

July 20th, 2022

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Secretary-General,

I am pleased to confirm that Civitas Resources, Inc. supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption.

Businesses should

- (1) support and respect the protection of internationally proclaimed human rights, and*
- (2) make sure that they are not complicit in human rights abuses.*

Businesses should

- (3) uphold the freedom of association and the effective recognition of the right to collective bargaining,*
- (4) the elimination of all forms of forced and compulsory labor,*
- (5) the effective abolition of child labor, and (6) the elimination of discrimination in respect of employment and occupation.*

Businesses should

- (7) support a precautionary approach to environmental challenges,*
- (8) undertake initiatives to promote greater environmental responsibility, and*
- (9) encourage the development and diffusion of environmentally friendly technologies.*

Businesses should

- (10) work against corruption in all its forms, including extortion and bribery.*

With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nation, particularly Sustainable Development Goals. Civitas will make a clear state of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) the describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and there commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy. This includes:



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- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress (CoP) through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals. Particularly the Sustainable Development Goals.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Doyle", with a long, sweeping horizontal line extending to the right.

Mr. M. Chris Doyle
President and CEO