



POLITICAL ACTIVITIES AND TRADE ASSOCIATIONS POLICY

EOG Resources, Inc. Policies Regarding Political Contributions and Activities

As stated in the EOG Resources, Inc. (“EOG” or the “Company”) Code of Business Conduct and Ethics for Directors, Officers and Employees, EOG respects and supports the rights of its directors, officers and employees to support political parties and candidates with their personal efforts and monetary contributions and to participate in political activities.

However, EOG directors, officers and employees may not make any contribution of Company funds, property or services to any political party or committee, or to any candidate for, or holder of, any office of any government, without the express approval of EOG’s Chief Executive Officer. These restrictions also apply to use of Company resources, such as employee time, telephones, computers or supplies. The Company will also not reimburse employees for personal political contributions.

In addition, in participating in political activities, EOG directors, officers and employees must make clear that their views and actions are their own, and not those of the Company.

Political Contributions and Related Expenditures by EOG

EOG does not utilize corporate funds to make contributions to any federal, state or local political candidate, party, organization or campaign or to engage in “independent expenditures” or “electioneering” as defined under federal elections law. Additionally, EOG does not sponsor or administer a political action committee.

While third-party websites and reports may disclose personal political contributions made by individuals who have listed EOG as their employer on their contribution forms, none of these contributions were directed by EOG or involved EOG funds.

Trade Associations

Like other companies in the oil and gas industry, EOG participates in various state and national trade associations in order to advance its business interests. EOG is not aware of any contributions made by these associations to political parties, candidates, organizations or campaigns that were funded with EOG membership dues.

EOG acknowledges that it benefits from the time such trade associations spend engaged in efforts to educate lawmakers and voters on issues relevant to the oil and gas industry as a whole. Trade associations provide technical expertise, set standards to improve industry operations, and monitor legislative and regulatory changes, in addition to advocacy. Trade association advocacy activities are not, however, controlled by EOG. These trade associations,

which represent their collective membership and not individual member companies, take positions on a wide variety of matters, not all of which impact or are 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 in such trade association after weighing the benefits of our participation in such trade association against the potential risks arising from the ongoing misalignment. The outcome of such 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.

EOG discloses (i) the trade association memberships for which its annual dues equal or exceed \$50,000 and (ii) the amount of dues paid to each such trade association for such year.

EOG prioritizes trade association participation that is aligned with the Company's focus on maximizing long-term shareholder value and being among the lowest cost, highest return and lowest emissions producers. As such, we believe policy approaches and initiatives should support continued access to reliable and affordable energy, energy security, global solutions and collaboration, innovation in science and technology, and streamlined solutions that minimize the Company's administrative costs and avoid duplication.

Board of Directors Oversight

Pursuant to its charter, the Nominating, Governance and Sustainability Committee of EOG's Board of Directors reviews, at least annually, the Company's contributions to trade associations, including any amounts related to political activities and lobbying expenses. The Committee also reviews other political contributions or expenditures, if any, made by the Company.

In addition, pursuant to its charter, the Committee reviews annually the Company's policies relating to the approval of, and use of corporate funds or property for, contributions to trade associations (including any amounts related to political activities and lobbying expenses) and other political contributions or expenditures.

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