



## **DIAMONDBACK HUMAN RIGHTS POLICY**

Diamondback Energy, Inc. (“Diamondback” or the “Company”) is committed to conducting its business in a manner that respects and promotes the fundamental rights and dignity of all people, in compliance with applicable legal requirements. In furtherance of this commitment, the Company has adopted this Human Rights Policy (this “Policy”). This Policy applies to all employees of Diamondback and its subsidiaries. This Policy does not contain all of Diamondback’s policies or procedures that are intended to support the advancement of human rights. Rather, this Policy is in addition to the Company’s Code of Business Conduct and Ethics and the Company’s People Policies Handbook, which provide additional guidance on human rights issues such as equal employment opportunities, nondiscrimination and anti-harassment policies.

We believe we have a responsibility to operate our business and develop an organizational culture in a manner that respects and promotes rights inherent to all human beings regardless of race, color, national origin, citizenship, religious creed, disability, gender, gender identity, sexual orientation, age, military status or political affiliation.

Our culture is guided by our core principles that serve as a moral compass for how we conduct business within the Company, with our vendors and suppliers, and in the communities in which we operate. To this end, we respect and support universally recognized, fundamental human rights and freedoms set forth in the United Nations Universal Declaration of Human Rights. Guided by the human rights diligence framework set forth in the UN Guiding Principles on Business and Human Rights, we strive to assess how our business operations affect human rights and to address any adverse impacts.

We also embrace the principles described in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, including nondiscrimination, the elimination of forced labor and child labor, and freedom of association, which respects our employees’ right to join, or not to join, third party organizations such as labor unions or other lawful organization of their own selection, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment.

Additionally, as part of our broad effort to ensure that respect for human rights is integrated into the business of the Company, we seek to ensure that our activities are being operated in accordance with all laws and regulations which govern our businesses.

We respect the rights of local communities and those who live and work there consistent with the highest human rights standards, including by observing the laws and regulations and respecting the cultural values of those communities. Where people in local communities may be affected by our operations, we strive to identify any potential adverse impacts in advance and take necessary steps to mitigate or eliminate such impacts. We monitor and address the environmental impacts of our business operations on our neighbors and strive to create positive impacts on adjacent communities through local engagement and charitable programs.

Where indigenous people may be affected by our business activities, our approach aims to be consistent with the principles set out in the United Nations Declaration on the Rights of Indigenous People. We respect the land rights of indigenous people and are committed to protect culturally sensitive areas. We observe the principle of free, prior and informed consent. 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.

This Policy is overseen by the Safety, Sustainability and Corporate Responsibility Committee of the Board of Directors, and the responsibility and accountability for the management of human rights issues extends across the whole of Diamondback. Our senior business leaders lead the agenda, and our employees receive routine training on, and annually certify to, our policies focused on the advancement of human rights, including those set forth in our Code of Business Conduct and Ethics and our People Policies Handbook. We also periodically engage with stockholders and incorporate stockholder input on various corporate responsibility matters.

All employees are encouraged to raise concerns should they notice a nonconformity with the Company's principles and practices. In addition, all employees have an obligation to report what they suspect or believe to be a violation of this Policy to the Company's Human Resources Department, the General Counsel or the Company's 24-hour Compliance Hotline at 877-769-2600.

We recognize that protecting and preserving human rights must be a continuing effort, with ongoing work to reassess our practices and our approach in consideration of changing circumstances and an evolving policy environment. We are dedicated to exemplifying good corporate citizenship through our commitment to respecting human rights and through our broader commitment to corporate responsibility generally.

The Safety, Sustainability and Corporate Responsibility Committee of our Board of Directors periodically reviews this Policy and must approve any amendments to the Policy.

Approved by the Safety, Sustainability and Corporate Responsibility Committee on September 21, 2022.