



2025 Sustainability Report

Management Report





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About This Report

2025 Sustainability Report: Management Report (Management Report) details EOG’s ongoing approach to managing sustainability matters. The report supplements the *Performance Report*, which provides a summary of highlights and performance from 2025. Together, these documents offer a comprehensive overview of both our management approach and our performance related to sustainability matters.

This report reflects our ongoing commitment to transparency. In developing the contents of this report, we considered topics of interest to our stakeholders, as well as rating agency focus areas, and peer reporting and benchmarking. We also considered voluntary reporting frameworks. For more information, see the *American Exploration and Production Council Metrics* and *SASB and TCFD Indexes*.

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 metrics, topics, and information covered in this report apply to our U.S. operations for the year ended December 31, 2025, including operations associated with the acquisition of Encino Acquisition Partners from the acquisition date of August 1, 2025, through December 31, 2025, and do not include our international operations. However, beginning with the 2023 Sustainability Report, we have included Total Scope 1 emissions metrics that included our Trinidad operations. Trinidad operations represented less than 1% of our total net proved reserves as of December 31, 2025, and less than 5% of our total production in 2025. See *Definitions* for additional information.

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. We are focused on being a high-return, low-cost producer, committed to strong environmental performance and playing a significant role in the long-term future of energy. Our strategy of capital discipline, operational excellence, sustainability, and culture is at the core of our success as a company.

Sustainable Value Creation Through Industry Cycles



Capital Discipline

- Returns-Focused Investments
- Pristine Balance Sheet and Significant Free Cash Flow Generation
- Sustainable, Growing Regular Dividend Anchors Commitment to Return Minimum 70% of Annual Free Cash Flow
- Reinvestment Pace Supports Continuous Improvement Across Multi-Basin Portfolio



Operational Excellence

- Organic Exploration Maintains Low-Cost, High-Quality, Multi-Basin Inventory
- Superior In-House Technical Expertise, Proprietary Information Technology, and Self-Sourced Materials Support Well Performance and Cost Control
- Product, Geographic, and Pricing Diversification Enhances Margins



Sustainability

- Committed to Safe Operations, Leading Environmental Performance, and Community Engagement
- Strategic Emissions Reduction Pathways



Culture

- Decentralized, Non-Bureaucratic Structure Enables Value Creation in the Field, at the Asset Level
- Collaborative, Multi-Disciplinary Teams Drive Innovation
- Technology Leadership and Real-Time, Data-Driven Decision-Making



Resilience of EOG's Long-Term Strategy

Our diverse multi-basin portfolio of assets supports our long-term strategy by providing the flexibility to invest in individual assets at a pace that allows each to continue to improve. The resilience of our multi-basin portfolio is demonstrated by our flexibility to adjust to dynamic market conditions including the macroeconomic environment, supply-and-demand fundamentals, and basin-specific economic factors. See [Scenario Analysis](#) for more information on the resilience of our long-term strategy.

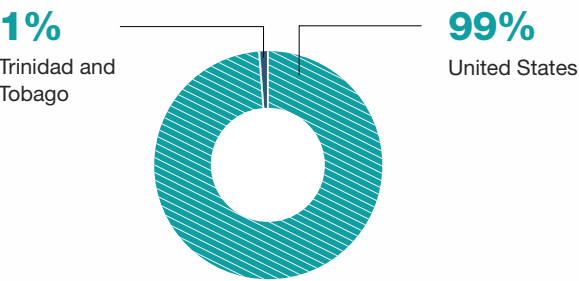
2025 Operations

○ Areas of Operations ★ Headquarters ● Offices



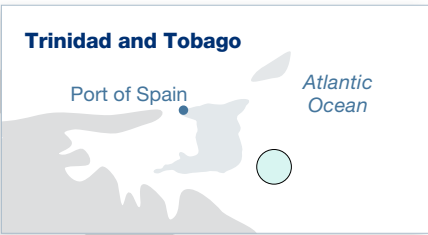
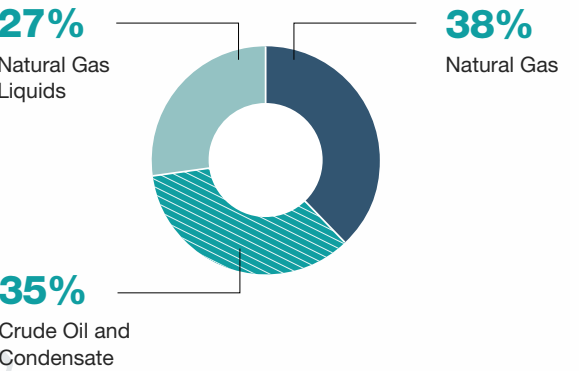
Total Net Proved Reserves

as of December 31, 2025



U.S. Net Proved Reserves by Type

as of December 31, 2025



EOG Culture Drives Sustainable Competitive Advantage

EOG's unique culture drives our sustainable 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.

EOG employees are businesspeople, focused on creating value through returns-focused capital discipline. Our decentralized operating structure supports value creation in the field at the asset level, giving those closest to the operations the autonomy to implement impactful solutions. By providing access to real-time operational data, we enable employees to make timely, informed decisions that drive efficiency and performance.

Multi-disciplinary teams within every operating area leverage our employees' different talents, perspectives, and experiences. These collaborative teams are the driving force behind the development of innovative new technologies and creative solutions. Cross-company communication channels compound the impact of innovation born in one area by facilitating knowledge sharing and transfer across operating areas.

EOG's integrated approach to safety and environmental stewardship drives our leadership as a responsible operator and leverages the same decentralized structure, multi-disciplinary teams, and innovative culture that drive our leadership in the exploration and development of unconventional oil and natural gas plays.

EOG's Integrated Approach to Sustainability

Sustainability is not a separate effort at EOG: It is integrated throughout the life cycle of our operations from initial exploration, development, and production through a well's decommissioning, reclamation, and restoration. Our culture supports our focus on safe operations, leading environmental performance, community engagement, and a highly engaged workforce.

Our employees improve the company's sustainability performance in the same way, and at the same time, as they create value across our operations: by using data, technology, and experience to develop new and innovative solutions that advance sustainability outcomes through multi-disciplinary teams across our decentralized organization.

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



Corpus Christi office



Environment

EOG's approach to environmental stewardship leverages 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.

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Environmental Management

Our companywide management systems and executive oversight help maintain our high standards of environmental performance, while empowering innovation and operating area-specific practices.

Management Approach and Oversight

To effectively manage day-to-day environmental matters across our decentralized operations, environmental personnel work within 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 multi-disciplinary groups across the company, including the Water Resources Team and operations personnel, to manage and measure environmental performance.

Operational Practices and Technologies

Every unconventional oil and natural gas play is unique and requires techniques and technologies tailored to the operating area’s geological, geographic, economic, and operational conditions. EOG’s decentralized structure supports development of 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 in 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 localized conditions and considerations.

Our commitment to environmental stewardship is reflected in management practices applied throughout the life cycle of our operations. The practices and technologies described throughout this report reflect the efforts EOG undertakes to support environmental stewardship.

Leveraging Technology to Enhance Environmental Performance

iEnvironmental, our in-house environmental data engine and application, serves as the foundation of our environmental data systems. By consolidating and standardizing data collection and accessibility across assets, iEnvironmental enhances visibility into our environmental performance and supports more informed, timely decision-making. iEnvironmental also:

- Increases accessibility and transparency through data dashboards that support performance review and identification of improvement opportunities

- Integrates with and enhances inputs from third-party data analysis tools, allowing for incorporation of new inputs and equipment data
- Enables in-field data collection and calculations and resulting workflow requests
- Supports compliance with internal standards and processes, as well as external regulations, permitting, and data disclosure
- Automates compiling, calculating, and formatting data related to state and federal reporting requirements

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.

EOG’s Environmentally Focused Proprietary Applications

In addition to iEnvironmental, we leverage a suite of in-house developed desktop and mobile applications focused on environmental performance and management. These applications support our commitment to environmental stewardship by fostering data sharing, collaboration, and innovation throughout EOG. They facilitate real-time data capture, enable mobile access to advanced operational and financial analytics, enhance performance monitoring and goal setting, support facility and equipment design optimization through trend analysis and automation, and equip personnel with timely information to make faster, better-informed decisions.



iEnergy Operational GHG performance management application (See page [12](#))



iSense® Continuous methane monitoring system (See page [15](#))



TridentSM Real-time water resources management application (See page [16](#))



iDetect® Automated leak detection software (See page [18](#))



Environmental Management (continued)

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 performance by supporting the integration of proactive management into our planning, development, and decision-making. Our EMS also support real-time data collection and transparency, helping 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 by regularly reviewing EOG’s environmental performance and overseeing the development of strategies to improve our processes.



Performance Goals

We set annual environmental performance goals that management systematically assesses using data provided by our environmental management applications. 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 focused 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 Application

We leverage information technology to drive innovation and performance improvement. This includes internally developed and third-party software applications used to organize large quantities of data so it can be easily analyzed, monitored, and maintained to support our day-to-day operations. See [Leveraging Technology to Enhance Environmental Performance](#) for more information.



Contractor Management

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



Training

Regular training on environmental topics is important to maintain 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, and 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 internal company intranet site.

An annual internal awards program, The Innovation Awards, recognizes employees who have implemented environmental, safety, or sustainability-related projects. The program encourages our culture of innovation, employee empowerment, and continuous improvement.

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.

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 to prepare for the weather-related physical risks specific to each of our operating areas. Examples include:

- In areas known to flood, we build drainage systems and protective structures to help prevent flooding at our facilities.
- A focus on reducing fresh water use across our operating areas, including areas prone to water scarcity.
- In areas prone to extreme heat, we use a variety of measures to protect the health and safety of our employees and contractors, such as cooling trailers.
- In our Texas operations, we work with the Railroad Commission of Texas (RRC) during periods of severe weather to prepare for potential impacts from storm-related events.

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 in an impacted operating area from one of our control centers and, if needed, safely shut down operations.



Climate

We believe oil and natural gas will remain an essential part of the long-term global energy supply, with demand gravitating toward producers that are most efficient from both a capital and an emissions perspective.

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.

Our Board of Directors retains primary responsibility for risk oversight, with certain elements of its oversight handled with the assistance of one or more of its standing committees. 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.

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, including reviewing analyses of climate-related strategies, risks, and opportunities and guiding related goals, targets, 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-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 take action where appropriate.
- Conduct climate-related scenario analyses and evaluate results, including the resilience of our portfolio under different market and policy conditions. See [Scenario Analysis](#) for more information.
- 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.
- 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), to support improvements in the accuracy and transparency of methane emissions reporting.



Emissions Targets, Ambition, and Performance

- Achieved prior GHG intensity rate, methane emissions percentage, and zero routine flaring targets established in 2020 ahead of schedule.
- Established new near-term emissions targets in 2025:
 - Reduce GHG emissions intensity rate by 25% by 2030, relative to 2019 levels
 - Maintain near-zero methane emissions through 2030 with a percentage of 0.20% or less¹
 - Maintain zero routine flaring through 2030
- Ambition to achieve net zero Scope 1 and Scope 2 GHG emissions.

¹ Near-zero methane emissions is defined as methane emissions percentage at or below 0.20%.



Climate (continued)

EOG’s Role in the Long-Term Future of Energy

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.

Projections of future energy demand scenarios vary widely and are influenced by differing assumptions related to technology, policy, and market conditions. Uncertainties in the timing and scale of specific climate-related efforts and technologies add unique challenges to predicting future supply, demand, and commodity prices. 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 EOG is long accustomed to managing as an oil and natural gas company.

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 energy demand and doing so in a responsible way.

Scenario Analysis

EOG conducts a scenario analysis to help evaluate the resilience of our portfolio over time under various market and policy conditions, including those related to changes in the global energy demand and supply mix and climate-related policy developments. The scenario we evaluated is not a prediction of the future, rather, it tests the resilience of our portfolio over time under a possible scenario. We believe the results of the analysis confirm the resiliency of EOG’s portfolio against climate-related risks related to long-term commodity pricing and demand.

Approach and Results

We considered the Stated Policies Scenario (STEPS) from the International Energy Agency’s (IEA’s) World Energy Outlook (WEO) 2025 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 STEPS is based on the assumption that stated policies, including those that have been formally put forward but not adopted, as well as other official strategy documents that address climate matters are implemented. It does not assume, however, that aspirational targets or pledges are met.

Under the STEPS, 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 based on the STEPS pricing assumptions beginning in 2035 and based on strip pricing in earlier years, which averaged \$75.79 Brent per barrel of oil (\$70.79 West Texas Intermediate per barrel of oil) and \$3.88 per million Btu of natural gas over the life of the scenario.
- 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, 2025, and less than 5% of our total production in 2025.
- 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.



Eagle Ford operations



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 a learning mechanism to drive future innovations.

Management Approach and Oversight

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. We include GHG and flaring emissions intensity rates, methane emissions percentage, and wellhead gas capture rate, in each case with specified target performance, 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 safety and environmental goals.

Emissions Targets and Ambition

We have established near-term emissions targets and a long-term net zero ambition to drive continued improvement and innovation in our emissions performance. Our targets were developed to remain adaptable as emerging technologies and practices as well as changes in our operational footprint evolve. We will continue evaluating our approach to measuring and reporting emissions as practices and operations evolve, so that our targets continue to be designed to drive performance improvements. See the [EOG’s Near-Term Emissions Targets](#) table for more information on our emissions targets.

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 and will evaluate opportunities for further improvement as technologies and regulatory frameworks evolve. While the pace of these external developments can be unpredictable, we will continue adapting our approach as advancements emerge.

The [Net Zero Ambition Emissions Reduction Pathways](#) table provides additional information on the innovative technologies and practices that support our efforts.

EOG’s Near-Term Emissions Targets¹

Target	Target Details
Reduce GHG emissions intensity rate 25%²	• U.S. and Trinidad operations • Gross operated Scope 1 GHG emissions • Base year: 2019 • Target year: 2030
Maintain near-zero methane emissions² Near-zero methane emissions is defined as a methane emissions percentage at or below 0.20%	• U.S. and Trinidad operations • Gross operated Scope 1 GHG emissions • Target years: 2025–2030
Maintain zero routine flaring	• U.S. and Trinidad operations • Target years: 2025–2030

Net Zero Ambition³ Emissions Reduction Pathways

 Reduce Optimizing wellhead and facility gas capture systems Expanding continuous leak detection (iSense®) and aerial-based survey technologies Centralizing compression and optimizing artificial lift systems	 Capture Learnings from carbon capture and storage (CCS) pilot project operations Prioritizing pure steam CO ₂ emissions sources Evaluating additional CCS opportunities	 Offset Evaluating projects and other options to offset remaining emissions
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¹ Reaching and maintaining our near-term targets are subject to risks and uncertainties. See [Forward-Looking Statements](#) and [Emissions Targets and Ambition](#) for more information.

² Our GHG and methane emissions targets reflect the U.S. Environmental Performance Agency Greenhouse Gas Reporting Program methodology updates amended in 2024. See [Definitions](#) for more information on calculation methodology and boundaries.

³ Net zero Scope 1 and Scope 2 GHG emissions. See [Definitions](#) for additional information.

Managing Emissions (continued)

Emissions Management Practices

EOG takes a proactive approach to managing and minimizing GHG emissions from our operations, including developing and implementing innovative technologies and practices. We are also focused on increasing the accuracy and transparency of our emissions data. These efforts helped us achieve our 2025 emissions targets ahead of schedule, and we believe they will continue to support progress toward our 2030 emissions targets and long-term net zero ambition.

Innovative Technologies and Facility Design

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

Over the last several years, we have tested and implemented technologies throughout our operations that support our emissions performance. For example, our in-house proprietary applications and development of machine learning algorithms have allowed us to optimize production operations and enabled us to effectively deploy iSense’s remote sensing technologies and leverage the resulting data to drive continuous improvement. Additionally, we piloted a CCS project that provided an opportunity to build technical knowledge and operational expertise within a rapidly evolving market.

We also encourage continued innovation across our operations, including at our Production Technology Center, a laboratory available to operating teams across the company to test, develop, and apply new and existing technologies and solutions to improve operational and emissions performance.

See the *Emissions Management Practices Throughout Our Operations* table for more information on technologies used within our operations.

Data Management

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

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 while supporting further operational improvements.

As technologies, methodologies, and requirements for emissions detection, quantification, and measurement evolve, we continue to enhance and refine our emissions inventory data and our emissions management approach. We also support the development of measurement-based emissions reporting through our membership in OGMP 2.0.

iEnergy Operational GHG Emissions Performance Application

To support our efforts to minimize emissions, we developed a proprietary data visualization tool, iEnergy, to help track, anticipate, and manage our operational GHG emissions performance. The application provides greater visibility into GHG emissions down to the equipment level.

Emissions Management Practices Throughout Our Operations

Innovative Technologies and Facility Design

- Centralized facilities, including multi-well pads and centralized gas lift systems, allow for sharing equipment and eliminate the need for multiple separators and tanks, helping reduce emissions
- 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
- Low-bleed and no-bleed pneumatic controllers
- Instrument air systems
- Engines equipped with emissions control technology
- Electric and solar-powered pumps
- Electricity infrastructure to support use of electric equipment
- iSense continuous leak detection
- Aerial emissions monitoring (e.g., flyovers and satellites)
- For more on practices associated with operational sources of emissions, see *Operating Practices*

Data Management

- iEnvironmental data collection and management system to track, anticipate, and manage our operational emissions
- Improved emissions measurement and calculation approaches
- iEnergy, a proprietary data visualization tool, that helps track, anticipate, and manage our operational emissions and provides visibility on GHG emissions down to the equipment level

Managing Emissions (continued)

Operating Practices

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

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 equipment in certain operating areas

Flaring

Minimizing flaring is a priority for EOG. 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. Our flare management technologies and practices help reduce flaring, lower our overall emissions footprint, and maximize gas capture, increasing the amount of natural gas we are able to process and sell.

Daily operations are actively managed to minimize flaring through proprietary desktop and mobile applications developed 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 flaring events. This results in better-informed operational decision-making enabled by access to real-time data 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 in 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 internally developed practices and technologies in the field, which include:

- 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 vapor recovery systems to increase gas capture
- Rerouting natural gas back into existing wells when downstream interruptions occur, using closed-loop gas capture
- Managing and monitoring operational conditions using our proprietary applications to prevent flaring



Managing Emissions (continued)

Methane

Reducing methane emissions is a central focus of our emissions management efforts. Methane is the primary component of natural gas, and minimizing methane leaks and maximizing recapture increases our natural gas production. In addition, methane’s higher global warming potential compared to CO₂ 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 by focusing on technologies and practices.

In 2023, EOG joined OGMP 2.0, a multistakeholder initiative developed by the United Nations Environment Programme and the Climate and Clean Air Coalition. See [Industry Collaborations to Address Methane Emissions](#) for more information.

Methane Emissions Reduction Practices

	Description	Benefit
 Pneumatics Program	- Replaced, removed, or retrofitted all high-bleed, natural gas-powered pneumatic controllers in our operations — completed in 2019 - Install compressed air instead of natural gas for pneumatic operations and retrofit existing devices - Installing or retrofitting pneumatic pumps to utilize electric and/or solar power	Reduces or eliminates methane emissions from operational equipment
 Minimizing Flaring	- Conduct oversight and review of operational processes where flaring can occur to identify opportunities for reducing or eliminating flaring - Committed to maintaining zero routine flaring from 2025-2030 - Endorser of the World Bank’s Zero Routine Flaring by 2030 Initiative	Reduces emissions and increases volume of gas sent to market, resulting in greater product recovery (see Flaring for more information)
 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 (see EOG’s Approach to Leak Detection and Repair Program for more information) - 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 (see iSense Continuous Leak Detection System for more information)
 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



Managing Emissions (continued)

Industry Collaborations to Address Methane Emissions

In 2023, EOG joined OGMP 2.0, a multistakeholder initiative developed by the United Nations Environment Programme and 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.

EOG is also 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.



EOG’s Approach to Leak Detection and Repair

Each of EOG’s operating areas has an ongoing 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 on our field equipment, such as connectors, pressure relief valves, controllers, and tank thief hatches.
- **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 many of our 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** — Under our monitoring program, nearly all facilities undergo leak detection inspections at least twice annually, with the remainder serviced at a minimum once per year.
- **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.

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, 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 from our control centers in our most active areas, 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.

Emissions Metrics

We track and report absolute Scope 1 GHG emissions by constituent gas and source, Scope 1 GHG intensity, Scope 1 methane emissions intensity and percentage, and wellhead gas capture rate as key metrics for managing our emissions performance. We also report Scope 2 and 3 emissions and other air emissions.

➤ See the *Performance Report* for annual performance data related to these metrics.



Dorado operations



Water Management

EOG is focused on managing the water used, produced, transported, treated, stored, and disposed of across our operations in a cost-effective and environmentally responsible 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.

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 oversees the management of water resources across our operations. The team 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, supporting 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 throughout the life cycle of our operations.

The team also leverages our proprietary applications, such as TridentSM, our water management tool; third-party analytical tools and studies; and other innovative technologies to support water management. See [*Leveraging Technology and Innovation to Support Water Management*](#) for more information.

Fit-for-Purpose 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

Leveraging Technology and Innovation to Support Water Management

Trident, one of our proprietary desktop and mobile applications, helps 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 (continued)

Sources of Water

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

Our approach to sourcing water considers local conditions, sourcing availability, and operational needs. As such, the availability and accessibility of 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

The feasibility and capacity of water reuse in any given play is dependent on factors including produced water volumes, 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 evaluate opportunities to expand reuse infrastructure, including pipelines, reuse ponds, and treatment facilities, to help us minimize freshwater use.

Managing Produced Water and Maximizing Reuse Capability

We install infrastructure and implement processes designed to maximize our ability to safely transport, treat, reuse, store, and dispose of produced water. We prioritize moving water through pipelines instead of by truck to increase water reuse and operational efficiency and reduce the potential for spills. We install pipelines and temporary lay-flat hoses to transport produced water, and in some operating areas we install dual-purpose water pipelines that can support both sourcing and gathering of produced water for reuse. See [Spill Prevention and Management](#) for more information on how we manage spills in our operations.

We aim to maximize our use of produced water to reduce freshwater use and minimize the need for water disposal. In addition to reusing produced water within our operations, we continue to evaluate opportunities for other treatment and uses. See [Advancing Water Management Technologies](#) in the [Performance Report](#) for more information.

When we do dispose of produced water, it is at sites that are approved and permitted by the appropriate regulatory authorities, and we periodically assess regulatory compliance at disposal facilities.

Water Metrics

EOG tracks total use of fresh water, nonfresh water, and reuse water, as well as water use percentage and intensity for these water sources, as key metrics that inform our water management efforts.

➤ See the [Performance Report](#) for annual performance data related to these metrics.



Delaware Basin operations



Spill Prevention and Management

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

Management Approach and Oversight

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 recovery efforts to help minimize environmental impact. Executive leadership also engages with operating areas throughout the year to review and discuss spill performance. We consider our oil spill and recovery rate performance in our executive compensation program to drive continued improvements in our spill prevention and management.

Spill Prevention and Management Practices

Examples of practices we use to reduce potential spill risks include:

- Site-specific spill prevention, control, countermeasures, and response plans in each operating area that also include information on flow-line integrity
- A cross-functional team to support asset integrity efforts, facilitate innovation, and communicate new ideas and lessons learned across our operating areas
- Training on spill prevention and management plan requirements and personnel responsibilities, including incident response procedures
- Proactive asset integrity maintenance and facility improvements, including equipment inspections and preventative maintenance

- Control-center-based continuous monitoring and remote shut-off capabilities in our most active areas
- Automated and remote leak monitoring and detection technologies, including our proprietary iDetect software
- “Nearly full” tank alarms
- Secondary containment on tanks
- 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)

Leveraging Technology to Enhance Spill Prevention

We operate remote monitoring and automated spill prevention systems to proactively address potential leaks and 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, miDetectSM, our proprietary leak detection software, which has been integrated into control centers where available. 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 within water reuse systems. For example, by combining topographic information with sensor data and automated shut-off valves installed on temporary water lines, we can help prevent and mitigate spills within our reuse infrastructure by monitoring planned water transfers with real-time conditions.

If iDetect identifies a potential release, the system sends an alarm notification directly to field personnel. The notification includes a description and the estimated volume of the potential leak. The control centers can activate remote shutdown capabilities and/or reroute flow, where applicable.

We also utilize iDetect to monitor data from our facilities to track tank levels and identify potential issues. Additionally, iDetect aids spill prevention efforts by collecting and providing data used to evaluate leak origins and improve pipeline and facility designs. See [Utilizing Real-Time Data to Proactively Identify Potential Issues](#) in the [Performance Report](#) for more information.

Spill Metrics

We track and report oil and produced water spill volumes and volumes recovered, as well as the number of oil spills, as key metrics to support our spill management efforts.

➤ See the [Performance Report](#) for annual performance data related to these metrics.

Biodiversity and Land Stewardship

EOG integrates biodiversity and land stewardship 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 Approach and Oversight

Biodiversity and land stewardship efforts at EOG are guided by EOG personnel from multiple functions, including Environmental 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.

Biodiversity and Land Stewardship Practices

Our approach to managing biodiversity is 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, throughout the life cycle of our operations. This includes conducting predevelopment assessments and ongoing monitoring during development and operations to help evaluate and mitigate potential impacts and support site restoration and reclamation.



Powder River Basin operations

Predevelopment

We conduct 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. 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

Where additional information may be needed, or to confirm our desktop analysis, we conduct site visits that include a multi-disciplinary 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 a range of technologies to optimize site selection and minimize environmental impact. For example, we have deployed drones and fixed-wing aircraft to capture aerial imagery and remote sensing data in the Delaware Basin in New Mexico to help inform our predevelopment process. When applicable, we also share this data with government agencies, such as the Bureau of Land Management (BLM) and the New Mexico State Land Office (NMSLO), to support and enhance their understanding of resources and management efforts.



Biodiversity and Land Stewardship (continued)

Development and Ongoing Operations

During field development, facility planning, and ongoing operations, we monitor and adjust our activities to minimize potential impacts on biodiversity. During field development, we use directional and horizontal drilling technology and centralized, multi-well pads. Facility planning regularly leverages centralized production and other operational equipment. Both practices help limit surface disturbance.

During ongoing operations, we proactively communicate with our operations teams and implement control procedures to avoid impacts on habitats, species, and other natural and cultural resources. We revise and reroute projects where feasible to avoid or reduce identified impacts and develop construction schedules designed to minimize disruptions to wildlife activities, such as migration and nesting. This can include adjusting daily operations during periods when impacts can be anticipated, such as bird nesting season. If conditions related to sensitive species or habitats change during construction or operations, we can implement stop-work procedures to avoid potential disturbances.

Decommissioning, Restoration, and Reclamation

We undertake restoration and reclamation activities during ongoing operations where possible. 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 in accordance with industry best practices and regulatory requirements. This process involves a series of steps, including:

- An internal multi-disciplinary 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 decommission a well and provides a wellbore closure plan and 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 local community interests.

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, or are being considered for listing, as threatened or endangered under the Endangered Species Act. Through these agreements, we commit to taking mitigation actions.



Utica Play operations



Our Communities

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, partnering with local community organizations, giving financial support, and encouraging local volunteerism.



Our Communities

EOG focuses on understanding community needs and responding to concerns in ways that support long-term relationships and create shared value by proactively engaging with direct and indirect stakeholders, including property owners, civic leaders, elected officials, first responders, nonprofits, and local community groups. These engagements provide opportunities for community investment, which we view as an important part of our community engagement strategy and our commitment to building long-term, mutually beneficial relationships that support the areas where we live and operate.

Our Approach to Community Engagement

Our approach to community engagement and investment is supported by our decentralized structure. Local EOG employees are empowered to actively engage with community members and build relationships that help to inform our understanding of local needs and interests.

Our community engagement starts early in a project’s life cycle, in advance of exploration or development activities. 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 maintaining relationships and building community through partnerships, financial support, and volunteerism.

Stakeholder Feedback and Reporting Mechanisms

We provide 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.

Our Approach to Community Engagement



Identify and Learn

Engage with stakeholders to build relationships, attend events, and support needs



Develop

Offer ideas and capabilities to help support an organization’s mission and make a positive impact in the community



Partner

Collaborate with a wide range of stakeholders to support community growth and development



Communicate

Seek to maintain open communication and engagement with local community members to address concerns and needs



Our Communities (continued)

Community Partnerships

Cultivating effective partnerships with community organizations is an important part of our approach to community engagement. Across our operating areas, we seek to build long-term partnerships with organizations active in the communities where we operate, such as nonprofits and industry groups.

Examples of EOG's community partnerships include:

- **Compudopt** — We support Compudopt, an organization that provides access to technology and education for under-resourced youth and communities. We began our partnership in West Texas and Houston and have since expanded to our other operating areas.
- **Habitat for Humanity** — We partner with Habitat for Humanity, an organization dedicated to helping families access safe, affordable housing, across all our operating areas, through both financial support and volunteering opportunities.
- **Permian Strategic Partnership (PSP)** — We are a founding member of the PSP, which was formed in 2019 by oil and gas companies operating in the Permian Basin region. 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 approximately \$215 million to community-oriented investments focused on road improvements, schools, improved health care, and workforce development.

Community Giving

Our community giving efforts are 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 charitable organizations that are important to our employees, directors, and eligible retirees through our matching gifts program.

Corporate-Level Giving

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 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.

In support of the program, we developed iGiveSM, our proprietary giving application. iGive simplifies the process for employees to participate in the program by streamlining requests for a company matching gift. The application also tracks total company contributions by giving category.

Community Volunteerism

EOG values employee volunteerism and considers it an important part of our culture. Across our operations, employees consistently seek out opportunities to support the communities where we live and work. Over the past five years, employee volunteer participation and volunteer hours have continued to increase across the company.

We support and empower our employees to give their time and skills by providing unlimited paid volunteer time for participation in EOG-sponsored volunteer activities. Many of the EOG-sponsored volunteer activities are sponsored and organized by senior-level leadership to support local community needs. Additionally, employees receive eight paid personal volunteer hours annually to support causes important to them.

iGive also supports the management and tracking of volunteer activities, displaying total volunteer hours and employee participation levels. It also includes a volunteer calendar that highlights upcoming volunteer opportunities.



Volunteers from Houston office



Volunteers from Oklahoma City office



Our People

EOG's culture is driven by highly engaged employees collaborating at all levels of the company. Combining this collaborative culture with our decentralized operating model helps us advance innovation and continuous improvement.





Our People

EOG seeks to help employees build for the future, focus on wellness, and fulfill their sense of purpose beyond the workplace. We offer our employees competitive compensation, a comprehensive benefits package, a wellness program, tuition reimbursement, a matching gifts program, and a flexible work schedule.

➤ See [EOG Culture Drives Sustainable Competitive Advantage](#) for details on EOG’s culture.

Employee Engagement and Development

Fostering a quality work environment and providing employees with meaningful and challenging work enables EOG to attract and retain talented employees to support our culture, operational approach, and commitment to responsible business practices.

We use a range of data sources and analytics to assess and manage employee engagement. For example, we participate in an annual employee engagement and satisfaction survey from Energage, which identifies companies that create a positive

work environment by prioritizing a people-centered culture and giving employees a voice. Senior leadership reviews the results and related analyses to help inform us about our approach to employee engagement and workplace initiatives.

EOG continues to be recognized as a Top Workplace through the Energage survey. For more information, see [EOG Continues to Be Recognized as a Top Workplace](#) in the [Performance Report](#).

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 related to communication, team effectiveness, technical skills, leadership development, and the application of EOG systems. Leadership training focuses on enhancing the skills needed to support a multidisciplinary and decentralized workforce.

Beyond training courses, we support our employees in their continuous professional development. Our internal performance review and development system emphasizes regular two-way communication between supervisors and team members, ongoing goal setting, and actionable development activities designed to support career growth and aspirations. We also encourage employees to participate in professional networking groups to strengthen industry knowledge and build relationships.

EOG hosts annual internal technical conferences for each major discipline — exploration, drilling, completions, reservoir engineering, production, and facilities. These conferences serve as a platform for sharing best practices, innovative solutions, technical advances, and safety and environmental topics, while fostering collaboration, knowledge sharing, and relationship building across the company.

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



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.



Multi-disciplinary Collaboration

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



Leadership Engagement

Members of our senior leadership team routinely engage with employees from each of our disciplines. For example, employees 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 facilitates engagement through all-employee meetings in our operating areas, training programs, and volunteer opportunities. Employees are also kept informed and engaged through our company intranet, myEOG, which provides access to important company information and regular updates on company activities and initiatives.



Our People (continued)

EOG also supports employee development outside the workplace through our Tuition Reimbursement Program. The program reimburses eligible expenses related to postsecondary education that either supports employees in their current roles or prepares them for future opportunities within the company. The program also reimburses expenses related to professional certification tests, such as those for professional engineers or certified public accountants.

Benefits and Wellness

Our benefits program is designed to support employee well-being across physical, emotional, social, and financial health. See the [Careers](#) section of our website for detailed information on our benefits program.

EOG supports employee wellness year-round through wellness-related activities and programs. Volunteer Wellness Ambassadors across the company organize wellness-themed activities for employees 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 can also participate in our annual health fairs offered across the company.

Our wellness program also provides employees the opportunity to earn points by completing self-guided online courses focused on healthy habits and through participation in other wellness-related activities. Points can be redeemed for cash or gift cards, charitable donations, or merchandise.

Recruiting

Our college and experienced hire recruitment efforts focus on attracting a highly skilled workforce capable of supporting EOG’s present objectives and future goals. Our reputation for operational innovation and employee empowerment helps differentiate EOG and attract talented employees.

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, including hiring, evaluating, and promoting employees based on skills and performance.

We also support future workforce development through programs for elementary, middle, and high school students. EOG invests time and financial resources by partnering with nonprofit and industry organizations focused on expanding access to STEM education and increasing awareness of STEM-related careers in the communities where we live and work.

College Recruiting

EOG has long-standing relationships with universities offering petroleum engineering and geoscience programs, and we regularly engage with on-campus organizations to support our college recruiting efforts. For example, we have engaged with local chapters of the American Association of Drilling Engineers, Beta Alpha Psi, Equal Opportunity in Engineering Program, National Society of Black Engineers, Society of Petroleum Engineers, Society of Women Engineers, Student Engineering Council, Women in Engineering Program, and Women in Petroleum and Geosystems Engineering as part of our recruiting efforts.

Our annual summer internship program is another important element of our college recruiting and hiring strategy. Interns contribute to field and office teams across the company through meaningful project work and are encouraged to share 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 and receive feedback from executive and senior leadership and experienced employees on our operating teams.



Our Benefits



Build for the Future

EOG supports our employees with resources to plan and save for their future.



An Emphasis on Wellness

EOG provides programs to encourage health and wellness and to protect employees in the case of certain life events.



Beyond the Workplace

EOG offers paid time off and programs to inspire employees to fulfill their sense of purpose outside of work.



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.



Safety

EOG continues to promote a strong safety culture by encouraging active leadership and clear communication and empowering employees and contractors to take responsibility for safe work practices.

EOG Home Safe

EOG’s culture of safety is reinforced through our EveryOneGoes Home Safe (EOG Home Safe) program. This program was developed using input from our field operations, enabling us to identify ways to support our employees and contractors. It includes three principles that communicate what safety means and how safety is practiced at EOG.

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

Management Approach and Oversight

EOG’s safety management processes provide a framework for supporting safe operations across the company. 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 members of our Safety Group are based within local operating area offices, and their efforts are led by our companywide Vice President, Safety, who reports up to our Chief Operating Officer. This approach promotes local responsibility while supporting the implementation of companywide processes across our

operations. 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 processes and safety performance across the company to support knowledge 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 regularly reported to supervisors and senior leadership. Senior leadership, in turn, provides regular reports to executive management on safety performance and related matters.
- Members of our executive management receive a daily summary of safety performance across all operating areas.

Integrated Safety Practices

A range of safety practices are integrated into our operations to help drive safety performance and to support a strong, consistent approach to safety management. Examples include:

- Pre-job safety meetings held before critical tasks to discuss topics such as potential safety hazards and appropriate safety precautions
- Safety stand-downs, where work across an operation may be stopped to discuss safety hazards and mitigation measures, as necessary
- Empowering personnel to proactively identify and communicate potential hazards, near misses, and other opportunities to improve safety

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

These observations can help us recognize trends and identify and mitigate factors that could lead to incidents. We also collect incident data to identify trends and implement corrective actions where necessary.

All employees and contractors working on our sites have stop-work authority and are expected and encouraged to use it when needed. This allows personnel to pause work to ask questions or confirm procedures before work continues. Employees can also report safety concerns or grievances through our third-party managed ethics hotline.

See [Training and Confidential Reporting Mechanisms](#) for more information.



Safety (continued)

Encouraging Safety Communication

We encourage open safety communication and support an environment where employees feel empowered to share observations, insights, and potential hazards. Examples of proactive knowledge sharing across our operations include:

- Our “Good Catch” program, which recognizes employees and contractors who promote the sharing of safety information and coaching to help create a safer work environment
- Knowledge-sharing meetings involving employees from multiple disciplines to support learning and discuss opportunities for improvement
- An internal knowledge-sharing platform that allows employees to share field-tested engineering safety controls with personnel across multiple disciplines in the company

The combination of innovative field-driven solutions, multi-disciplinary collaboration, and knowledge sharing reinforces our commitment to decentralized decision-making by enabling field teams to enhance safety practices within their operating areas.

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 focused on topics such as operating procedures, safe work practices, and emergency and incident response. We provide a Safe Practices Manual covering these and additional topics to employees and contractors and make it available online for easy reference. In addition, EOG’s Engineer-In-Training program includes a rotation within the Safety Group.

EOG also has a Safety Leadership training program designed to foster a proactive safety culture across the company, empowering employees and contractors to protect themselves and others. The program provides additional focused training on safety practices and decision-making, while encouraging open discussion among employees and contractors about operations. The program also supports the identification of potentially hazardous conditions and the sharing of 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



Eagle Ford operations

Safe Driving

Driving is a routine part of our operations, given the remote locations of many EOG facilities and operating areas. We support safe driving practices through the following measures:

- **Awareness** — Safe driving practices are regularly discussed in our field safety meetings.
- **Training** — Our Safe Practices Manual includes guidance on vehicle safety expectations and practices. We also offer specific hands-on, defensive driving training.
- **GPS Monitoring** — EOG vehicles are equipped 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 travel logistics to route truck traffic onto secondary roads and schedule activities outside local high-traffic periods when possible. EOG’s proprietary miWaySM application supports these efforts by helping personnel navigate efficiently between field assets.

Promoting Safety Through Contractor Engagement

Contractors are an important part of our workforce and operations. 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 existing contractors by tracking their safety performance and management programs, and reviewing their safety policies, procedures, and training practices. We also conduct on-site safety performance assessments to evaluate contractor compliance with applicable safety requirements.

Emergency Response

Each EOG operating area develops and maintains written emergency response plans designed to facilitate rapid and effective responses to incidents and help protect employees, contractors, and the environment. These plans support and are components of EOG’s corporate-level Crisis Management Plan, which details our corporate response approach for emergency situations. Our corporate and operating-level emergency response plans provide tiered response levels, based on the type of incident and the level of response required.

We update our emergency response plans and provide training for applicable field and office personnel, including contractors, according to operating-area needs 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.

Safety Metrics

EOG tracks and monitors safety performance metrics such as Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR).

➤ See the *Performance Report* for annual performance data related to these metrics.



Governance

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.





Governance

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

Board of Directors

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.

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 and committee service.

In evaluating our Board of Directors, the Nominating Committee seeks to achieve a balance of knowledge, experience, and capability. 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, the Board of Directors and Nominating Committee 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.

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. In addition, the Nominating

Committee may, at its discretion, engage a search firm to assist in identifying director candidates consistent with the process described in the Nominating Committee's charter and our Corporate Governance Guidelines.

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.

Further details related to our Board of Directors can be found on the [Board of Directors](#) page of EOG's website.



Governance (continued)

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 presented and 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 environmental and safety-related risks, members of our management report on EOG’s environmental and safety 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, and 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](#).



Governance (continued)

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 operating areas and other departments
- Regular meetings among EOG’s safety and environmental personnel to share information, best practices, and goals on topics such as emissions, spill prevention and remediation, 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 Department

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](#).

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 multi-disciplinary 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 environmental, safety, and sustainability-related 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

Multi-disciplinary 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](#).

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 [Environmental Management](#), [Climate](#), [Managing Emissions](#), [Spill Prevention and Management](#), and [Biodiversity and Land Stewardship](#).

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, 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](#).

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, which reports to our Chief Information and Technology Officer, and, ultimately, our Chief Executive Officer, 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](#).



Governance (continued)

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 the achievement of our short- and long-term goals and the creation and enhancement of 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.

Separately weighted safety and environmental goals are established annually based on specified performance metrics. For 2025, safety performance metrics and environmental performance metrics were each weighted 7.5%. See [EOG’s 2026 Proxy Statement](#) for more information on 2025 executive compensation.

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 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 on the [Board of Directors](#) 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.

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 on the [Board of Directors](#) 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.



Governance (continued)

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 Nominating Committee reviews EOG’s contributions to trade associations, including any amounts related to political activities and lobbying expenses.

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.

AXPC Working Groups

The AXPC Sustainability 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, AXPC has 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.



Governance (continued)

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 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 and implements different cybersecurity technologies to address identified vulnerabilities and opportunities.

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 have been 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 Director, Information Systems Operations. 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 of Directors regarding cybersecurity matters. As part of its risk oversight responsibility, the Audit Committee, in consultation with the Board of Directors and the Board of Directors’ 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 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



Houston office



Appendix

In This Section

- 38 Key Elements of Our Safety and Environmental Policy
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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 operating areas, 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 multi-disciplinary 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 University of Texas’ 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](#).



Definitions

Metric Term	Definition	Reference Source (if applicable)
Greenhouse Gas and Methane Emissions Metrics		
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 are calculated using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Reporting Program methodology as amended in 2024. The emissions data have been converted to a carbon dioxide equivalent (CO₂e) — the conversion to CO₂e 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 of 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 A, C, and W.
U.S. Scope 1 GHG Emissions	Unless otherwise indicated, the metrics in this report present 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 are calculated using the EPA Greenhouse Gas Reporting Program methodology as amended in 2024.	U.S. Environmental Protection Agency, Greenhouse Gas Reporting Program, 40 CFR Part 98, Subparts A, 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 are calculated using the EPA Greenhouse Gas Reporting Program methodology as amended in 2024. The total is converted to Mcf using the following formula: (CH₄ MT)/yr x 1000kg/MT x (2.20462 lbs)/kg x lbmole/(16.04 lbs CH₄) 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.
U.S. Scope 1 Methane Emissions in Thousand Cubic Feet (Mcf)	Unless otherwise indicated, the metrics in this report present the Scope 1 methane emissions associated with EOG’s gross operated U.S. onshore production, gathering and boosting, and gas processing segment sources are calculated using the EPA Greenhouse Gas Reporting Program methodology as amended in 2024. The total is converted to Mcf using the following formula: (CH₄ MT)/yr x 1000kg/MT x (2.20462 lbs)/kg x lbmole/(16.04 lbs CH₄) 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 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 Natural Gas Production	EOG’s gross operated U.S. natural gas wellhead production.	EOG operations data.

Metric Term	Definition	Reference Source (if applicable)
Total Gross Operated Production	EOG’s U.S. Gross Operated Production and Trinidad oil and natural gas wellhead production.	EOG operations data.
U.S. Gross Operated Production	EOG’s gross operated U.S. 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 all gas streams that are routed to a flare/ combustor. Sources of flared gas may include storage tanks, glycol dehydrators, or other controlled equipment or processes. 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, fugitives, and pneumatics. 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. 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.



Definitions (continued)

Metric Term	Definition	Reference Source (if applicable)
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 CO₂e basis, per MBoe of U.S. and Trinidad Total Gross Operated Production. Includes Scope 1 GHG emissions (1) calculated using the EPA Greenhouse Gas Reporting Program methodology as amended in 2024 and (2) from our Trinidad operations calculated using the EPA Greenhouse Gas Reporting Program methodology as amended 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) calculated using the EPA Greenhouse Gas Reporting Program methodology as amended in 2024 and (2) from our Trinidad operations calculated using the EPA Greenhouse Gas Reporting Program methodology as amended 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 ₂ e as a common unit of measure. Scope 2 emissions will be calculated using the market-based methodology.	
Scope 1 Emissions	Direct emissions from sources that are owned or controlled by the reporting company.	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).

Metric Term	Definition	Reference Source (if applicable)
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).	2025 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.
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 NO₂ but excludes N₂O; (2) oxides of sulfur (SOx), reported as SO₂, which includes SO₂ and SO₃; 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.



Definitions (continued)

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.
Spill Metrics		
Oil Spill	Spill of crude oil.	EOG operations data.
Produced Water Spill	Spill of produced water. See <i>Water Metrics</i> 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.
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.
Severity Index Rate	An internally defined metric utilized to track incidents based on the severity and duration of the injury.	EOG workforce data.
Workforce Hours Worked	Amount of total workforce labor hours worked in the calendar year by EOG employees and contractors.	EOG workforce data.
Work-Related Fatality	A loss of life of an employee or contractor as a result of a recordable incident while performing work on an EOG lease or property.	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) 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.

2025 SASB Index

Disclosure Topic		Disclosure Location
Activity Metrics		
EM-EP-000.A	Production volumes	Net production: <i>2025 10-K</i> , pp. 5-6, 41, F-37, F-38, F-39 Gross production: Performance Report — Data Tear Sheet, p. 6
EM-EP-000.B	Number of offshore sites	EOG’s well sites in Trinidad are offshore; see <i>2025 10-K</i> , pp. 3, 30–33 Otherwise, EOG’s offshore interests are de minimis and are operated by third-party operators; see <i>2025 10-K</i> , p. 8
EM-EP-000.C	Number of terrestrial sites	<i>2025 10-K</i> , pp. 30–33
Greenhouse Gas Emissions		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane	Performance Report — Data Tear Sheet, p. 6; Formulas, p. 8 Performance Report — Managing Emissions, p. 9
EM-EP-110a.2	Gross global Scope 1 emissions by source	Performance Report — Data Tear Sheet, p. 6; Formulas, p. 8 Performance Report — Managing Emissions, p. 9
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	Management Report — Environmental Management, pp. 7-8 Management Report — Climate, pp. 9-10 Management Report — Managing Emissions, pp. 11-15 Performance Report — Managing Emissions, pp. 9-10
Air Quality		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	Performance Report — Data Tear Sheet, p. 6 Performance Report — Managing Emissions, p. 9

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. SEC. Information about issues deemed material to our investors as defined by regulatory requirements may be found in our SEC filings.

Disclosure Topic		Disclosure Location
Water Management		
EM-EP-140a.1	Fresh water consumed	Performance Report — Data Tear Sheet, p. 6 Performance Report — Water Management, p. 12
EM-EP-140a.3	Percentage of wells with disclosure of fracturing fluid chemicals	Appendix — Hydraulic Fracturing, p. 38
Biodiversity Impacts		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Management Report — Environmental Management pp. 7-8 Management Report — Climate, pp. 9-10 Management Report — Managing Emissions, pp. 11-15 Management Report — Biodiversity and Land Stewardship, pp. 19-20 Performance Report — Biodiversity and Land Stewardship, p. 15
EM-EP-160a.2	Aggregate volume of hydrocarbon spills, volume in Arctic, and volume recovered	Performance Report — Data Tear Sheet, p. 6 Performance Report — Spill Prevention and Management, p. 14 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 did not have any proved or probable reserves in or near areas of active conflict in 2025.
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	Management Report — Our Communities, pp. 21-23 Management Report — Governance, p. 35



SASB Index (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	Management Report — Our Communities, pp. 21-23
Workforce Health & Safety		
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate	Performance Report — Data Tear Sheet, p. 6 Performance Report — Safety, p. 22
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production life cycle	Management Report — Safety, pp. 27-29
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	Management Report — Climate, pp. 9-10
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	Management Report — Climate, pp. 9-10
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	Management Report — Governance, p. 34
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	Management Report — Climate, pp. 9-10 Management Report — Governance, p. 35
Critical Incident Risk Management		
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Management Report — Safety, pp. 27-29

2025 TCFD Index

Disclosure Topic		Disclosure Location
Governance		
Board's oversight of climate-related risks and opportunities		Management Report — Climate, pp. 9-10 Management Report — Governance, pp. 32-36
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		Management Report — Climate, pp. 9-10 Management Report — Managing Emissions, pp. 11-15
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		Management Report — Environmental Management pp. 7-8 Management Report — Climate, pp. 9-10 Management Report — Managing Emissions, pp. 11-15 Management Report — Governance, pp. 32-36
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		Management Report — Environmental Management pp. 7-8 Management Report — Climate, pp. 9-10 Management Report — Managing Emissions, pp. 11-15 Performance Report — Managing Emissions, pp. 9-11
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.

2025 AXPC Metrics¹

Metrics Topic	2025 Metric
Greenhouse Gas Emissions ²	
GHG Emissions (metric tons CO ₂ e)	7,754,709
GHG Intensity	EOG GHG Emissions (metric tons CO₂e) EOG Gross Annual Production (MBoe) 13.80
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	68%
Methane Emissions (metric tons CH ₄)	55,041
Methane Intensity	EOG Methane Emissions (metric tons CH₄) EOG Gross Annual Production (MBoe) 0.10
Percent of Methane Emissions Attributed to Boosting and Gathering	73%
Flaring	
Gross Annual Volume Flared Gas (Mcf)	441,943
Percentage of Gas Flared per Mcf of Gas Produced	EOG Gross Annual Volume of Flared Gas (Mcf) EOG Gross Annual Gas Production (Mcf) 0.03%
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

EOG currently discloses data on all of the metric categories covered by the AXPC framework in the *Data Tear Sheet* in the *Performance Report*. 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 2025 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.

Metrics Topic	2025 Metric
Water Use	
Freshwater Intensity	EOG Fresh Water Consumed (Bbl) EOG Gross Annual Production (Boe) 0.20
Water Recycling Rate	EOG Recycled Water (Bbl) EOG Total Water Consumed (Bbl) 53%
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
Safety	
Employee Total Recordable Incident Rate	Number of EOG Employee OSHA Recordable Cases x 200,000 EOG Employee Workhours 0.09
Contractor Total Recordable Incident Rate	Number of EOG Contractor OSHA Recordable Cases x 200,000 EOG Contractor Workhours 0.32
Combined Total Recordable Incident Rate	Number of EOG Employee and Contractor OSHA Recordable Cases x 200,000 EOG Employee and Contractor Workhours 0.29

1 EOG does not report oil and produced water spills using the AXPC metric. EOG’s spill metrics for oil and produced water spills over one barrel reported in our 2025 Sustainability Report include spills outside of primary containment (e.g., tanks or pipes), which include spills that are both outside and within secondary containment. The AXPC metric only includes oil and produced water spills greater than one barrel outside of impermeable secondary containment (e.g., lined berms and dikes).

2 EOG GHG and methane emissions values and intensities include emissions from onshore production, gathering and boosting, and gas processing segments calculated using the EPA’s Greenhouse Gas Reporting Program (GHGRP) as amended in 2024 under Subparts A, C, and W. AXPC GHG and methane emissions values and intensities include only emissions from onshore production and gathering and boosting segments calculated pursuant to the GHGRP under Subpart W.

American Exploration and Production Council Metrics (continued)

Metrics Topic	2025 Metric
Supporting Data	
Gross Annual Oil Production (Bbl)	257,460,334
Gross Annual Gas Production (Mcf)	1,528,179,693
Gross Annual Production (Boe)	512,157,280
Gross Annual Production (MBoe)	512,157
Fresh Water Consumed (Bbl)	104,133,475
Recycled Water (Bbl)	208,190,992
Total Water Consumed (Bbl)	389,685,217
Employee OSHA Recordable Cases	3
Contractor OSHA Recordable Cases	62
Combined OSHA Recordable Cases	65
Annual Employee Workhours	6,673,649
Annual Contractor Workhours	38,741,637
Annual Combined Workhours	45,415,286

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 2025 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 2025 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 53 and 54 of EOG’s Annual Report on Form 10-K for the fiscal year ended December 31, 2025, 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 15 through 28 of EOG’s Annual Report on Form 10-K for the fiscal year ended December 31, 2025, 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 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, 2025. Strip prices used in the model are as of June 2026.

The scenario discussed in this report from the IEA’s WEO 2025 is based on the IEA’s Stated Policies Scenario. The IEA’s Stated Policies Scenario is based on the assumption that stated policies, including those that have been formally put forward but not adopted as well as other official strategy documents that address climate matters, are implemented, but does not assume that aspirational targets or pledges are met. In its WEO 2025, the IEA also presents a Current Policies Scenario and a Net Zero Emissions by 2050 Scenario. Projected energy demand is highest under the Current Policies Scenario, which incorporates only existing policy frameworks that have been formally put forward. 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 Stated Policies Scenario and Current Policies 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, 2025. Any statements in this report of “resource potential” represent the estimated 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 the 2025 Sustainability Report: Performance 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 SEC from time to time and our corporate website at eogresources.com.



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