

# Human Rights Policy

## Excelerate Energy's Commitment

Excelerate Energy, Inc. (together with its subsidiaries, the "**Company**") is committed to supporting ethical business practices and standards of conduct that respect and support human rights, as recognized in the UN Declaration of Human Rights. This Human Rights policy (the "**Policy**") reflects the Company's commitment to operate in compliance with all applicable laws in the jurisdictions the Company does business, and should be read together with all relevant policies.

## Application of the Policy

This Policy applies to employees, officers, and directors of the Company.

## Our Human Rights Standards

The Company focuses its efforts on four key areas: Labor, Health and Safety, Equality and Grievance Mechanisms.

### 1. Labor

- The Company does not tolerate any form of forced labor (including any form of human trafficking, bonded labor, indentured labor and slave labor) or unlawful child labor.
- The Company compensates its employees fairly and in accordance with applicable labor and employment laws in the jurisdictions in which it operates. The Company is committed to compliance with all applicable laws regarding wages, work hours, overtime, benefits and other compensation matters.
- The Company respects the rights of its employees without fear of reprisal, intimidation or harassment, to form or join a union and engage in collective bargaining, as permitted by the relevant applicable laws.

### 2. Health and Safety

- The Company is committed to the safety, health, security and overall wellbeing of its workforce in all places in which it conducts its business operations.
- The Company strives to provide a safe, healthy, secure, and productive workplace in compliance with all applicable laws regarding occupational health and safety.

- A workplace free of violence, weapons, and other disruptive behavior is important and helps keep all employees safe and able to concentrate fully on business. Violence, threats of violence, harassment and other forms of intimidation are not tolerated.

### 3. Equality

- The Company is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion (“DEI”). DEI is a key component of the Company’s emphasis on leadership and talent management consistent with the Company’s core values. Further detail about the Company’s commitment to DEI are detailed in the Company’s DEI Policy, which should be read alongside this Policy.
- All employees must respect the rights of their colleagues and those of third parties. The Company has a zero-tolerance policy regarding discrimination on the grounds of age, race, sex, sexual preference, gender identity or expression, color, creed, religion, national or social origin, marital status, veteran’s status, disability or any other characteristic protected by law. The Company has a zero-tolerance policy regarding libel, slander, harassment, or bullying behavior.
- The Company is committed to equal opportunities for all employees and applicants based on the belief that no one should receive less favorable treatment before or during employment on the grounds of race, sex, sexual preference, gender identity or expression, color, creed, religion, national or social origin, marital status, veteran’s status, disability or any other characteristic protected by law.
- Delivering on the Company’s DEI commitment
  - All employees of the Company have a responsibility to treat others with dignity and respect at all times. In order to fulfill this responsibility, employees are required to attend and complete periodic training courses covering DEI, as well as anti-harassment and anti-discrimination, reporting and non-retaliation, and workplace safety.
  - The Company has established a DEI council, comprising a representative sample of the Company’s employee population. The DEI council is, amongst other things, responsible for overseeing the Company’s DEI strategy and policy and convening DEI discussions with the Company’s human resources department and senior management.
  - Gender Diversity Ambassador
    - The Company has appointed a Gender Diversity Ambassador (the “**Ambassador**”) to be a listening ear and advocate for seafarers who otherwise are not comfortable raising a concern or issue through other available channels.
    - If the Ambassador is contacted with a concern, the Ambassador will immediately notify the Designated Person Ashore, Human Resources and/or the Chief Compliance Officer depending on the nature of the claim. All such reports will be reviewed by the appropriate department and dealt with confidentially, so far as possible.

## 4. Grievance Mechanisms

- In line with this Policy and the requirements of our Code of Conduct and Ethics, the Company has established certain grievance mechanisms. The Company will take seriously any reports of potential misconduct.
- As detailed in the Company's Code of Conduct and Ethics:
  - Where an employee, officer or director of the Company knows or believes that potential misconduct has occurred or is ongoing, they are encouraged to promptly report that matter to a supervisor, if applicable, or if that person feels uncomfortable with speaking with the supervisor, to the Chief Human Resources Officer, Chief Compliance Officer or General Counsel, or, in the case of directors or officers, to the Chairman of the Audit Committee so that, as appropriate, the report can be investigated and follow-up action taken.
  - Reports may also be made to the Company's Ethics Hotline:



[www.reportlineweb.com/excelerateenergy](http://www.reportlineweb.com/excelerateenergy)

OR

**Call toll-free: 1-888-736-2877**

**Contacting us quickly helps to prevent problems and correct any that have already occurred. We handle all reports promptly, fairly, and as confidential as possible.**

The hotline is available in all local languages where the Company does business, and is available 24 hours a day, seven days a week. Reports may be made anonymously and will be treated as confidential, so far as possible.

- For crew personnel, concerns may be reported to the appropriate Designated Person Ashore (the "DPA"). Or, if the person reporting feels uncomfortable speaking to the DPA, the concern should be reported to the Ethics Hotline.
- Additional grievance mechanisms may be put in place on a project by project basis.

## **Retaliation is Not Tolerated**

The Company strictly prohibits any retaliation, unfavorable or adverse employment consequences, and any form of harassment against any person who has submitted a good-faith report to the Company or who cooperates in a Company investigation. As detailed in the Company Code of Conduct and Ethics, any person who, directly, indirectly, or through a third party, retaliates against any person who has made a report or cooperated in a Company investigation, or discourages any person from making a report, shall be subject to disciplinary action, which may include termination of employment. Any person who believes he or she has been subject to retaliation or reprisal as a result of reporting a concern or making a complaint shall immediately report such action via any of the reporting channels described in the Company's Code of Conduct and Ethics so that, as appropriate, the report can be investigated, and follow-up action can be taken. Further details of the Company's policy on retaliation may be found in the Company's Code of Conduct and Ethics and its Non Retaliation Policy.

## **Continuous Review**

The Company reviews this Policy periodically to reflect the Company's ongoing learning and emerging best practice.

## **Public Reporting**

The Company reports to the public on our human rights-related efforts consistent with this Policy on an annual basis.