



CALLON PETROLEUM COMPANY HUMAN RIGHTS POLICY

Adopted as of May 25, 2022

Callon Petroleum Company has great respect for the protection and advancement of human rights and is committed to operating its business in a manner that reflects those values. In furtherance of this commitment, we have adopted this Human Rights Policy. This Human Rights Policy applies to all of our officers, directors, and employees across our operations regardless of geographic location. Additionally, the contractors, vendors, suppliers, and service providers (collectively, “Contractors”) working at our sites are expected to comply with this Human Rights Policy. This Human Rights Policy does not contain all of our policies or procedures that are intended to support respect for human rights. Instead, this Human Rights Policy expands upon and adds to our Code of Business Conduct and Ethics, Employee Handbook, and Contractor Code of Conduct, which provide additional guidance on human rights issues such as equal employment opportunities, disability accommodation, workplace violence prevention, non-discrimination, and anti-harassment policies.

We are committed to developing an organizational culture which respects recognized human rights and labor standards as set forth in the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, including the Universal Declaration of Human Rights, and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This includes our commitment to protect the rights of women and minority groups and to seek to avoid complicity in human rights abuses.

While we acknowledge that governments have the primary duty to protect against human rights abuses by establishing and upholding appropriate laws and policies, we also believe that we have a responsibility to operate our business in a manner that respects rights fundamental to all human beings regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, veteran status, genetic information or any other characteristic protected by law.

Additionally, as part of our broad effort to ensure that respect for human rights is integrated into our business, we seek to ensure that our activities are conducted in accordance with all laws and regulations which govern our businesses. Our officers, directors, employees, and Contractors are expected to conduct business with integrity and in accordance with universally recognized rights and freedoms. All Callon employees and Contractors are prohibited from engaging in any activity

that supports, encourages, or is linked to forced labor, child labor, modern slavery, or human trafficking.

We value our stakeholders and respect the rights of local communities and those who live and work there. 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 the impacts of our business operations on our neighbors and strive to create positive impacts on adjacent communities through local engagement and charitable programs.

This Human Rights Policy is overseen by the Nominating & ESG Committee of the Board of Directors, and the responsibility and accountability for the management of human rights issues extends across the entirety of our organization. Our employees receive routine training on, and annually certify to, our policies focused on the advancement of human rights, including those set forth in this policy, our Code of Business Conduct and Ethics, and our Employee Handbook.

If any employee or Contractor believes that someone is violating the Human Rights Policy or the law, they are asked to report it immediately to their manager, Human Resources, the General Counsel, or our 24-hour Compliance Helpline at (844) 471-7637 or online at www.callon.ethicspoint.com.

The Nominating & ESG Committee shall periodically review and reassess this Human Rights Policy and recommend any proposed changes to the Board for approval.

Approved by the Board of Directors of Callon Petroleum Company.
May 25, 2022.