

Diversity & Inclusion Policy

EVOLUTION PETROLEUM CORPORATION

SEPTEMBER 29, 2021

Evolution values diversity and inclusion throughout our talent acquisition, management, and professional development practices, at all levels of our workforce, including senior management and the Board of Directors. Our Nominating and Corporate Governance Committee considers diversity as part of its nominating process in accordance with its Committee Charter.

Evolution strives to be an equal opportunity employer in all areas of our hiring and employment practices, meeting all Federal and State employment laws. Our policies and practices support diversity of thought, perspective, gender, race, ethnicity, culture, and professional experience. We declare as a matter of policy that there shall be no unlawful discrimination among the entire body of employees or applicants for employment based on physical or mental impairments.