

**EQT CORPORATION**  
**Human Rights Policy**  
**(Adopted January 15, 2024)**

**I. Preamble**

Operating responsibly and in alignment with human rights expectations is critical to fulfilling our mission of being the operator of choice for all stakeholders. In addition to our [Code of Business Conduct and Ethics](#) (the “*Code*”), this Human Rights Policy (this “*Policy*”) is intended to help guide EQT Corporation’s (“*EQT*”) decision-making to ensure that our actions align with our values – trust, teamwork, heart and evolution – while also providing information regarding the rights of our stakeholders should they have a concern regarding our operations. This Policy applies to all directors, officers and employees of EQT.

**II. Statement on Human Rights**

Our human rights practices are based on the [Voluntary Principles on Security and Human Rights](#) (the “*Principles*”), a collaborative effort by governments, major multinational extractive companies, and nongovernmental organizations which provides guidance to companies on tangible steps that can be taken to minimize the risk of human rights abuses in communities located near extraction sites. The Principles documents provide guidance to companies in developing practices that maintain the safety and security of their operations while respecting the human rights of those who come into contact with such operations.

As a U.S.-based company, we comply with all applicable federal, state and local laws, which have the primary role of maintaining law and order, security and respect for human rights. Additionally, we support the [United Nations’ Universal Declaration of Human Rights](#) (the “*UN HR Declaration*”), to the extent it is consistent with the laws in the jurisdictions in which we operate, and recognize that the inherent dignity of all members of the human family is the foundation of freedom, justice and peace. We also support the principles articulated in the [International Labor Organization’s \(“ILO”\) Declaration of Fundamental Principles and Rights at Work](#) (the “*ILO Declaration*”, and together with the UN HR Declaration, the “*Declarations*”), to the extent it is consistent with the laws in the jurisdictions in which we operate, including the prohibition on child labor, forced labor and discrimination in the workplace.

We believe that the laws of the U.S. and its states and municipalities are aligned with the Principles and the Declarations. We are committed to reporting any credible allegations of human rights abuses and violations of which we become aware to applicable local law enforcement in a timely manner.

**III. Indigenous Peoples**

We recognize that indigenous peoples and communities have rights protected by national law and treaties. We acknowledge that the regions within which we primarily operate were the original homelands of the Monongahela, Mingo, Shawnee and Ohio Valley tribes and other nomadic nations. We respect their history, and we recognize their unique connection to the land and their

strong desire to retain their cultures and traditions. EQT does not currently operate on any indigenous reservations or other lands on which indigenous peoples and communities have a current, consistent right of use under a treaty; however, if it is determined that EQT has operations on such reservations or lands in the future, we commit to ensure that all of such operations are completed in compliance with applicable laws.

#### **IV. Health and Safety**

The safety of our people and the environment in which they work is central to everything we do. We prioritize safety objectives over business objectives, and we conduct our active business operations in accordance with applicable health and safety requirements established by the U.S. Occupational Safety and Health Administration (“*OSHA*”) and other applicable regulatory bodies within our operating areas.

All EQT employees, contractors and vendors are empowered and expected to stop or refuse to perform a job (stop work order) if they deem it is not safe or cannot be performed safely. Our toll-free emergency hotline (1-833-990-1534) operates twenty-four hours a day, seven days a week. All of our employees, contractors, and vendors are required to report an emergency, medical issue, fire, spill, safety concern, or other issue that may occur. Members of our Environmental, Health and Safety department field these calls to ensure the right teams are notified to respond. We also maintain a community hotline number (1-844-EQT-LAND; 1-884-378-5263) for community members to report safety concerns.

#### **V. Local Communities**

We are committed to proactively addressing community concerns and other risks associated with local operations throughout all phases of our operations. We follow all applicable laws at the township, county, state and federal levels and aim to address community concerns before we begin site construction and promptly resolve any community concerns during our operations at a site. Community members can contact us through several avenues. We maintain a hotline number (1-844-EQT-LAND; 1-884-378-5263) and a [dedicated webpage](#) to provide community members an opportunity to easily voice concerns and ask questions. Landowner matters are communicated to our Vice President, Land, who reports directly to our Chief Executive Officer. We also have Local Government and Community Affairs Specialists who serve as EQT representatives within each of the local communities in which we operate and are responsible for maintaining relationships with local civic organizations, elected officials, emergency response personnel, business owners, residents, and other local stakeholders.

We continually work to better understand the types of feedback we receive from community members and proactively address any significant issues identified through this process. We manage all landowner and other community member communications internally to promote more direct relationships. We strive to resolve any issues reported through our owner relations hotline number or dedicated webpage within seven business days of the notification date.

#### **VI. Labor Practices**

EQT employees are required to follow the Code, which provides guidance on employment-related human rights issues such as nondiscrimination, anti-harassment and equal employment opportunities. We are firmly committed to the concept and practice of equal employment opportunity. As such, it is our policy not to discriminate against any employee or applicant for employment on the basis of age, citizenship, color, creed, disability, ethnicity, familial or marital status, gender identity, national origin, race, religion, sex, sexual orientation, military or veteran status, or any other class or characteristic protected by applicable federal, state, or local law. This policy applies to all terms, conditions, and privileges of employment, including recruitment, hiring, training, orientation, placement and employee development, promotion, transfer, compensation, benefits, educational assistance, social and recreational programs, employee facilities, and termination. Please also refer to our [Pay Transparency Nondiscrimination Statement](#).

We fervently oppose the use of all forms of child labor, forced or compulsory labor, and human trafficking. We will not tolerate these practices at our operations and we expect vendors and contractors to demonstrate a similar intolerance for such practices. All applicable laws in these areas must be complied with by our employees, vendors and contractors.

For purposes of this Policy, “forced or compulsory” labor includes such labor as defined by the ILO’s Convention 29 on Forced Labor and as prohibited by ILO Convention 105 on the Abolition of Forced Labor, as well as any labor exacted by an employer through the use of coercion, including physical violence, corporal punishment, sexual abuse, or debt bondage.

For the purposes of this Policy, “child labor” includes labor prohibited by ILO Convention 138 on Minimum Age and ILO Convention 182 on the Worst Forms of Child Labor.

We respect the legal rights of our employees regarding collective bargaining, the right to form labor unions, and the right to refrain from such activities in accordance with the legal framework governing such employee matters in all applicable jurisdictions. We are fully committed to complying with the laws in the jurisdictions in which we operate.

Our Ethics and Compliance Helpline (1-800-242-3109) is available at all times for any stakeholder to report concerns and potential violations of the Code, including any allegations of discrimination, harassment, or unfair or unethical labor practices. We will investigate, address and respond to any concerns with the utmost attention.

## **VII. Reporting Violations**

If any employee, business partner, vendor, contractor, sub-contractor or other party witnesses or learns of any incident that may involve a violation of the Code or this Policy, they can report their concern or grievance via our anonymous Ethics and Compliance Helpline at 1-800-242-3109 or at [www.eqt.ethicspoint.com](http://www.eqt.ethicspoint.com), each of which is hosted by a third party hotline provider, EthicsPoint, to ensure anonymity of the party reporting the alleged violation.

We will investigate all reported or discovered issues in a timely manner. To the extent violations of the Code or this Policy are confirmed during such investigations, we will timely address them in keeping with all applicable laws and EQT company policies. Violations of the

Code or this Policy, depending upon the circumstances, may result in the cessation or modification of business relations, or disciplinary action up to and including termination.

Every report made to the anonymous ethics hotline is investigated. We maintain a zero-tolerance policy concerning retaliation against individuals who report concerns in good faith.

In addition to the anonymous Ethics and Compliance Helpline, the EQT Compliance Network, which consists of a group of senior-level employees from Internal Audit, Human Resources, Compliance and Ethics, Legal, and Environmental, Health and Safety, is an additional resource available for employees to seek guidance regarding ethical and lawful behavior and to report suspected misconduct.

### **VIII. Approval and Amendments of this Policy**

This policy has been reviewed and approved by the EQT Corporation Environmental, Social and Governance Committee on January 15, 2024.

This Policy, or any portion of it, may be amend or rescinded at any time in the sole discretion of the EQT Corporation Environmental, Social and Governance Committee. In the event of any conflict or inconsistency between this Policy and any other materials or policies distributed by EQT, this Policy shall govern. If a law conflicts with this Policy, such law shall govern.

Any questions regarding this Policy should be directed to EQT's Director of Compliance.