

Human Rights Policy of Civitas Resources, Inc.

Civitas Resources, Inc. and its subsidiaries (collectively, “Civitas” or the “Company”) are committed to conducting our business in accordance with the highest standards of business ethics and conduct. It is our responsibility as an operator to protect and respect human rights, and it is expected that our third-party contractors, suppliers, and other stakeholders act in a manner consistent with this Policy.

Our Human Rights Policy aligns with the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Human Rights and Reporting Concerns

We adhere to fundamental human rights principles, including those concerning freedom of association, collective bargaining, and non-discrimination. We are an Equal Employment Opportunity (EEO) employer, and we commit to hiring the most qualified candidates and do not discriminate based on race, religion, gender, sexual orientation, ethnic or national origin, age, disability, family status or any other protected status and personal characteristics for all aspects of employment, including recruitment, training, professional development, and promotions. It is the Company’s responsibility to respect all applicable employment, labor, and human rights laws and regulations. Civitas is committed to providing fair wages, and child and forced labor are never permitted.

Civitas has established the proper channels to anonymously report any perceived violations of our Code of Business Conduct and Ethics through our Civitas Compliance whistleblower hotline. Team members and contractors have the authority and obligation to raise issues with management to ensure the Company fosters an environment that is free of discrimination, inequity, harassment, or any other human rights infringements. The Company has a strict non-retaliation policy against any person who reports a violation of this Policy or any of the expectations outlined in the Civitas Code of Business Conduct and Ethics.

We require the following trainings for our employees on a yearly basis:

- Anti-discrimination
- Anti-harassment
- Diversity & Inclusion and Unconscious Bias
- Ethics & Code of Conduct

Community Engagement

Civitas takes a proactive approach to human rights and indigenous rights. It is policy that community impact assessments must be completed prior to settling in new areas, and that community members remain actively engaged throughout the lifespan of Civitas' operations.

Currently, Civitas does not operate on indigenous land; however, we do abide by Free Prior and Informed Consent (FPIC) best practices and refrain from operating in protected areas.

In our search for talent across geographic regions, Civitas prioritizes local hiring for both employees and contractors – specifically across field operations – to support employment opportunities in local communities. Our workforce is over 90% local, and we aim to continue this trend throughout our hiring process.

As this Policy is a key component of the Civitas compliance program and is integral to the wellbeing of our employees and our communities, any violation of this Policy could result in serious disciplinary action—up to and including termination where permitted by law.

[Approved by Board – 04-29-2022]