

Health & Safety Policy

EVOLUTION PETROLEUM CORPORATION

SEPTEMBER 29, 2021

We work to protect the occupational health and safety of our employees and consultants in all facilities and locations. Our primary workplace for our employees and consultants is our corporate office space located in Houston, Texas. We are proud to provide a safe and secure workplace, and the policies and procedures we have implemented are intended to protect the health and wellbeing of our workforce and other onsite individuals. As a non-operator, in the capacity that we are able, we seek to:

- Abide by applicable environmental, health, and safety laws and regulations;
- Provide a safe workplace that ensures all of our employees and consultants understand the importance of the role that each individual plays in maintaining a safe work environment;
- Provide knowledge, training, tools, and other necessary resources for employees and consultants to perform their work safely and understand their individual accountability in maintaining a safe work environment;
- Work with our third-party operators as appropriate to support the health or safety of their workers’
- Authorize Stop Work Authority whereby any employee or consultant may raise a reasonable concern about safety and cease all work until the issue is addressed or resolved;
- Educate employees and consultants about the importance of workplace safety through safety meetings and training;
- Provide employees and consultants with relevant information and plans regarding proper procedures in the event of a fire, office lockdown, natural disaster, or other high-risk scenarios;
- Promote and encourage transparent communication regarding health, safety, and security concerns in the workplace between all employees, consultants, senior management, and the Board of Directors (“Board”);
- Subscribe to local weather and natural disaster alerts to stay informed and safeguard our employees and consultants, including providing real time communications to all employees and consultants;
- Keep the workplace clean and free of any hazards, spills, or other damage that could potentially pose a threat to the health and safety of employees and consultants;

- Perform annual visual inspections of our corporate office or other Company-operated facilities for any damage or situations that could pose a risk to the health and safety of employees and consultants;
- Ensure our facilities are disinfected by custodial staff regularly to mitigate the potential spread of germs and viruses; and
- Provide employees and consultants with health and medical supplies as needed, including hand sanitizer, and disposable masks.

We do not currently operate any of the physical oil and natural gas assets in which we own an interest and therefore do not report or record workplace incidents on behalf of our third-party operators. However, Evolution regularly discusses pertinent health safety matters in monthly and annual operational meetings with its third-party operators.

We monitor and record injuries, and work-related fatalities in our workplace. For these purposes, Evolution's primary workplace is considered to be its office space located in Houston, Texas.

Evolution seeks to provide a secure workplace for all employees, consultants, and other individuals that interact within its corporate office. We do not tolerate or condone violence, the threat of violence, intimidation, harassment, or other disruptive conditions that may impact the safety, security, and wellbeing of any persons in the workplace. We have implemented and participate in the following security procedures and measures to ensure an individual's safety while in our corporate office:

- Building access by key card only before and after regular business hours;
- Evolution office space access by door code only;
- Office building premises patrolled by building management provided security team; and
- Prohibiting possession of firearms in conformance with state and local laws.

In the event of an incident, violation, or emergency, we collect appropriate information for our own records and report the incident to the appropriate authorities as needed.