



2025 Sustainability Report

Performance Report



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About This Report

EOG’s 2025 Sustainability Report: Performance Report (Performance Report) provides a summary of highlights and performance from 2025. It reflects annual progress made across our organization and provides measurable outcomes of our sustainability efforts. For detailed information on how EOG manages sustainability and integrates related practices into our operations, see the Management Report. Together, these documents offer a comprehensive overview of both our management approach and our performance.

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.

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 the Data Tear Sheet and Definitions in the Management Report for additional information.

Third-Party Verification and Assurance

The greenhouse gas (GHG) emissions and energy use data presented in this report were subject to independent third-party verification. The 2025 Scope 1 and 2 GHG emissions and energy use data in this report were verified at a reasonable level of assurance. The 2025 Scope 3 GHG emissions data in this report were verified at a limited level of assurance.

Refer to Internal and Third-Party Verification and Assurance for more 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.

EOG’s 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. Our decentralized structure supports value creation in the field at the asset level, giving those closest to the operations the autonomy to implement impactful solutions.

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.



Culture



Businesspeople

As shareholders, every EOG employee has a businessperson mindset.



Returns-Focused

EOG’s consistent focus on returns-driven capital discipline sets the company apart.



Decentralized

EOG’s decentralized structure empowers employees to create value at the asset level.



Multi-Disciplinary

Teams collaborate and integrate learnings across disciplines to drive EOG’s leadership in technology.



Innovative

EOG values the power of innovation and technology to continuously improve.



Responsible

EOG integrates safety and environmental stewardship throughout the life cycle of our operations.



EOG's achievements are a testament to our ability to continue to deliver reliable, affordable energy through industry cycles while also maintaining safe operations and strong environmental performance."

Ezra Yacob

Chairman of the Board and
Chief Executive Officer



Letter to Stakeholders

2025 was a defining year for EOG, marked by exceptional execution, strategic portfolio expansion, and strong financial performance in a dynamic market.

Our disciplined capital allocation framework and multi-basin portfolio enabled us to return 100% of free cash flow to shareholders while advancing transformational investments both domestically and internationally. We also continued to demonstrate strong sustainability performance by achieving prior emissions targets ahead of schedule and establishing new targets that reflect our continued commitment to environmental stewardship. These accomplishments underscore the durability of our business model and position EOG for continued success.

The energy landscape is constantly evolving, with shifting global markets, geopolitical events, and emerging technologies reinforcing the importance of energy security and the need for reliable, affordable energy. Successfully navigating this dynamic landscape will require innovation, disciplined investment, and stable policy environments that support responsible energy development.

EOG's achievements are a testament to our ability to continue to deliver reliable, affordable energy through industry cycles while also maintaining safe operations and strong environmental performance. Our diverse portfolio, proprietary technology, self-sourced materials strategy, disciplined investment approach, and pristine balance sheet have positioned us as a low-cost, highly efficient operator. These strengths differentiate EOG and support the important role we can play in the long-term future of energy.

Commitment to Innovation

Innovation is a key driver in how we create value at EOG. We approach innovation with discipline and view it as a catalyst for continuously improving our operations and challenging conventional thinking. Our success in the Utica oil play demonstrates this strategy — through technical innovation and operational expertise, we transformed a resource once considered uneconomic into a significant source of production, demonstrating how innovation can unlock new opportunities to diversify energy sources.

The same commitment to innovation drives our sustainability efforts. From advancing methane detection and measurement to improving water management, many of our defining sustainability achievements begin with the same mindset that has long differentiated EOG.

Culture of Continuous Improvement

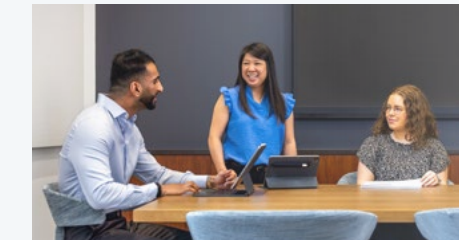
EOG's differentiated performance begins with our people and our culture. As a decentralized organization, we empower collaborative, multi-disciplinary teams to make decisions in the field. Across our organization, employees are empowered to solve problems and innovate close to their operations. Many of the technologies and practices that define EOG today originated from employees who identified a challenge and developed a better solution. That mindset reflects a culture built on ownership, collaboration, and practical problem solving, where decisions are made in the field, at the asset level.

Throughout the report this year, you'll see examples of how our employees continue to turn ideas into practical solutions that improve our operations, strengthen environmental stewardship, and create long-term value. This culture of continuous improvement is a competitive advantage and allows us to attract and retain talented people who are driven to innovate and solve complex challenges. It is this culture that has also earned EOG recognition as one of the nation's top workplaces.

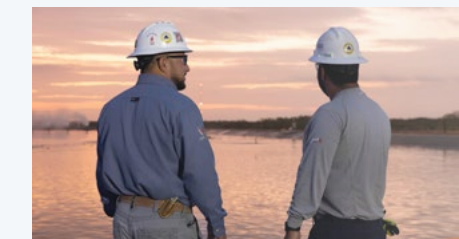
Continuous Improvement in Action



Thoughtfully and proactively integrating new employees



Recognition as a Top Workplace



Collaborating to improve our water and spill performance

2025 Performance Highlights

GHG and methane emissions targets on track

73%

of water sourced from reuse or nonfresh sources

\$14.6 million+

contributed to support charitable and community needs

19% reduction

in workforce Total Recordable Incident Rate



Letter to Stakeholders (continued)

Consistent Sustainability Performance

EOG's consistently strong performance demonstrates a culture where sustainability is integrated throughout our company. Our commitment to sustainability is reflected not only in how we operate, but also in the measurable progress we continue to make.

This year, to continue to strengthen transparency around how we communicate our progress, we are introducing a dual report format. The Performance Report highlights our key activities, achievements, and performance during 2025, while the *Management Report* provides a comprehensive overview of how sustainability is managed across our business. Together, these reports provide a clear picture of both what we accomplished and how we accomplished it.

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

The events unfolding around the world remind us that energy is more than a commodity — it is fundamental to economic stability, national security, and quality of life. Periods of geopolitical uncertainty reinforce the importance of reliable, affordable, and responsibly produced energy to households, businesses, and communities around the globe.

Against this backdrop, EOG remains committed to delivering exceptional operational and environmental performance. We believe the world does not have to choose between energy security and environmental stewardship. Our strategy: Capital discipline, operational excellence, commitment to sustainability, and our unique company culture position us to remain among the industry's highest-return, lowest-cost producers.

We are proud to present our 2025 Sustainability Report, consisting of the Performance Report and the *Management Report*. Together, these reports reflect the culture, innovation, and disciplined execution that define EOG. I would like to thank our employees for their commitment, ingenuity, and contributions to another exceptional year.



Ezra Yacob
Chairman of the Board and Chief Executive Officer

Data Tear Sheet^{1,2}

	Unit	2025	2024	2023	2022	2021
Operations						
U.S. Gross Operated Production	MMBoe	512	446	421	382	356
U.S. Gross Operated Natural Gas Production	Bcf	1,528	1,198	1,090	921	812
Total Gross Operated Production ⁶	MMBoe	539	469	437	—	—
Total Gross Operated Natural Gas Production ⁶	Bcf	1,683	1,328	1,186	—	—
U.S. Workforce Hours Worked	Million hours	45	43	40	34	31
U.S. Gross Completed Wells	#	711	739	765	617	563
Environmental						
Greenhouse Gas Emissions ^{3,4}						
U.S. GHG Emissions						
Scope 1 GHG Emissions	Million metric tons CO ₂ e	8.2	5.9	5.6	5.1	5.0
Scope 2 GHG Emissions	Million metric tons CO ₂ e	0.4	0.4	0.4	0.4	0.4
U.S. Scope 1 GHG Emissions by Constituent Gas						
Carbon Dioxide (CO ₂)	Million metric tons CO ₂ e	6.7	5.6	5.3	4.9	4.7
Methane (CH ₄)	Million metric tons CO ₂ e	1.6	0.3	0.2	0.2	0.2
Nitrous Oxide (N ₂ O)	Million metric tons CO ₂ e	0.004	0.003	0.004	0.003	0.003
U.S. Scope 1 GHG Emissions by Source ⁵						
Combustion	Million metric tons CO ₂ e	6.7	5.3	4.9	4.3	4.1
Flaring	Million metric tons CO ₂ e	0.6	0.4	0.4	0.4	0.6
Other Sources	Million metric tons CO ₂ e	0.9	0.2	0.2	0.2	0.3
U.S. Scope 1 GHG Intensity						
GHG Intensity Rate	Metric tons CO ₂ e/MBoe	16.1	13.2	13.2	13.3	14.0
U.S. Scope 1 GHG Intensity Rate by Source ⁵						
Combustion	Metric tons CO ₂ e/MBoe	13.2	11.9	11.8	11.4	11.5
Flaring	Metric tons CO ₂ e/MBoe	1.1	0.8	0.9	1.2	1.6
Other Sources	Metric tons CO ₂ e/MBoe	1.8	0.4	0.5	0.6	0.8
U.S. Methane Intensity						
Methane Intensity Rate	Metric tons CO ₂ e/MBoe	3.0	0.6	0.5	0.5	0.7
Methane Emissions Percentage	%	0.19	0.04	0.04	0.04	0.06
U.S. Wellhead Gas Capture						
Wellhead Gas Capture Rate	%	99.9	99.9	99.9	99.9	99.8
Total GHG Emissions ⁶						
Scope 1 GHG Emissions	Million metric tons CO ₂ e	8.4	6.0	5.7	—	—
Scope 3 GHG Emissions ⁷	Million metric tons CO ₂ e	145.9	127.0	118.0	110.3	—
Total Scope 1 GHG Emissions by Constituent Gas ⁶						
Carbon Dioxide (CO ₂)	Million metric tons CO ₂ e	6.8	5.7	5.4	—	—
Methane (CH ₄)	Million metric tons CO ₂ e	1.6	0.3	0.3	—	—
Nitrous Oxide (N ₂ O)	Million metric tons CO ₂ e	0.004	0.003	0.004	—	—

Updated EPA Methodology Historical EPA Methodology

	Unit	2025	2024	2023	2022	2021
Total Scope 1 GHG Emissions by Source ⁶						
Combustion	Million metric tons CO ₂ e	6.8	—	—	—	—
Flaring	Million metric tons CO ₂ e	0.6	—	—	—	—
Other Sources	Million metric tons CO ₂ e	1.0	—	—	—	—
Total Scope 1 GHG Intensity ⁶						
GHG Intensity Rate	Metric tons CO ₂ e/MBoe	15.5	12.8	13.0	—	—
Total Scope 1 GHG Intensity Rate by Source ⁶						
Combustion	Metric tons CO ₂ e/MBoe	12.6	—	—	—	—
Flaring	Metric tons CO ₂ e/MBoe	1.1	—	—	—	—
Other Sources	Metric tons CO ₂ e/MBoe	1.8	—	—	—	—
Total Methane Intensity ⁶						
Methane Intensity Rate	Metric tons CO ₂ e/MBoe	3.0	0.7	0.7	—	—
Methane Emissions Percentage	%	0.18	0.04	0.06	—	—
Energy Use ³						
U.S. Electricity Usage	Thousand MWh	940	923	805	755	721
Other Air Emissions						
Sulfur Dioxide (SO ₂)	Metric tons	250	215	230	210	160
Nitrogen Oxides (NO _x)	Metric tons	8,600	8,000	6,800	8,600	9,700
Volatile Organic Compounds (VOCs)	Metric tons	8,300	8,000	6,800	7,100	8,400
Water Management						
Total Water Used	MMBbls	390	328	306	219	196
Reuse	MMBbls	208	164	175	127	107
Percent Sourced from Reuse	%	53	50	57	58	55
Nonfresh Water	MMBbls	77	71	68	62	71
Percent Sourced from Nonfresh Water	%	20	22	22	28	36
Fresh Water	MMBbls	104	93	63	30	18
Percent Sourced from Fresh Water	%	27	28	21	14	9
Total Water Intensity Rate	Bbls/Boe	0.76	0.73	0.73	0.57	0.55
Reuse Intensity Rate	Bbls/Boe	0.41	0.37	0.42	0.33	0.30
Nonfreshwater Intensity Rate	Bbls/Boe	0.15	0.16	0.16	0.16	0.20
Freshwater Intensity Rate	Bbls/Boe	0.20	0.21	0.15	0.08	0.05
Spills						
Spills Over One Barrel						
Oil Spill Volume	Bbls	3,008	2,013	2,780	3,232	4,109
Recovered	Bbls	2,170	1,731	2,345	2,717	2,627
Oil Spill Rate	Bbls/MBoe	0.006	0.005	0.007	0.008	0.012
Recovered	Bbls/MBoe	0.004	0.004	0.006	0.007	0.007
Produced Water Spill Volume	Bbls	15,826	15,387	13,968	12,468	25,304
Recovered	Bbls	9,910	10,945	7,811	10,716	17,558
Number of Oil Spills	#	135	145	199	231	263



	Unit	2025	2024	2023	2022	2021
Social						
Our People						
Employees (as of Dec. 31)	#	3,273	3,003	2,923	2,728	2,697
Employee Voluntary Turnover ⁸	%	2.3	3.0	3.0	5.1	3.8
Employee Representation						
Total						
Female	%	25.7	26.5	27.6	28.0	29.1
Minority ^{9,10}	%	33.0	33.5	32.4	29.9	27.2
Hispanic or Latino	%	21.0	20.9	20.4	18.1	16.2
Black or African American	%	2.2	2.5	2.3	2.3	2.4
Asian	%	7.4	7.6	7.2	6.4	5.9
Other	%	2.4	2.5	2.5	3.1	2.7
Executive- and Senior-Level Managers ⁹						
Female	%	23.1	26.5	25.7	21.6	21.6
Minority ^{9,10}	%	12.8	14.7	11.4	10.8	10.8
Hispanic or Latino	%	2.6	2.9	0.0	0.0	0.0
Black or African American	%	2.6	0.0	0.0	0.0	0.0
Asian	%	5.1	5.9	5.7	5.4	5.4
Other	%	2.5	5.9	5.7	5.4	5.4
First- and Mid-Level Managers ⁹						
Female	%	18.3	18.6	18.2	19.2	17.6
Minority ^{9,10}	%	26.0	25.1	23.5	21.2	20.2
Hispanic or Latino	%	14.4	13.8	12.9	11.7	11.7
Black or African American	%	1.9	2.1	1.9	1.8	1.9
Asian	%	8.0	7.5	6.8	5.9	5.0
Other	%	1.7	1.7	1.9	1.8	1.7
Professionals ⁹						
Female	%	33.1	32.7	33.4	32.9	35.1
Minority ^{9,10}	%	34.7	35.6	34.8	32.2	31.0
Hispanic or Latino	%	16.2	16.4	16.4	14.3	13.7
Black or African American	%	2.7	3.0	2.8	2.8	3.1
Asian	%	13.4	13.6	13.1	12.2	11.3
Other	%	2.4	2.6	2.5	2.9	3.0
All Other						
Female	%	22.8	25.4	28.1	29.1	30.5
Minority ^{9,10}	%	36.7	37.7	36.8	34.1	28.4
Hispanic or Latino	%	31.2	31.6	30.9	27.2	22.4
Black or African American	%	1.9	2.2	2.1	2.1	2.2
Asian	%	0.7	1.1	1.0	0.7	0.7
Other	%	2.9	2.8	2.8	4.1	3.1

	Unit	2025	2024	2023	2022	2021
Safety						
Total Recordable Incident Rate (TRIR)						
Workforce	Incidents per 200,000 work hours	0.29	0.36	0.46	0.51	0.40
Employee	Incidents per 200,000 work hours	0.09	0.19	0.10	0.21	0.37
Contractor	Incidents per 200,000 work hours	0.32	0.38	0.52	0.57	0.41
Lost Time Incident Rate (LTIR)						
Workforce	Incidents per 200,000 work hours	0.07	0.08	0.12	0.17	0.11
Employee	Incidents per 200,000 work hours	0.06	0.03	0.00	0.07	0.03
Contractor	Incidents per 200,000 work hours	0.07	0.09	0.14	0.19	0.13
Work-Related Fatalities						
Employee	#	1	0	0	0	0
Contractor	#	0	0	0	2	0

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

- 1 U.S. operations unless otherwise indicated.
- 2 The metrics in this table and elsewhere in this report have been calculated using the best available information at the time of preparation of this report. The data utilized in calculating such metrics is subject to certain reporting rules, regulatory reviews, definitions, calculation methodologies, adjustments, and other factors. As a result, these metrics are subject to change if updated data or other information becomes available. Accordingly, certain metrics in this table and elsewhere in this report with respect to prior years may be revised from previous sustainability reports to reflect updated data and other information. Any updates to the metrics in this table, prior to our next sustainability report, will be set forth in the Data Tear Sheet posted to the [Sustainability](#) section of the EOG website. Further, certain total amounts in this table and presented elsewhere in this report may not equal the sum of their components due to rounding.
- 3 We obtained independent third-party verification and assurance of our GHG emissions and energy use data in the year the data was first reported. See [Internal and Third-Party Verification and Assurance](#) for more information.
- 4 2025 GHG emissions metrics were calculated using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Reporting Program methodology as amended in 2024. Prior-year (2021–2024) metrics were calculated using historical EPA methodology.
- 5 Beginning with the 2025 Sustainability Report, we have updated our emissions source categories to incorporate the Pneumatics source category within the Flaring and Other Sources categories. Given the significant progress we have made reducing pneumatic emissions, we believe these updated categories better align with our current operational emissions sources. Our updated source categories are now Combustion, Flaring, and Other Sources.
- 6 Metric includes U.S. and Trinidad operations. See [Definitions](#) in the [Appendix](#) for more information on boundaries.
- 7 Total Scope 3 GHG Emissions from Category 11: Use of Sold Products. See [Definitions](#) in the [Appendix](#) for more information on calculation methodology and assumptions.
- 8 Does not include voluntary retirement rates of 1.2%, 1.6%, 0.9%, 1.4%, and 1.1% for 2025, 2024, 2023, 2022, and 2021, respectively.
- 9 As defined by the U.S. Equal Employment Opportunity Commission (EEOC).
- 10 Based on employee self-identification in the year the data was first reported. The “Other” category includes American Indian/Alaska Native, Native Hawaiian or other Pacific Islander, and two or more races.

Formulas

2025 Metric					
U.S. GHG Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	U.S. Scope 1 GHG Emissions U.S. Gross Operated Production	8,249,632 512,157	=	16.1
U.S. Combustion Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Combustion U.S. Gross Operated Production	6,746,702 512,157	=	13.2
U.S. Flaring Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Flaring U.S. Gross Operated Production	581,860 512,157	=	1.1
U.S. Other Sources Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	U.S. Scope 1 GHG Emissions for GHG Source: Other Sources U.S. Gross Operated Production	921,070 512,157	=	1.8
U.S. Methane Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	U.S. Scope 1 Methane Emissions U.S. Gross Operated Production	1,561,890 512,157	=	3.0
U.S. Methane Emissions Percentage (Mcf/Mcf)	=	U.S. Scope 1 Methane Emissions in MCF U.S. Gross Operated Natural Gas Production	2,905,301 1,528,179,693	=	0.19%
U.S. Wellhead Gas Capture Rate (Mcf/Mcf)	=	Wellhead Natural Gas Captured U.S. Gross Operated Natural Gas Production	1,527,269,748 1,528,179,693	=	99.9%
Total GHG Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	Total Scope 1 GHG Emissions Total Gross Operated Production	8,372,247 538,817	=	15.5
Total Combustion Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	Total Scope 1 GHG Emissions for GHG Source: Combustion Total Gross Operated Production	6,815,042 538,817	=	12.6
Total Flaring Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	Total Scope 1 GHG Emissions for GHG Source: Flaring Total Gross Operated Production	595,010 538,817	=	1.1
Total Other Sources Emissions Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	Total Scope 1 GHG Emissions for GHG Source: Other Sources Total Gross Operated Production	962,195 538,817	=	1.8
Total Methane Intensity Rate (Metric Tons CO ₂ e/MBoe)	=	Total Scope 1 Methane Emissions Total Gross Operated Production	1,615,852 538,817	=	3.0

2025 Metric					
Total Methane Emissions Percentage (Mcf/Mcf)	=	Total Scope 1 Methane Emissions in MCF Total Gross Operated Natural Gas Production	3,005,677 1,682,785,875	=	0.18%
Total Water Intensity Rate (Bbls/Boe)	=	Total Water Used U.S. Gross Operated Production	389,685,217 512,157,280	=	0.76
Reuse Intensity Rate (Bbls/Boe)	=	Reuse Water Used U.S. Gross Operated Production	208,190,992 512,157,280	=	0.41
Nonfreshwater Intensity Rate (Bbls/Boe)	=	Nonfresh Water Used U.S. Gross Operated Production	77,360,750 512,157,280	=	0.15
Freshwater Intensity Rate (Bbls/Boe)	=	Fresh Water Used U.S. Gross Operated Production	104,133,475 512,157,280	=	0.20
Oil Spill Rate (over 1 Bbl) (Bbls/MBoe)	=	Oil Spill Volume U.S. Gross Operated Production	3,008 512,157	=	0.006
Recovered Oil Rate (over 1 Bbl) (Bbls/MBoe)	=	Recovered Oil Volume U.S. Gross Operated Production	2,170 512,157	=	0.004
Workforce Lost Time Incident Rate (LTIR)	=	Number of Lost Time Incidents x 200,000 Manhours Worked	15 45,415,286	=	0.07
Workforce Total Recordable Incident Rate (TRIR)	=	Number of Recordable Incidents x 200,000 Manhours Worked	65 45,415,286	=	0.29
Employee LTIR	=	Number of Lost Time Incidents x 200,000 Manhours Worked by Employees	2 6,673,649	=	0.06
Employee TRIR	=	Number of Recordable Incidents x 200,000 Manhours Worked by Employees	3 6,673,649	=	0.09
Contractor LTIR	=	Number of Lost Time Incidents x 200,000 Manhours Worked by Contractors	13 38,741,637	=	0.07
Contractor TRIR	=	Number of Recordable Incidents x 200,000 Manhours Worked by Contractors	62 38,741,637	=	0.32



Managing Emissions

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

➤ For more detailed information on how EOG manages emissions in our operations, see [Managing Emissions](#) in the [Management Report](#).

2025 Highlights

Award-Winning Technology: iSense®

Since piloting our in-house methane monitoring solution technology, we have been deploying iSense in the field, prioritizing the areas of highest potential impact. We continued to roll out iSense in additional operating areas in 2025, with more than 75%¹ of our production handled at central tank batteries continuously monitored across the company by iSense.

EOG received the Innovation in Technology Award at the 2025 Eagle Ford Excellence Awards, presented by the South Texas Energy and Economic Roundtable and the Texas Oil and Gas Association, for the implementation of our iSense technology in our Eagle Ford operations. The award recognizes organizations that develop a technology that is now being implemented and has led to improvements for the region.

See [iSense Continuous Leak Detection System](#) in the [Management Report](#) for more information.

Advancing Our OGMP 2.0 Progress

EOG has participated in the Oil & Gas Methane Partnership 2.0 (OGMP 2.0) since 2023, achieving Gold Standard Pathway in 2024. In 2025, we maintained our Gold Standard Pathway designation, highlighting our commitment to advancing methane emissions management.

See [Industry Collaborations to Address Methane Emissions](#) in the [Management Report](#) for more information.

Powering Remote Field Operations

Throughout 2025, we continued to enhance the reliability and operational efficiency of certain remote field locations by generating electricity on-site using field natural gas and by electrifying equipment at central tank batteries and large facilities in locations where power is limited. Additionally, where feasible, we have further extended these efforts by utilizing natural gas-powered turbines for compression operations, supporting more efficient and lower-emission development across our operating footprint.

EOG's Near-Term Emissions Targets

EOG set new near-term emissions targets in 2025 after achieving our prior targets for GHG intensity rate, methane emissions percentage, and zero routine flaring ahead of schedule. These emissions targets are intended to support continued reductions in GHG emissions intensity and strong methane emissions percentage performance through implementation of innovative practices and technologies.

Our new targets were established based on the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Reporting Program (GHGRP) methodology as amended in 2024. Our ability to establish these new emissions reduction targets using the EPA's updated reporting methodology, one year ahead of the original implementation schedule, reflects our proactive emissions management approach and the depth of our emissions and operational data.

See [Methodology and Metrics](#) for more information on methodology updates.



Near-Term Emissions Targets²

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

² 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.

¹ Based on percentage of gross oil production handled at central tank batteries covered by iSense.

2025 Performance

Evaluating changes in our GHG intensity rate and methane emissions percentage enhances our ability to manage our emissions and identify areas for improvement. As this is our first year reporting emissions in alignment with the updated GHGRP methodology (see *Methodology and Metrics* for more information), we are providing a qualitative discussion of performance and will include year-over-year trend analysis in future years.



Over the past several years, we have made significant progress reducing our GHG intensity and methane emissions percentage, driven largely by our efforts to reduce flaring, convert pneumatic controllers and pumps, and increase frequency of leak detection and repair (LDAR) monitoring.

In 2025, our absolute emissions increased as a result of the addition of a new natural gas processing plant, as well as the acquisition of Encino Acquisition Partners. However, we are continuing to make progress toward achieving our new GHG intensity and methane emissions percentage targets.

Going forward, our focus remains on identifying and implementing operational improvements, including process refinements, equipment changes, and efficiencies. Ongoing efforts will also include continuing to evaluate technologies and methodologies that advance our ability to detect, measure, and quantify methane emissions.

U.S. Scope 2 Emissions

For 2025, our indirect Scope 2 GHG emissions from our U.S. operations were 420,024 metric tons CO₂e, or approximately 5% of the total Scope 1 and Scope 2 emissions from our U.S. operations.

See *Internal and Third-Party Verification and Assurance* for more information on the verification and assurance of our U.S. Scope 2 GHG emissions data.

Other Air Emissions

We disclose emissions of sulfur oxides, nitrogen oxides, and volatile organic compounds from our U.S. operations.

For more information on the metrics and calculation methodology, see the *Data Tear Sheet* and *Definitions*. Our efforts to reduce GHG emissions, described in this section, also help reduce other air emissions.

Methodology and Metrics

Calculation Methodology

- EOG calculates U.S. and Total Scope 1 GHG and methane emissions and emissions target performance using EPA GHGRP methodology as amended in 2024.
- EPA's updated GHGRP emissions reporting methodology expanded the scope of emissions sources and updated calculation methods and emissions factors for other previously reported sources and equipment. This updated reporting methodology increases reported emissions across the U.S. oil and gas industry, including for EOG.

Metrics

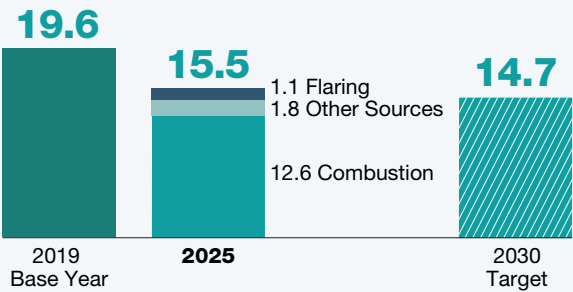
- Emissions associated with the acquisition of Encino Acquisition Partners have been included from the acquisition date of August 1, 2025, through December 31, 2025.
- Beginning with the 2025 Sustainability Report, we have updated our emissions source categories to incorporate the Pneumatics source category within the Flaring and Other Sources categories. Given the significant progress we have made reducing pneumatic emissions, we believe these updated categories better align with our current operational emissions sources. Our updated source categories are now Combustion, Flaring, and Other Sources.
- Historical emissions data previously reported by EOG is available in the *Data Tear Sheet*.

Third-Party Verification and Assurance

- We obtained independent third-party verification and reasonable assurance of our Scope 1 GHG emissions. See *Internal and Third-Party Verification and Assurance* for more information.
- For more detailed descriptions of our Scope 1 GHG and methane metrics and information regarding the methodology used to calculate them, see the *Appendix*.

GHG Intensity Rate – Total and by Source

Metric tons CO₂e/MBoe

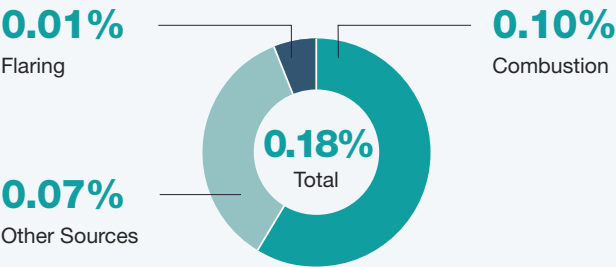


Near-Term Emissions Target

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

Methane Emissions Percentage – Total and by Source

Methane emitted/gross natural gas production

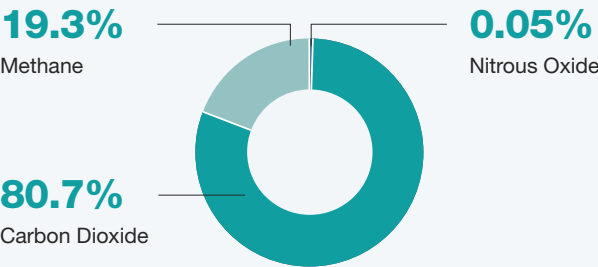


Near-Term Emissions Target

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

Total Constituent Gases

EOG's Total Scope 1 Emissions are composed of carbon dioxide, methane, and nitrous oxide in the following percentages for 2025.



In Focus

EOG’s Tools for Methane Management

Over the past several years, we have made meaningful improvements in our methane emissions performance.

In 2025, we continued to focus on utilizing technologies and practices across our operations to enhance our ability to detect and measure emissions more effectively.

Methane Detection

As we continue to deploy detection technologies and leverage the data and insights they provide, we are gaining additional understanding of how and where emissions occur in our operations, which ultimately supports more informed decision-making and enables us to target reduction efforts across our operations.

Measurement-Based Reporting

There is a growing focus on industry use of measurement-informed calculation methodologies and technologies that provide measurement data. EOG is continuing to advance the use of site-specific operational data and source-level measurements to enhance our emissions inventory data, support progress toward our targets, and further minimize methane emissions across our operations.

Additionally, EOG participates in OGMP 2.0, a multistakeholder initiative developed by the United Nations Environment Programme and Climate and Clean Air Coalition that has developed a comprehensive measurement-based reporting framework for the oil and gas industry designed to improve

transparency of methane emissions reporting. This reflects a commitment shared by EOG and other operators to enhance methane measurement, improve emissions data quality, and advance transparency in emissions reporting. We believe that our involvement in OGMP 2.0 demonstrates our support for transparent data collection and reporting and encourages industry-wide innovation and progress to reduce methane emissions.

By leveraging our methane detection technologies and strengthening our methane measurement capabilities, we aim to continue to minimize methane emissions in our operations, while contributing to broader industry efforts to improve methane data quality and transparency.

Integrated Emissions Management

The following are examples of the technologies and practices that EOG utilizes in various locations across our operations to detect methane emissions and enhance operational insights.



Satellites

EOG assesses data provided by satellite technology to enhance identification of potentially elevated methane concentration at the site level.





Aerial-Based Technologies

EOG utilizes aerial-based technologies, such as drones and airplanes, to identify potentially elevated methane concentrations at the site and equipment levels.





iSense

EOG’s proprietary methane monitoring system supports improved identification of methane emissions sources and leak repair responsiveness. In 2025, more than 75% of our production handled at central tank batteries across the company was continuously monitored by iSense, including 99% in the Delaware Basin.





LDAR

EOG’s LDAR program contributes to minimizing methane emissions at our facilities and supports identification of additional reduction opportunities. In 2025, we visited approximately 98% of facilities at least twice during the year with leak detection equipment, and the other 2% at least once.





Water Management

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

➤ For more detailed information on how EOG manages water in our operations, see [Water Management](#) in the [Management Report](#).

2025 Highlights

Innovating Water Management in Our Dorado Operations

Over the past several years, employees in our Corpus Christi operating area have piloted mechanical evaporation technology to evaporate produced water, reducing the number of trucks carrying water and the demand for disposal. In 2025, we enhanced this technology by incorporating a recirculation system to spread treated water across the liner of water storage facilities, increasing the evaporative surface area while utilizing the liner’s natural temperature to accelerate evaporation.

Driving Collaboration, Safety, and Efficiency Across Water Resources

In 2025, we established a Water Resources Study Group to strengthen collaboration by bringing together representatives from different offices to share best practices and operational successes. The group strengthened team relationships through field trips throughout our operating areas, emphasizing safety, efficiency, and open communication. Key outcomes included collaborative troubleshooting, shared insights on equipment sourcing, vendor coordination, and operational improvements.

2025 Performance

In 2025, we continued to source a majority of our water from nonfresh and reuse sources, and we remain focused on minimizing freshwater use. Our total water intensity and freshwater intensity rates remained relatively consistent from 2024 to 2025. Freshwater intensity rates are influenced by the availability of nonfreshwater sources and reuse opportunities in exploratory plays and certain development plays.

➤ See [Sources of Water](#) and [Water Reuse](#) in the [Management Report](#) for additional details on factors that influence water use in our operations.



Delaware Basin operations

73%

of water sourced across all of our U.S. operations was from nonfresh or reuse sources.

50%

or more of water sourced for our operations has been from reuse sources since 2021.

100%

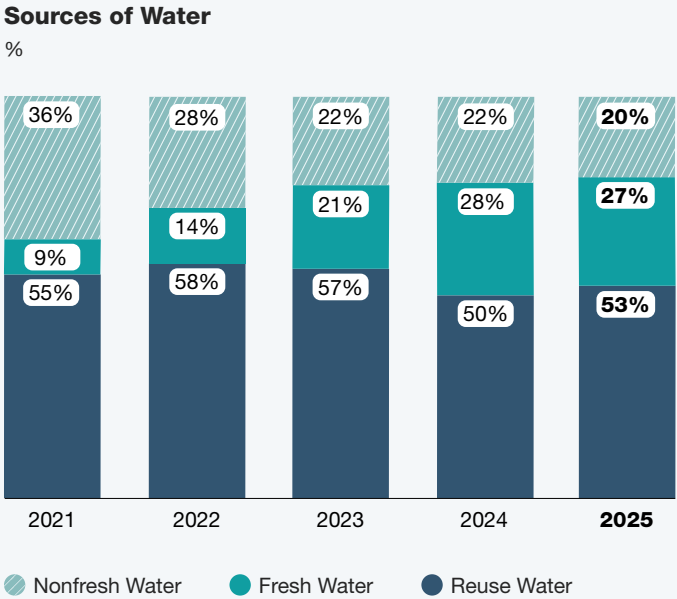
of our operating areas have some level of reuse capability.

>99%

of water sourced for our Delaware Basin operations in 2025 was from reuse or nonfresh sources.

95%

of the total water handled by EOG in 2025 was transported via pipe.



➤ See the [Data Tear Sheet](#) for additional water data. For information regarding the methodology used for the water metrics in this section, including the formulas and definitions, see the [Appendix](#).

In Focus

Advancing Water Management Technologies

Produced water management remains an important operational focus across the oil and gas industry.

As the industry continues exploring technologies that can expand opportunities for use of treated water, EOG partnered with TETRA Technologies (TETRA) to evaluate innovative treatment solutions for produced water.

Through this collaboration, EOG and TETRA are piloting a water treatment technology intended to advance produced water treatment and reuse. The technology uses a patented process to treat produced water with the goal of enabling additional opportunities for reuse in industrial and agricultural applications. Potential uses of the treated produced water are being assessed in a field study pilot project in the Permian Basin involving irrigation of planted crops with treated produced water in a controlled environment.

These efforts reflect EOG's ongoing approach of collaborating with other stakeholders to evaluate emerging solutions. Insights from this project will help inform future opportunities to enhance our water management strategies.

Dorado operations





Spill Prevention and Management

EOG seeks to proactively minimize or 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.

➤ For more detailed information on our approach to spill prevention in our operations, see [Spill Prevention and Management](#) in the [Management Report](#).

2025 Highlights

Utilizing Real-Time Data to Proactively Identify Potential Issues

Throughout 2025, we continued to expand the use of iDetect®, our proprietary leak detection software, by incorporating it on tanks at facilities across several of our operating areas. By comparing expected tank levels to actual volumes, iDetect's model can flag unusual changes and generate alerts remotely to help detect potential leaks. These alerts are delivered to our control centers and also to field personnel on their mobile devices, helping to proactively address potential issues.

Collaborating to Further Understand Our Spill Performance

In 2025, we established a multi-disciplinary team of employees focused on advancing our understanding of spill performance through collaboration and knowledge sharing. The group met throughout the year to analyze data, share lessons learned from past events, and review industry practices to help inform spill management practices. We believe these efforts will help provide insight into where and how to focus our efforts to minimize or eliminate the risk of spills.



Dorado operations

2025 Performance

EOG tracks and documents oil spills and produced water spills from our U.S. operations, including total volumes spilled and the volumes recovered from those spills.

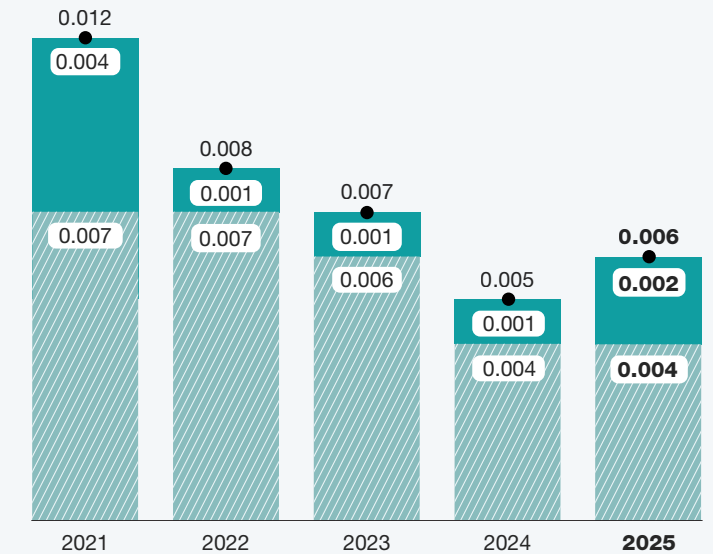
Our 2025 oil spill rate increased compared to 2024, and we recovered 72% of the total oil spill volume in 2025. The year-over-year changes were primarily due to a large spill and loss of containment event during decommissioning operations.

Our 2025 produced water spill volume increased compared to 2024, and we recovered 63% of the total volume of produced water spills. The year-over-year changes were primarily related to increased movement of water resources due to increased operational activity in 2025, as well as a large spill event.

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

Oil Spill and Recovery Rate – Spills Over One Barrel

Bbls/MBoe



● Total Oil Spill Rate
 ● Unrecovered Oil Spill Rate
 ● Recovered Oil Spill Rate



Biodiversity and Land Stewardship

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

➤ For more detailed information on our approach to biodiversity, see [Biodiversity and Land Stewardship](#) in the [Management Report](#).

2025 Highlights

Pioneering Public-Private Environmental Stewardship and Collaboration

EOG has established an innovative conservation lease agreement with the New Mexico State Land Office (NMSLO). Spanning nearly 600 acres of land previously leased by EOG, the lease was developed to promote the continued conservation of biodiversity, land, and archaeological resources in a multiuse area and establish long-term plant species monitoring efforts. In 2025, EOG hosted staff from the NMSLO to showcase the learnings from the innovative conservation lease and demonstrate EOG’s use of technology for plant species monitoring and conservation efforts.



Supporting Informed Land Stewardship With Aerial Data

In 2020, employees in our Midland office developed a drone and fixed-wing aircraft program in collaboration with the Bureau of Land Management (BLM) to conduct high-resolution aerial surveys of proposed infrastructure. Compared to traditional ground-based assessments, this approach expands visibility across the landscape and enables the collection of higher-quality data to better understand ecological features and local conditions. These insights support more informed, site-specific decision-making. Throughout 2025, we continued to leverage this program to strengthen the predevelopment assessment process and planning in coordination with the BLM.



Advancing Effective Reclamation

EOG has been piloting innovative, data-driven reclamation methods in the Powder River Basin. In 2025, we restored former operational sites by removing infrastructure, regrading land, and using diverse revegetation techniques such as native seed mixes, biochar, and mature sagebrush transplants. Early results from these pilot efforts have shown increased biodiversity and improved vegetation. We plan to incorporate our learnings to help further refine and improve our reclamation practices.





Our Communities

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

➤ For more detailed information on how EOG engages with our communities, see [Our Communities](#) in the [Management Report](#).

2025 Highlights

Community Volunteerism

Giving back to the communities where we live and work is an important element of EOG's culture. In 2025, more than 2,000 employees dedicated their time to support local organizations and causes through employee-led initiatives and over 80 EOG-sponsored events.

The following are examples of how EOG employees gave their time in 2025. Together, these efforts highlight EOG's commitment to giving back through meaningful, locally driven volunteerism.



Food Insecurity

EOG employees across all of our offices supported local organizations by helping prepare and distribute meals, contributing to efforts that address food insecurity in our communities. For more information about how the Houston office has donated their time, talent, and financial support to the Houston Food Bank, see [In Focus: Community Partnership in Action](#).



Clothing Drives

Employee-led clothing drives helped collect and distribute essential items to individuals and families in need, particularly during times of seasonal demand.



Sports Programs and Charity Athletic Events

EOG employees volunteered with numerous youth and community sports programs through coaching, mentoring, and event support, including several offices that organized MS150 teams.



Community Cleanups

Employees participated in city and beach cleanups, helping maintain public spaces and protect the environments where we operate.



Supporting Education

EOG supported education-focused initiatives through local partnerships, providing funding, equipment, and school supplies to help meet classroom needs. Employees also engaged with students through career days and classroom visits, helping inspire and inform the next generation.



Animal Welfare

Employees supported local shelters and rescue organizations, assisting with animal care and contributing to adoption and outreach efforts.

Supporting the Permian Strategic Partnership (PSP)

EOG is a founding member of the PSP, which was formed by oil and gas companies operating in the Permian Basin region in 2019. In 2025, EOG committed funds to the PSP to support projects including the following:

Southeast New Mexico College Trades x Technologies Building

PSP has supported investments in Career and Technical Education centers across the Permian Basin, including Southeast New Mexico College, to help continue to grow the future trained workforce in the Permian Basin. PSP has committed funding to develop a 40,000-square-foot Trades x Technologies facility that will provide classroom and lab spaces designed to address growing enrollment and increase program offerings.

Texas Tech Pediatric Residency Program

To help address the increasing demand for additional pediatric care in the region, PSP has committed funding to the Texas Tech Pediatric Residency program to recruit multiple subspecialty physicians as faculty in addition to graduating locally trained pediatricians to serve the Permian’s growing pediatric population. By 2030, the program is expected to support 12 pediatric residents per year.

Texas Permian Basin Regional First Responder Training Accelerator Program

PSP has partnered with Texas A&M Engineering Extension Service to establish a regional training program that will offer basic and advanced first responder and firefighting training across Permian Basin counties in Texas. This initiative is designed to increase the number of certified first responders, introduce new training and techniques, and provide a higher level of fire protection service to the region.



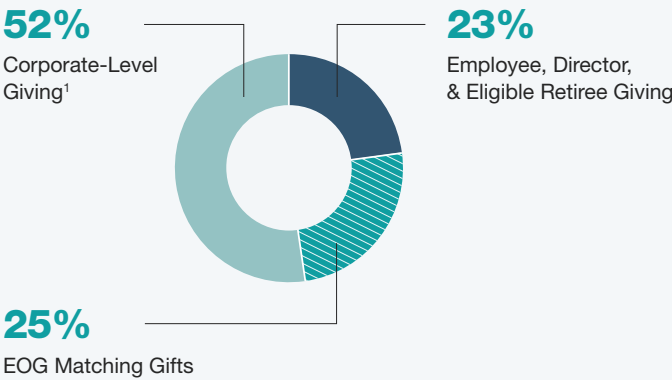
Delaware Basin operations

2025 Performance

Giving

In 2025, EOG, along with our U.S. employees, our directors, and our retirees, collectively contributed over \$14.6 million to support charitable and community needs. EOG’s matching gift donations accounted for \$3.6 million. This included a special 2:1 match for funds contributed to July 2025 Texas flood relief.

Giving Breakdown



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

2025 Giving Activities



In Focus

Community Partnership in Action

Supporting the communities where we live and work is an important element of EOG’s approach to community engagement.

By donating our time through volunteerism, financial support, and our employees’ unique skills and capabilities, we aim to address community needs and deliver meaningful, lasting impact. A strong example of this approach in action is our partnership with the Houston Food Bank, where EOG employees have contributed their time, technical expertise, and financial support to improving these vital services in the community since 2004.



Giving

Over the past five years, EOG and its employees have contributed over \$450,000 to the Houston Food Bank through employee and company donations. These contributions help expand access to meals and strengthen the Houston Food Bank’s ability to serve communities in need.



Volunteerism

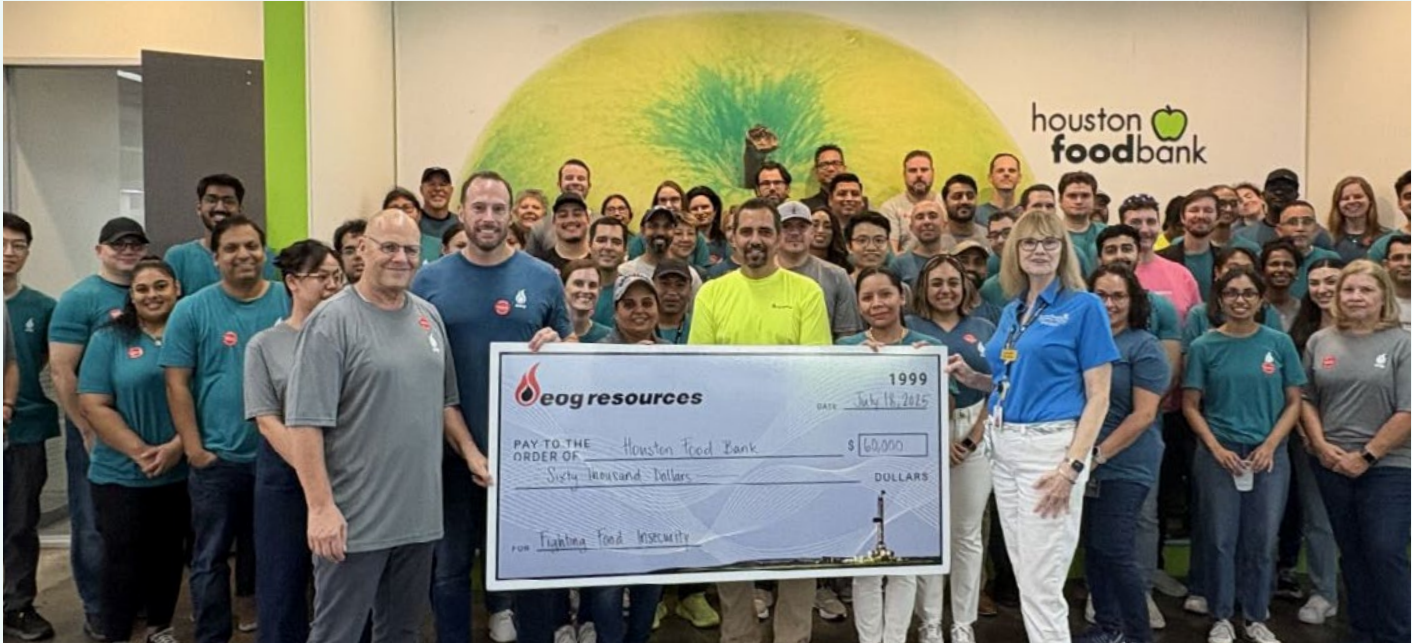
EOG employees have contributed more than 2,000 volunteer hours at the Houston Food Bank since 2021, supporting core operations such as sorting, packing, and distributing food. This consistent, hands-on involvement reflects a culture of service that extends across our organization. As a result of our volunteer efforts at the Houston Food Bank, we have been recognized by the Houston Food Bank with the President’s Volunteer Service Award annually since 2021.



Skills-Based Support

Our community giving approach extends beyond just time and financial contributions. Our employees also apply their technical expertise to support community partners. During a 2025 volunteer event, EOG employees identified an opportunity to repair and improve the Houston Food Bank’s food carousel system. The team advised on an enhanced design solution and procurement options for necessary equipment to enable the organization to move food more effectively.

Giving Back to the Houston Food Bank





Our People

At EOG, we empower employees as idea generators and decision-makers, fostering an environment where innovation and continuous improvement thrive. By providing employees with a quality work environment, EOG is able to attract and retain many of the industry's best and brightest.

➤ For more detailed information on EOG's people, see [Our People](#) in the [Management Report](#).

2025 Highlights

Supporting Employee Wellness

EOG promotes employee wellness year-round through activities focused on engagement, awareness, education, and prevention. In 2025, we hosted annual wellness fairs across several offices that provided employees with direct access to health screenings, wellness vendors, and informational sessions.



Fort Worth office



Oklahoma City office



San Antonio office

Training and Developing Our Employees

We continue to offer a comprehensive suite of training programs designed to support employees at every stage of their careers. From leadership development and culture-focused sessions to team-based and role-specific training, these programs are designed to strengthen capabilities, reinforce EOG's culture, and foster collaboration across the organization. In 2025, we delivered over 80 training sessions across the company. These offerings provide employees with the tools and knowledge needed to grow as leaders and enhance team performance.

Providing Hands-On Learning Through Our Internship Program

Since 2006, we have offered a summer internship program to qualified students pursuing careers in engineering, geoscience, land, information systems, safety, environmental, human resources, or accounting. Interns at EOG work on projects that not only provide valuable hands-on work experience but also firsthand knowledge and insight into our premier operations. Since the program's inception, approximately 92% of eligible interns have accepted positions when extended full-time job offers from EOG. More than 160 current EOG employees began their careers through the internship program, with over 25% of these former interns advancing into leadership roles across the company.

EOG Continues to Be Recognized as a Top Workplace

Based on the 2025 Energage survey, which identifies companies that create a positive work environment by prioritizing a people-centered culture and giving employees a voice, EOG was included on the Top Workplaces list nationally in USA Today and engineering.com and locally in Dallas-Fort Worth, Denver, Great Plains, Houston, New Mexico, Oklahoma City, and San Antonio. In addition, EOG received a Manufacturing Industry Award, as well as numerous Top Workplaces Culture Excellence Awards. See the [Careers](#) section of the website for more information.



2025 U.S. Employee Demographics

3,273

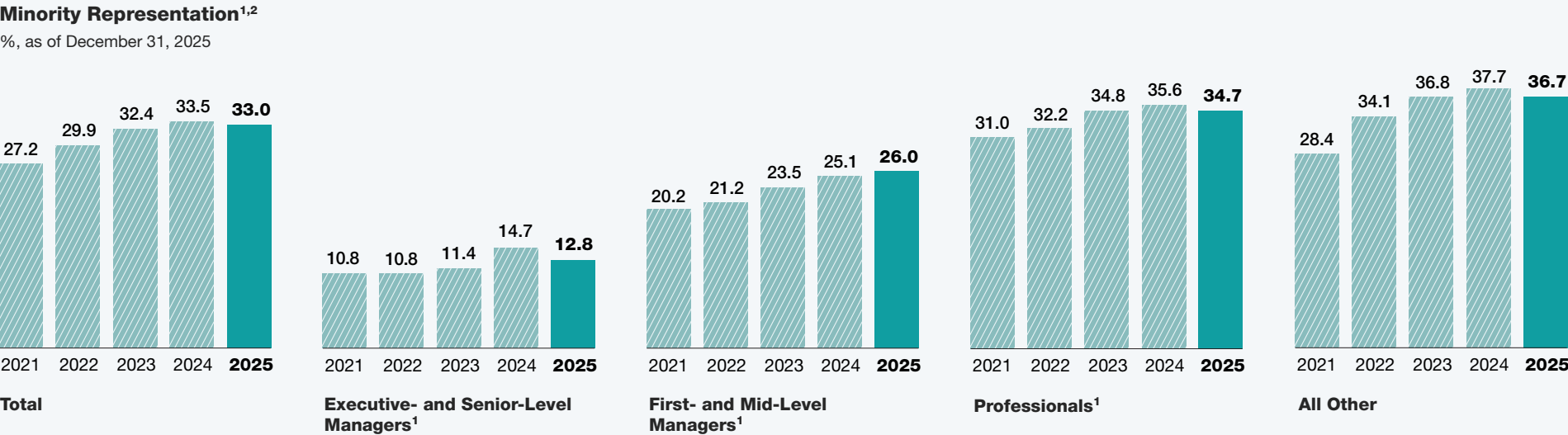
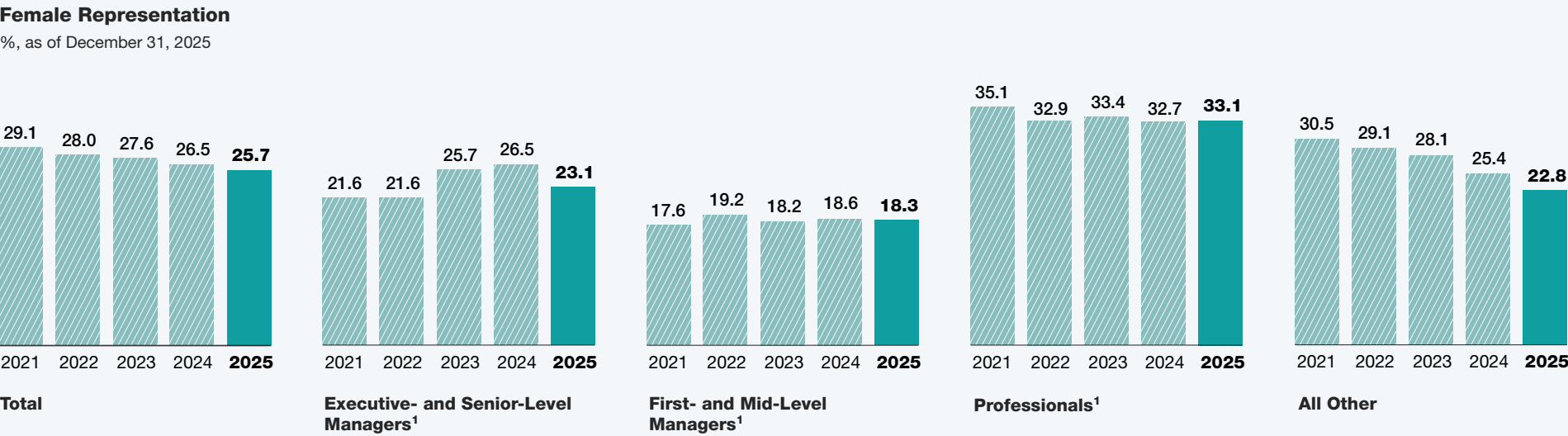
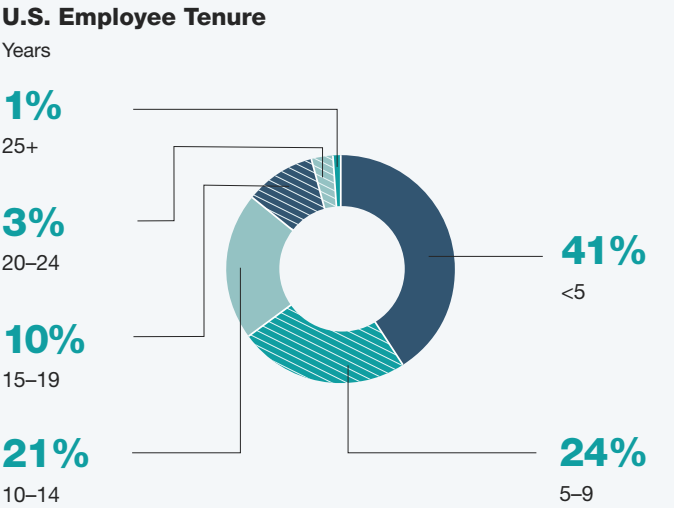
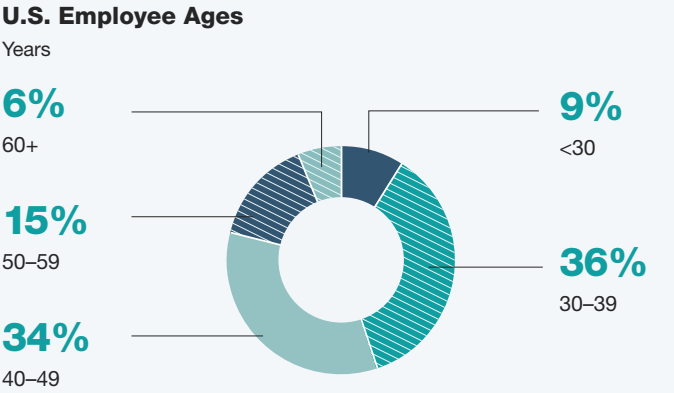
employees

59%

of employees have been with the company for five or more years

2.3%

Voluntary Turnover Rate



1 As defined by the U.S. Equal Employment Opportunity Commission.
2 Based on self-identification by employees.

In Focus

A Proactive Approach to Workforce Integration

In August 2025, EOG completed the acquisition of Encino Acquisition Partners, significantly expanding our footprint in the Utica Play and welcoming a large number of experienced employees into the organization.

Recognizing the significant value and operational expertise these new employees brought to the organization, EOG emphasized a thoughtful and proactive transition process focused on preserving institutional knowledge, supporting employees, and strengthening collaboration across the company.

Starting from day one, EOG prioritized team collaboration and frequent communication to support a smooth transition and maintain EOG's unique culture. The integration team conducted weekly multi-disciplinary meetings with new employees to encourage collaboration across departments, help identify and address potential challenges early, and support new employees as they navigated the onboarding process.

To further help familiarize new team members with EOG's operational practices, newly onboarded employees were paired one-on-one with experienced trainers who provided guidance and insight into day-to-day operations and expectations. Recognizing the important role that technology plays in how we operate, trainers also provided support on our applications and systems, supplemented by training sessions focused on growing their understanding of the technology that we use throughout the company.

In parallel, EOG's information systems team worked proactively to procure and prepare technology equipment, establish systems access, and confirm that applications and permissions were operational for new employees prior to their onboarding. This coordinated effort helped new employees quickly access the tools and information needed to perform their responsibilities safely and efficiently from day one.

Through thoughtful planning, multi-disciplinary collaboration, and a strong focus on communication and employee support, the transition process was carried out efficiently while creating opportunities to strengthen practices and support continuous improvement across EOG. The experience reinforced the value of proactive coordination, preserved important operational knowledge, and demonstrated EOG's commitment to supporting employees through periods of growth and transition.



Utica Play operations



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.

➤ For more detailed information on our safety culture, see [Safety](#) in the [Management Report](#).

2025 Highlights

Developing EOG Safety Leaders

EOG has a robust Safety Leadership training program designed to reinforce a proactive safety culture across the company. The Safety Leadership workshops are designed to provide tools and knowledge to help identify potentially hazardous conditions and share ideas for reducing and eliminating potential hazards. In 2025, over 2,000 contractors and employees took part in EOG Safety Leadership workshops that addressed a variety of topics, including EOG's safety culture, *stop-work authority*, and characteristics of an effective safety leader.

Leveraging EOG's Safety Knowledge to Educate Lease Operators

In 2025, EOG established a dedicated Lease Operator Training Center to strengthen workforce capabilities and support safe, reliable operations. The Center expands classroom capacity and features a newly developed lease operator training program supported by subject matter experts across our operating areas. The program included training courses on various aspects of safety in the oil and gas industry.



Eagle Ford operations

2025 Performance

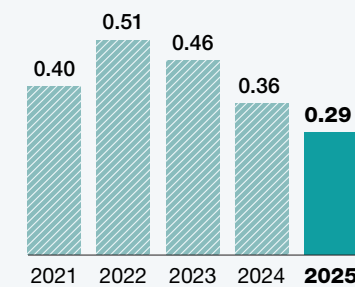
Tracking and reporting safety metrics supports our focus on safety performance. This includes Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). We also track our Severity Index Rate, an internally defined metric utilized to track incidents based on the severity and duration of the injury. We believe tracking and reporting safety metrics also helps enhance our understanding, identification, and implementation of proactive safety management practices.

Our workforce TRIR and LTIR decreased by 19% and 13%, respectively, in 2025, reflecting our continued focus on collaboration, knowledge sharing, and open communication between our employees and contractors throughout our operating areas. We believe that training through our Safety Leadership program and Lease Operator Training Center further supported our safety performance in 2025.

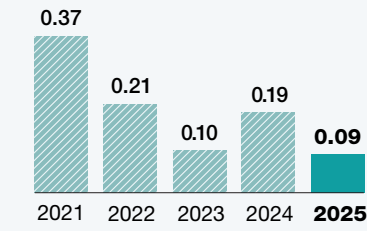
➤ See the [Appendix](#) for related formulas and definitions and the [Data Tear Sheet](#) for expanded safety metrics, including work-related fatalities.

Total Recordable Incident Rate (TRIR)¹

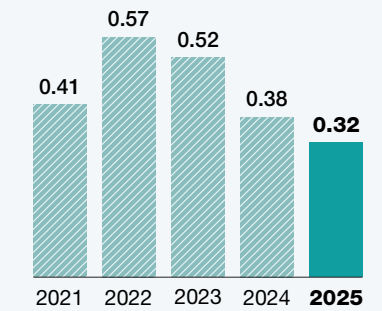
incidents per 200,000 hours



Workforce



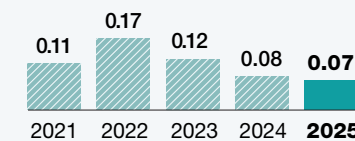
Employee



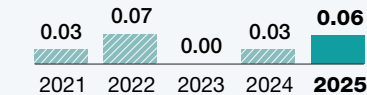
Contractor

Lost Time Incident Rate (LTIR)¹

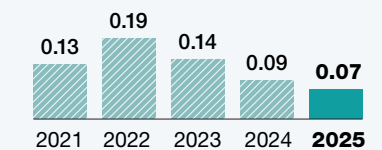
incidents per 200,000 hours



Workforce



Employee



Contractor

¹ EOG utilizes the industry-standard measurement, as established by the Occupational Safety and Health Administration (OSHA), of incidents (injuries) per 200,000 hours worked in calculating TRIR and LTIR. We work closely with our contractors to capture the hours worked by their employees and subcontractors.



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.

For more detailed information on our corporate governance practices, see [Governance](#) in the [Management Report](#).

Board of Directors

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.



John D. Chandler
Director since 2025



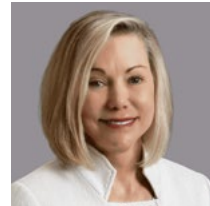
Janet F. Clark
Director since 2014



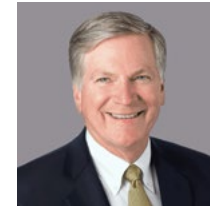
Charles R. Crisp
Director since 2002



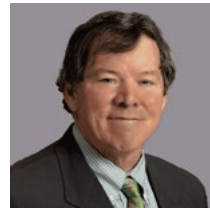
Robert P. Daniels
Director since 2017
2026 Presiding Director



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



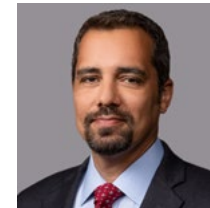
C. Christopher Gaut
Director since 2017
Audit Committee Chair



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



Julie J. Robertson
Director since 2019

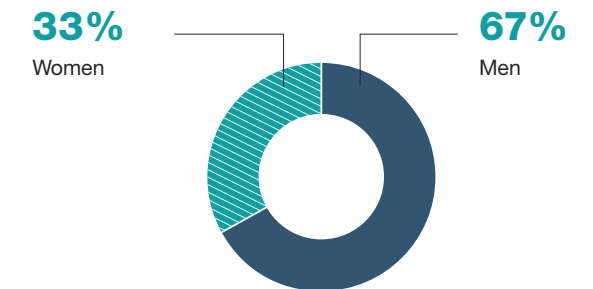


Ezra Yacob
Director since 2021
Chairman of the Board and
Chief Executive Officer

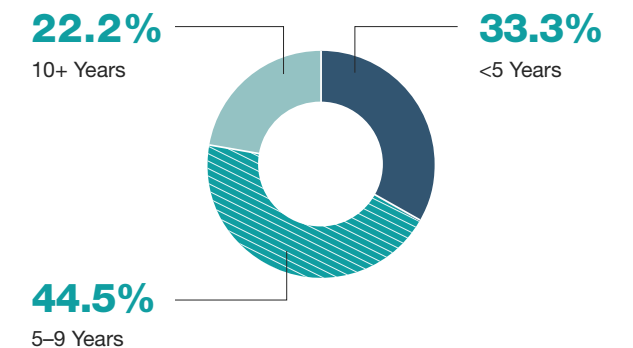
Board of Directors Tenure and Demographics

We believe our Board of Directors reflects an appropriate balance between newer and longer-tenured directors. The following charts reflect the demographics and tenure of our directors as of September 1, 2026. The average tenure of our directors as of September 1, 2026, was 8.7 years.

Board Demographics



Board Tenure



Board of Directors Skills and Experience

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

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

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.

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 this report, prior to our next sustainability report, will be set forth in the Data Tear Sheet posted to the Sustainability section of the EOG website. Total amounts presented in this report may not equal the sum of their components due to rounding. Percent changes presented in this report may reflect rounding. Crude oil equivalent volumes are determined using a ratio of 1.0 barrel of crude oil and condensate or natural gas liquids to 6.0 thousand cubic feet of natural gas.

About EOG

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

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.



2025 Sustainability Report

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