

Health, Safety & Environmental Policy

EVOLUTION PETROLEUM CORPORATION

OCTOBER 24, 2022

Evolution Petroleum (“Evolution”) is committed to conducting our business in compliance with applicable health, safety and environmental (“HSE”) laws, rules and regulations and in a manner demonstrating the highest regard for the health and safety of human life and the environment. We are committed to providing a safe workplace and protecting our natural environment and we prefer to collaborate with third-party operators that are similarly committed. We encourage the operators we partner with to comply with all laws, rules, and regulatory requirements while minimizing any adverse impacts on the natural environment.

We work to protect the occupational health and safety of our workforce in all facilities and locations. The primary workplace for our workforce 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 well-being of our workforce and other onsite individuals. We believe that every member of our workforce shares the responsibility to maintain a healthy and safe workplace while protecting our natural environment.

To protect people and the environment, we are committed to the following:

- Abide by all applicable environmental, health and safety laws, rules and regulations;
- Cultivate a culture where our workforce understands and integrates our HSE Policy in their everyday business activities;
- Provide a safe workplace that ensures our workforce understands the importance of the role that each individual plays in maintaining a safe work environment;
- Provide training and resources for our workforce to perform their work safely and understand their individual accountability in maintaining a safe work environment;
- Educate our workforce about the importance of workplace safety through regular safety meetings and ongoing training;
- Provide our workforce with relevant information and plans regarding proper procedures in the event of a fire, office lockdown, natural disaster, or other high-risk scenarios;
- Work with our third-party operators as appropriate to support the health or safety of their workforce and promote safe operations that protect the natural environment; and
- Promote and encourage transparent communication regarding any HSE concerns in the workplace between all employees, consultants, senior management, and the Board.

We maintain a hotline which operates 24/7/365 and allows anonymous and confidential reporting, including the ability to report any concerns or violations of our Health, Safety and Environmental Policy through the phone or internet (Phone: 877-628-7489 / Website: www.epm.alertline.com).