

EOG RESOURCES, INC.

Nominating, Governance and Sustainability Committee Charter

(As of September 14, 2023)

Purpose

The Nominating, Governance and Sustainability Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of EOG Resources, Inc. (the “Company”) to (1) assist the Board by identifying individuals qualified to become Board members, consistent with criteria (e.g., credentials and qualifications for directors) approved by the Board, (2) recommend to the Board the director nominees for the next annual meeting of stockholders, (3) recommend to the Board director nominees (including chairpersons) for each committee, (4) provide oversight and guidance with respect to environmental, social and governance (“ESG”), environmental compliance, safety and sustainability-related matters and the annual Sustainability Report published by the Company, (5) develop and recommend to the Board the Corporate Governance Guidelines applicable to the Company and (6) oversee the annual review of the Board’s performance.

Committee Membership

The Committee shall consist of no fewer than three members. The members of the Committee shall meet the independence requirements of the New York Stock Exchange, the Company’s bylaws and applicable law, as each is amended from time to time.

The members of the Committee shall be appointed by the Board on the recommendation of the Committee. Committee members may be replaced by the Board.

Committee Authority and Responsibilities

In addition to such other duties as the Board may from time to time assign:

1. The Committee shall have the sole authority to retain and terminate any search firm to be used to identify director candidates and shall have the sole authority to approve the search firm’s fees and other retention terms. Consistent with the Company’s Corporate Governance Guidelines, if such a search firm is retained, it then shall be affirmatively instructed to include qualified women and minority candidates for consideration by the Board and the Committee. This Charter shall not, however, be construed in any instance as requiring the Committee to retain a search firm to identify director candidates.
2. The Committee shall also have the authority to obtain advice and assistance from internal or external legal, accounting or other advisors, without consulting or obtaining the approval of any officer of the Company in advance. The Committee shall have the sole authority to appoint, compensate and oversee the work of any such external advisors. The Company shall provide appropriate funding, as determined by the Committee, for payment of compensation to any such external advisors retained by the Committee.

3. The Committee shall actively seek individuals qualified to become Board members for recommendation to the Board. Directors should possess personal and professional integrity, have good business judgment, and have relevant experience and skills as well as other credentials and qualifications, including, but not limited to, those set forth in the Company's Corporate Governance Guidelines. The Committee shall take into account diversity in professional experience, skills and background, and diversity in race/ethnicity and gender, in considering individual director candidates.
4. Prior to recommending an individual for election to the Board, the Committee shall consider and review (i) the individual's credentials and qualifications, including but not limited to the individual director credentials and qualifications set forth in the Company's Corporate Governance Guidelines; (ii) the individual's independence and the experience, skills, diversity in race/ethnicity and gender and contributions that the individual brings to the Board (including whether the individual has the knowledge, background and experience to qualify as an "audit committee financial expert" under the rules and regulations of the Securities and Exchange Commission); and (iii) if the individual is an existing director of the Company, the individual's length of Board and committee service, Board and committee meeting attendance and fulfillment of Board and committee responsibilities.
5. The Committee shall consider director nominees recommended by the Company's stockholders pursuant to the procedures set forth in the Company's bylaws and described in the Company's proxy statement.
6. Prior to recommending the appointment of a director to a Board committee, the Committee shall consider and review the director's independence, the credentials, qualifications, experience, skills, diversity in race/ethnicity and gender and contributions that the director would bring to the Board committee, and, if the individual is an existing committee member, the director's Board committee meeting attendance and performance and fulfillment of committee responsibilities.
7. The Committee shall, in consultation with the Board and each of the Board committees, (i) monitor and periodically review the composition of the Board and each of the Board committees and (ii) recommend to the Board any changes, as appropriate, in the size of the Board or any of the Board committees or in the structure, operations (including authority to delegate to subcommittees), responsibilities (including committee reporting to the Board), membership (including member qualifications and member removal and replacement) and chairs (including removal and replacement of chairs) of any of the Board committees. The Committee shall also ensure that the Board and each of the Board committees consist of an appropriate number of "independent" directors within the meaning of, and in accordance with, all rules and laws applicable to the Company, the Company's Corporate Governance Guidelines and bylaws and the Company's Board committee charters.

8. The Committee shall, in consultation and coordination with the Board and the other committees of the Board, provide oversight and guidance with respect to ESG, environmental compliance, safety and sustainability-related matters' (including related legislative, regulatory and public policy matters) and the Company's related strategies, programs, policies and procedures.
9. In consultation and coordination with the Board and the other committees of the Board, the Committee shall oversee the Company's management of the key enterprise risks (including any emerging risks) to the Company in respect of ESG, environmental compliance, safety and sustainability-related matters.
10. The Committee shall review the annual Sustainability Report prior to publication by the Company.
11. The Committee shall oversee the Company's human rights matters, including the Company's Human Rights Policy and related policies and practices.
12. The Committee shall review, at least annually, the Company's contributions to trade associations, including any amounts related to political activities and lobbying expenses, and review other political contributions or expenditures, if any, by the Company. The Committee will also periodically review 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.
13. The Committee shall review proposals submitted by the Company's stockholders for inclusion in the Company's proxy materials; discuss appropriate action with the Company's management; and, as the Committee may deem necessary or advisable, recommend appropriate action to the Board.
14. The Committee shall periodically review the Certificate of Incorporation and Bylaws of the Company and recommend any proposed changes to the Board for approval.
15. The Committee shall perform the duties described in the Company's Corporate Governance Guidelines relating to majority election of directors and holdover directors.
16. The Committee shall annually review its own performance. The Committee shall also oversee the self-evaluation of the Board, receive comments from all directors and report annually to the Board with an evaluation of the Board's performance, to be discussed with the full Board following the end of each fiscal year.
17. The Committee shall review and reassess the adequacy of the Company's Corporate Governance Guidelines annually and recommend any proposed changes to the Board for approval.
18. The Committee may form and delegate authority to subcommittees when appropriate.
19. The Committee shall make regular reports to the Board.

20. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.

Approved by the Board of Directors on September 14, 2023.