

Non Discrimination Policy

EVOLUTION PETROLEUM CORPORATION

SEPTEMBER 1, 2021

We value and treat all employees, consultants, vendors, contractors, service providers, and business partners equally. Evolution is committed to providing equal employment opportunities in accordance with laws of the United States to all qualified individuals without regard for:

- Race;
- Color;
- National origin;
- Genetic information;
- Religion;
- Age;
- Sex (gender, including gender identity);
- Sexual orientation;
- Pregnancy;
- Medical condition related to pregnancy or childbirth;
- Disability; and
- Military status.