EP-110a.2	Gross global Scope 1 emissions by source	Data Tear Sheet, p. 6 Environment — Managing Emissions, p. 30
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environment — Our Integrated Approach to Environmental Management, pp. 13–17 Environment — Climate, pp. 18–20 Environment — Managing Emissions, pp. 21–34
Air Quality		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM_{10})	Data Tear Sheet, p. 6 Environment — Managing Emissions, p. 33

Disclosure Topic		Disclosure Location
Water Management		
EM-EP-140a.1	Fresh water consumed	Data Tear Sheet, p. 6 Environment — Water Management, pp. 35–37
EM-EP-140a.3	Percentage of wells with disclosure of fracturing fluid chemicals	Appendix — Hydraulic Fracturing, p. 72
Biodiversity Impacts		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Environment — Our Integrated Approach to Environmental Management, pp. 13–17 Environment — Climate, pp. 18–20 Environment — Managing Emissions, pp. 21–34 Environment — Biodiversity and Land Stewardship, pp. 40–43
EM-EP-160a.2	Aggregate volume of hydrocarbon spills, volume in Arctic, and volume recovered	Data Tear Sheet, p. 6 Environment — Spill Prevention and Management, pp. 38–39 Metrics for volumes in Arctic are not applicable to EOG.
Security, Human Rights, & Rights of Indigenous Peoples		
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	We do not currently have any proved or probable reserves in or near areas of active conflict.
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Social — Our Communities, pp. 45–48 Governance — Oversight and Practices, p. 67 We do not currently operate in any areas of active conflict.

SASB and TCFD Indexes (continued)

Disclosure Topic		Disclosure Location
Community Relations		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Social — Our Communities, pp. 45–48
Workforce Health & Safety		
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate	Data Tear Sheet, p. 6 Social — Safety, pp. 54–58
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production life cycle	Social — Safety, pp. 54–58
Reserves Valuation & Capital Expenditures		
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Environment — Climate, pp. 18–20
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Environment — Climate, pp. 18–20
Business Ethics & Transparency		
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	We do not currently have proved or probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index.
EM-EP-510a.2	Description of the management system for prevention of bribery throughout the value chain	Governance — Oversight and Practices, pp. 66–67
Management of the Legal & Regulatory Environment		
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Environment — Climate, pp. 18–20 Governance — Oversight and Practices, pp. 66–67
Critical Incident Risk Management		
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Social — Safety, pp. 54–58

2024 TCFD Index

Disclosure Topic	Disclosure Location
Governance	
Board's oversight of climate-related risks and opportunities	Environment — Climate, pp. 18–20 Governance — Oversight and Practices, pp. 63–68
Management's role in assessing and managing climate-related risks and opportunities	
Strategy	
Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environment — Climate, pp. 18–20 Environment — Managing Emissions, pp. 21–34
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
Resilience of the company's strategy under different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	
Processes for identifying and assessing climate-related risks	Environment — Our Integrated Approach to Environmental Management, pp. 13–17 Environment — Climate, pp. 18–20 Environment — Managing Emissions, pp. 21–34 Governance — Oversight and Practices, pp. 63–68
Processes for managing climate-related risks	
Integration of climate-related risks into overall risk management	
Metrics and Targets	
Metrics used to assess climate-related risks and opportunities	Data Tear Sheet, p. 6 Environment — Our Integrated Approach to Environmental Management, pp. 13–17 Environment — Climate, pp. 18–20 Environment — Managing Emissions, pp. 21–34
Scope 1 and Scope 2 greenhouse gas emissions and the related risks	
Targets used to manage climate-related risks and opportunities and performance against targets	

American Exploration and Production Council Metrics

In February 2021, the American Exploration and Production Council (AXPC) released a voluntary framework of common environmental, social, and governance metrics to support more consistency and comparability in reporting across independent oil and natural gas exploration and production companies in the United States.

EOG currently discloses data on all of the metric categories covered by the AXPC framework in the Data Tear Sheet. However, the metrics we disclose in the Data Tear Sheet may have some variations in scope and content from the AXPC framework and, in some instances, we disclose metrics beyond what is covered by the AXPC framework. Nevertheless, EOG does support the effort for more consistency and comparability in reporting across upstream U.S. exploration and production companies, and as such, we are providing the following AXPC metrics for 2024 along with the metrics in the Data Tear Sheet. We strive to continually improve our data-performance reporting, and in an effort to provide improved consistency and comparability in data across the industry, will continue to evaluate appropriate frameworks for reporting in future years.

2024 AXPC Metrics

Metrics Topic		2024 Metric
Greenhouse Gas Emissions		
GHG Emissions (metric tons CO_2e)		**5,700,929**
GHG Intensity	EOG GHG Emissions (metric tons CO_2e) / EOG Gross Annual Production (MBoe) — as Reported Under Subpart W	**12.77**
Percent of GHG Emissions Attributed to Boosting and Gathering Segment		**69%**
Methane Emissions (metric tons CH_4)		**9,479**
Methane Intensity	EOG Methane Emissions (metric tons CH_4) / EOG Gross Annual Production (MBoe) — as Reported Under Subpart W	**0.02**
Percent of Methane Emissions Attributed to Boosting and Gathering		**72%**

Metrics Topic		2024 Metric
Flaring		
Gross Annual Volume Flared Gas (Mcf)		**470,009**
Percentage of Gas Flared per Mcf of Gas Produced	EOG Gross Annual Volume of Flared Gas (Mcf) / EOG Gross Annual Gas Production (Mcf)	**0.04%**
Volume of Gas Flared per Thousand Barrels of Oil Equivalent	EOG Gross Annual Volume of Flared Gas (Mcf) / EOG Gross Annual Production (Boe)	**0.001**
Water Use		
Freshwater Intensity	EOG Fresh Water Consumed (Bbl) / EOG Gross Annual Production (Boe)	**0.210**
Water Recycling Rate	EOG Recycled Water (Bbl) / EOG Total Water Consumed (Bbl)	**50%**
Water Stress Assessment	Does EOG use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in portfolio?	**YES**

American Exploration and Production Council Metrics (continued)

Metrics Topic		2024 Metric
Safety		
Employee Total Recordable Incident Rate	Number of EOG Employee OSHA Recordable Cases x 200,000 / EOG Employee Workhours	**0.19**
Contractor Total Recordable Incident Rate	Number of EOG Contractor OSHA Recordable Cases x 200,000 / EOG Contractor Workhours	**0.38**
Combined Total Recordable Incident Rate	Number of EOG Employee and Contractor OSHA Recordable Cases x 200,000 / EOG Employee and Contractor Workhours	**0.36**

Metrics Topic	2024 Metric
Supporting Data	
Gross Annual Oil Production (Bbl)	**246,810,245**
Gross Annual Gas Production (Mcf)	**1,197,731,218**
Gross Annual Production (Boe)	**446,432,115**
Gross Annual Production (MBoe)	**446,432**
Gross Annual Production — As Reported Under Subpart W (MBoe)	**446,432**
Fresh Water Consumed (Bbl)	**93,298,613**
Recycled Water (Bbl)	**164,111,192**
Total Water Consumed (Bbl)	**328,082,774**
Employee OSHA Recordable Cases	**6**
Contractor OSHA Recordable Cases	**70**
Combined OSHA Recordable Cases	**76**
Annual Employee Workhours	**6,301,159**
Annual Contractor Workhours	**36,378,751**
Annual Combined Workhours	**42,679,910**

Internal and Third-Party Verification and Assurance

EOG's sustainability reporting involves various internal subject matter experts who were called upon to provide verified information for each of the topics included in this report. Members of EOG's Internal Audit team also participated in the verification and review of the data included in this report.

EOG obtained independent third-party verification and reasonable assurance of our 2024 Scope 1 and Scope 2 GHG emissions and energy use data included in the Data Tear Sheet. EOG obtained independent third-party verification and limited assurance of our 2024 Scope 3 GHG emissions data included in the Data Tear Sheet. This verification was performed by an internationally recognized certification body according to the ISO 14064 - 3:2019 — Greenhouse Gases — Part 3: Specification with Guidance for the Validation and Verification of Greenhouse Gas Statements. Prior-year GHG emissions and energy use data included in the Data Tear Sheet were also subject to independent third-party verification and assurance in the year first reported.

Prior to publication, this report was also reviewed by EOG's executive officers and the members of the Nominating, Governance and Sustainability Committee of EOG's Board of Directors.

Additional Disclosures

FORWARD-LOOKING STATEMENTS

This report includes certain "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, including statements regarding EOG's plans, objectives, and projections with respect to our current and future operations, performance, and business strategy and statements regarding EOG's practices, programs, policies, initiatives, plans, goals, objectives, strategies, ambitions, and targets with respect to environmental, safety, and sustainability-related matters. Although EOG believes the expectations reflected in our forward-looking statements are reasonable and are based on reasonable assumptions, no assurance can be given that such assumptions are accurate or will prove to have been correct or that any of such expectations will be achieved (in full or at all) or will be achieved on the expected or anticipated timelines. EOG's forward-looking statements speak only as of the date made, and EOG undertakes no obligation, other than as required by applicable law, to update or revise our forward-looking statements, whether as a result of new information, subsequent events, anticipated or unanticipated circumstances, or otherwise. Important factors that could cause EOG's actual results to differ materially from the expectations reflected in EOG's forward-looking statements are enumerated in the section entitled "Information Regarding Forward-Looking Statements" on pages 49 and 50 of EOG's Annual Report on Form 10-K for the fiscal year ended December 31, 2024, filed with the SEC and any updates to those factors set forth in EOG's subsequent Quarterly Reports on Form 10-Q or Current Reports on Form 8-K. Also, see the section entitled "Risk Factors" on pages 14 through 27 of EOG's Annual Report on Form 10-K for the fiscal year ended December 31, 2024, for a discussion of certain risk factors that affect or may affect EOG's business, operations, and performance, and any updates to those factors set forth in EOG's subsequent filings with the SEC.

EMISSIONS TARGETS AND AMBITION

Our statements in this report regarding our emissions targets and ambition are not a guarantee that the targets and ambition will be achieved or achieved on the anticipated timelines or that, if achieved, will be sustained. Our ability to achieve and, if achieved, maintain our emissions targets and ambition are subject to numerous factors and conditions, some of which are outside of our control, and include, among other things, evolving government regulation, potential revisions to emissions estimates as measurement technologies advance or due to changes in protocols or methodologies, and the pace of changes in technology. In addition, our ability to achieve and, if achieved, maintain our emissions targets and ambition are subject to certain commercial, operational, technological, financial, legal and regulatory risks, uncertainties and contingencies.

SCENARIO ANALYSIS AND THIRD-PARTY SCENARIOS

The reference case model used for our companywide operations includes operations as of December 31, 2024, and does not include operations acquired from Encino Acquisition Partners in August 2025. Strip prices used in the model are as of December 31, 2024.

The scenario discussed in this report from the IEA's World Energy Outlook 2024 is based on the IEA's Announced Pledges Scenario. The IEA's Announced Pledges Scenario is based on the assumption that all of the climate commitments made by countries, industries, and companies around the world, including Nationally Determined Contributions and net zero targets, will be achieved in full and on time and illustrates how far current pledges will go in helping to reach the goal of limiting the rise in global average temperatures to 1.5°C. In its World Energy Outlook 2024, the IEA also presents a Stated Policies Scenario and a Net Zero Emissions by 2050 Scenario. Projected energy demand is highest under the Stated Policies Scenario, which incorporates existing policy frameworks affecting energy markets and specific policy initiatives that have been announced. The Net Zero Emissions by 2050 Scenario models a pathway to reach net zero emissions globally by 2050, resulting in lower projected energy demand relative to the Announced Pledges Scenario. The IEA does not endorse any particular scenario, nor does EOG. The use or inclusion herein of a third-party scenario reflects the modeling assumptions and outputs of the respective scenario authors and is not an endorsement by EOG of its accuracy or likelihood.

RESERVES

The proved reserves disclosed in this report represent the quantities of oil and gas that are estimated to be recoverable with a high degree of confidence; such quantities are only estimates and may not correspond to the quantities of oil and gas ultimately recovered. For related discussion, see the sections entitled "Risk Factors" and "Supplemental Information to Consolidated Financial Statements — Oil and Gas Producing Activities" in EOG's Annual Report on Form 10-K for the fiscal year ended December 31, 2024. Statements in this report of "resource potential" represent the resource potential net to EOG and are not proved reserves, and may include estimated potential reserves not necessarily calculated in accordance with the SEC's latest reserve reporting guidelines.

METRICS REPORTING

The metrics contained in this report have been calculated using the best available information at the time of preparation of this report. The data utilized in calculating such metrics is subject to certain reporting rules, regulatory reviews, definitions, calculation methodologies, adjustments, and other factors. These metrics are subject to change if updated data or other information becomes available. Metrics in this report with respect to prior years may be revised from previous sustainability reports to reflect updated data and other information. Any updates to the metrics in the Data Tear Sheet in this report, prior to our next sustainability report, will be set forth in the Data Tear Sheet posted to the Sustainability section of the EOG website. Total amounts presented in this report may not equal the sum of their components due to rounding. Percent changes presented in this report may reflect rounding. Crude oil equivalent volumes are determined using a ratio of 1.0 barrel of crude oil and condensate or natural gas liquids to 6.0 thousand cubic feet of natural gas.

ABOUT EOG

EOG Resources, Inc. (NYSE: EOG) is one of the largest crude oil and natural gas exploration and production companies in the United States, with proved reserves in the U.S. and Trinidad. For further information regarding EOG and our operations, please see our information filed with and/or furnished to the U.S. Securities and Exchange Commission from time to time and our corporate website at *eogresources.com*.

2024 SUSTAINABILITY REPORT

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