



# Human Rights Policy Statement

At Coterra Energy, Inc. (Coterra), our values are the foundation of the way we do business. They unite us under one set of shared beliefs. Most importantly, our values help us achieve our business objectives the right way—with integrity.

Coterra endeavors to conduct its business in a socially responsible and ethical manner consistent with human rights principles. We are committed to embedding respect for human rights throughout all aspects of our business and within all geographies in which we operate. This policy applies to all employees and contractors, employees of our subsidiaries, our operations and services, and our suppliers and other business relationships.

## **Coterra's Commitments in the Workplace**

Coterra is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of each employee, and providing equal opportunity for development to all employees.

Specifically, Coterra recognizes its responsibility with regards to:

- The prohibition of forced and child labor
- A workplace free from harassment or any form of discrimination
- Freedom of association
- Complying with all laws regarding hours and wages
- Employee privacy

Although Coterra does not currently operate outside of the continental United States, Coterra respects international human rights principles and our commitments to human rights are guided by the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

## **Coterra's Commitments in the Community**

Where people in local communities maybe affected by our operations, we strive to identify any potential adverse impacts and take steps to mitigate or eliminate such impacts. We respect the land rights of indigenous people and are committed to protect culturally sensitive areas. We recognize the sensitivities involved in addressing issues related to the cultural heritage of indigenous communities, and address such issues in a spirit of respect, trust and dialogue. We commit to act in accordance with applicable laws and to consult with local community leaders and residents, should our activities affect tribal, indigenous or native lands.

This Human Rights Policy is overseen by the Board of Directors and the responsibility and accountability for ensuring compliance to this policy is assigned to all employees of Coterra. Senior management is charged with leading in a manner that epitomizes the principles set forth in this policy and ensuring that those who report to them lead likewise. Employees receive routine



training on workplace conduct and our policies supporting the advancement of human rights contained in our Code of Business Conduct and Ethics and certify that they are not aware of any violations of the same. Our employees are encouraged to raise any human rights issues with their supervisor, our human resources or legal departments, or to report to our 24-hour hotline found at 877-813-9101, or via the web, at <https://coterra.ethicspoint.com>.

In the event there is a violation of this policy, Coterra is committed to implementing a formal grievance mechanism and to taking action necessary to correct negative impact. We will monitor and report to our Board of Directors on human rights impacts and use that information to inform ongoing human rights risk assessments, as well as ongoing reviews of this policy and procedures implementing this policy.

A handwritten signature in black ink, appearing to read 'T. E. Jorden', written in a cursive style.

**Thomas E. Jorden**  
*Chief Executive Officer and President*