

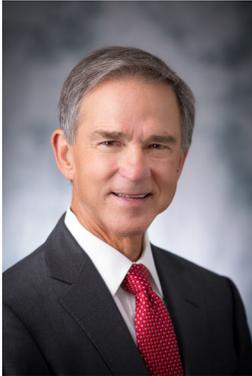


INTEGRITY



# Code of Business Conduct

# A letter from Bill Berry, Chief Executive Officer



To all Officers, Directors and Employees of Continental Resources:

At Continental Resources, we believe domestic oil and natural gas is fundamental to the well-being and security of our nation and the world. For more than 50 years, we have operated with high ethical standards. It's an integral part of us, embedded in our DNA.

Our greatest asset is you - the people of Continental. Your honesty, hard work and integrity contribute to our success. Every one of you contribute and lead by your individual strong performance and ethical behavior. You are personally responsible and accountable for helping Continental Resources maintain its commitment to the highest standards of integrity. To that end, our Board of Directors maintains a Code of Business Conduct to formalize and describe our commitment to high standards of business and ethical conduct.

The Code of Business Conduct was first published in 2014. But these standards have been rooted in our culture since Harold Hamm founded the company. It is who we are. We do what we say we will do. Through our activities, both large and small, individually and collectively, we serve our communities and help make them better places to live and work. As employees and directors of Continental Resources, we all must execute our jobs with integrity. It is how we demonstrate our Core Values of safety and stewardship, honesty and integrity, innovation and execution, fierce competition, and teamwork and inclusion.

Join me in pledging to uphold and comply with our Code of Business Conduct in all that we do. If you have questions or concerns about our Code, please contact your manager, the Legal Department or the Human Resources Department.

As we continue to produce the energy needed to make our world work, let's make certain our Code of Business Conduct is at the core of how we do business. Let's continue to do our part to fuel a better energy future for the people of the world.

A handwritten signature in black ink that reads "Bill Berry". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Bill Berry  
Chief Executive Officer  
Continental Resources, Inc.

# Code of Business Conduct: Core Values

## **SAFETY & STEWARDSHIP**

We take care of ourselves and others, and we endeavor to be good stewards of our health, our assets, the environment and the interests of our stakeholders.

## **HONESTY & INTEGRITY**

We are fair, genuine and sincere in our intentions and actions, treating everyone with respect; without it we fail. We are committed to the highest ideals, quality, standards and sound business practices; we do what we say.

## **INNOVATION & EXECUTION**

We constantly strive to create and develop new ideas, methods and technologies that improve all aspects of our business; we are doers; we are committed to getting the job done with efficiency and excellence.

## **FIERCE COMPETITION**

We have the courage to challenge conventional thinking and we strive to achieve exceptional execution and results with a can-do attitude, independent vision and agility.

## **TEAMWORK & INCLUSION**

We believe that leadership, unconventional thinking, planning, decisions and actions are better when done together; we have each other's back and we are diverse in our thinking.

# Code of Business Conduct

## INTRODUCTION

**Every day, we produce the energy needed to make our world work. The oil and natural gas we produce transports us, feeds us, illuminates us, comforts us, and even cures us. Continental Resources' Code of Business Conduct guides the important work we do and ensures we hold ourselves and how we do business to a high standard.**

Continental's Board of Directors adopted this Code of Business Conduct to confirm and guide the company's commitment to conducting business in a fair, honest and ethical manner. Only the Board of Directors may amend the Code.

**Please carefully review this Code. You will be asked to acknowledge your receipt of this Code and affirm you have read, understand, and agree to follow it.**

The Code is intended to be an overview, not an all-inclusive list of rules. You can find topic-specific company policies and procedures on the intranet.

### ■ APPLICABILITY & PURPOSE

The Code applies to all directors, officers and employees of the company. It does not matter where you work or what you do for the company – we all have the responsibility to do the right thing. The purposes of the Code are to:

- promote honest and ethical conduct consistent with Continental's Core Values;
- protect the interests of the company's shareholders and other stakeholders;
- promote accurate disclosures in public filings and other public communications;
- promote compliance with the law;
- deter wrongdoing; and
- require prompt internal reporting of non-compliance with the Code.

### ■ FAIR, HONEST & ETHICAL CONDUCT

We owe a duty to Continental Resources to act with integrity and in a manner consistent with our Core Values. We must:

- observe all applicable statutes, rules and regulations;
- adhere to the highest morals and standards of business ethics and not seek competitive advantage through unlawful or unethical business practices;
- protect and ensure the proper use of Continental's assets;
- avoid taking opportunities that are discovered through the use of corporate assets, or using corporate assets, information or position, for general personal gain outside the scope of our employment with Continental;
- avoid conflicts of interest wherever possible;
- protect the company's confidential and proprietary information; and
- comply with the requirements of applicable accounting and financial reporting standards to assure the accuracy and completeness of the company's financial records.

# Code of Business Conduct

## ■ COMPLIANCE WITH LAW

We must respect and comply with all applicable laws where we conduct our business, and we may not assist any third party in violating the law.

## ■ CONFLICTS OF INTEREST

The company expects undivided loyalty from each of us. We may not engage in any activity (whether on or off the job) that actually or potentially: (a) conflicts with the company's business interests; or (b) impacts our duties to the company. All activities we undertake must be in the best interests of Continental Resources.

A conflict of interest exists when our duties are potentially impacted by an actual or potential benefit from another source. Conflicts of interest are prohibited as a matter of company policy, except as set forth in company policies or otherwise approved by the Board. Specific information on this topic is contained in the Conflicts of Interest Policy and Gifts, Meals and Entertainment Policy. The following summarizes our policies with respect to some but not all of the more common conflicts of interest that may arise:

1. We may not offer, ask for, provide, or accept anything of value, either for ourselves or for others, in return for favorable treatment from the company, its customers, vendors, or others with whom the company has a business relationship.
2. We must strive to avoid even the appearance of impropriety or conflict of interest when we interact with with the company's customers, vendors, and others with whom the company has a business relationship.
3. We may give or receive unsolicited gifts, meals, or entertainment of nominal value, as described in applicable policies, motivated by accepted business courtesies. No cash gifts or gifts of cash equivalents may be given or received.
4. We must disclose any financial or employment interests that we or our family members have in any entity which does business or competes with the company, and we must obtain any approvals required by company policies before allowing the company to engage in any transaction in which we or our family members may have an interest.
5. We are not permitted to perform services for a competitor, customer, vendor, or other entity with which the company has a business relationship.
6. We must obtain approvals required by company policies before accepting other paid employment or positions outside the company.

## ■ CORPORATE OPPORTUNITIES

We are prohibited from: (1) taking personal advantage of opportunities that properly belong to the company or are discovered through the use of corporate property, information or position; (2) using corporate property, services, information, or position for personal gain; and (3) competing with the company during the course of our employment and/or during the term of any other applicable contractor agreement between the company. We owe a duty to the company to advance its legitimate interests when the opportunity to do so arises and to follow applicable company policies in informing the company of business opportunities that fall within the company's business purpose and practice.

## ■ ANTI-BRIBERY, CORRUPTION & FAIR DEALING

We have a responsibility to the communities in which we do business. By creating jobs, developing useful skills, and investing our time and money in people, we aim to make real improvements that contribute to sustainable growth. Our company's sustainability depends on ethical behavior across our operations and business.

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Fierce competition is one of our core values at Continental. We strive to outperform our competition fairly and honestly. We focus on competitive advantages through superior performance and never through unethical or illegal business practices. Stealing or misusing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by current or former employees of other companies is prohibited.

We strive to deal fairly with Continental's customers, suppliers, competitors, contractors, and employees. We must not take unfair advantage of anyone by misrepresenting or concealing material facts or any other unfair dealing or practice. We must not pay, offer, or authorize any bribe or unlawful payment on the company's behalf. Bribery is the giving of money or anything else of value in an attempt to influence any act or decision of a public official or to induce a public official to influence any act or decision of the government or other official body, or to assist the company in obtaining business or meeting requirements applicable to the company. Bribery is unethical and illegal, and it is prohibited in any form, whether in the private or public sector. Gifts or expenditures expressly permitted by company policies are not considered bribes or unlawful payments.

## **PROTECTION & PROPER USE OF COMPANY ASSETS**

We are required to protect and ensure the proper use of the company's assets. All company assets must be used for legitimate business purposes.

## **CONFIDENTIALITY & PROPRIETARY INFORMATION**

Continental's confidential and proprietary information are irreplaceable assets. Every employee must secure and protect these assets.

In conducting Continental's business, it is important to maintain the confidentiality of its business information, as well as the business information of the company's customers, vendors, or other suppliers. Our employment creates a relationship of confidence and trust with respect to any confidential information held by the company, including confidential information that other persons or entities provided in confidence to the company to further a current or potential business relationship. We must take reasonable precautions to protect against the inadvertent disclosure of such information.

We are expected to understand and comply with company policies governing the treatment of confidential business information and the procedures required before sharing such information with third parties. We may only use confidential business information for the company's business purposes. Please refer to the company's Confidential and Proprietary Information and Proprietary Rights Policy for further information.

## **INSIDER TRADING & PUBLIC DISCLOSURE OF COMPANY INFORMATION**

The Securities Exchange Act of 1934 prohibits insider trading. "Insider trading" generally refers to the buying or selling of a security (of the company or any other entity) by a person who is in possession of material, non-public information relating to the security. Insider trading violations also include providing such information to others ("tipping") and securities trading by the person tipped. Insider trading laws apply to any entity about which material, non-public information is acquired. We must not buy, sell or engage in tipping with respect to securities of any customer, vendor, supplier or other entity with whom the company has a business relationship if we have obtained material, non-public information about that entity as a result of our work. We must take reasonable precautions to ensure non-public information is not shared with third parties outside the company.

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We also owe a duty to the company's shareholders and to the public to ensure material, non-public information is only disclosed by means reasonably designed to provide broad, non-exclusionary distribution to the public. The public must be given notice a reasonable time in advance of any event where disclosure of material non-public information will occur, along with instructions regarding how to access the event. We also must ensure sufficient time has elapsed following the release of any material non-public information to allow the market to absorb such information prior to engaging in any trade that would have been prevented by the non-disclosure of such information.

The company has an Insider Trading Policy and an External Communications Policy, and all Employees are expected to read, understand, and follow them.

## **POLITICAL CONTRIBUTIONS**

Continental Resources is a dedicated community partner and citizen. Our political advocacy and political contributions are made in accordance with laws where we do business.

Laws in most countries have strict limits on political contributions by corporations to politicians, political parties and candidates for public office. We may not make any direct or indirect political expenditure on behalf of the company unless authorized by the General Counsel. This includes contributions to candidates, office holders, political parties and other political officials or committees. Contributions can include anything of value, such as buying tickets to a political fundraising event, providing goods or services to a political campaign event, paying for campaign advertising or distribution of campaign materials.

United States law prohibits the company from making contributions to U.S. federal candidates. The company sponsors the Continental Resources, Inc. Political Action Committee (the "CLR PAC"), to which certain employees may make voluntary contributions to support CLR PAC's objectives. The CLR PAC can make contributions to candidates for U.S. federal office and other contributions permitted by applicable federal and state laws. For questions regarding the CLR PAC, please contact our Senior Vice President of Government Relations.

## **REPORTING POTENTIAL VIOLATIONS**

If we become aware of conduct that may violate this Code or that may otherwise be illegal or unethical, we are required to report it.

Any individual who in good faith reports a complaint or concern involving this Code or any of the company's policies, even if the report is mistaken, or who assists in the investigation of a reported violation, will be protected against retaliation by the company.

We have established multiple ways to report potential violations of the Code or other illegal or unethical conduct. As described in the Whistleblower Policy and Procedures, reports can be anonymous. While anonymous and direct reports will be considered equally, the company encourages individuals to identify themselves when reporting complaints or concerns, because appropriate follow-up and investigation may not be possible if the source of the report is unknown. We will maintain confidentiality to the fullest extent possible, consistent with the need to conduct an adequate investigation.

Reports may be delivered confidentially, orally or in writing, through in-person communications, telephone conversations, emails and letters. The company has also established an Ethics Hotline. **The Ethics Hotline number is 1-844-830-0002. Reports to the Ethics Hotline may also be submitted online at <https://www.lighthouse-services.com/clr> or by email to [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com).**

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If any employees are unsure about the appropriate course of action in a given situation, we encourage them to consult with their supervisors, representatives of the Human Resources or Legal Departments, senior corporate officers, the General Counsel, or the Audit Committee of the Board of Directors.

All reports involving this Code or any of the company's policies will be forwarded to the General Counsel and the compliance team, unless the Complaint involves the General Counsel or a member of the compliance team, in which case they will be forwarded to the Chairperson of the Audit Committee.

## **BUSINESS RECORDS AND PUBLIC COMPANY REPORTING**

As a public company, it is critical for our public and regulatory filings and communications to be accurate and timely. Depending on your position with the company, you may be called upon to provide information to assure our filings and communications meet this standard. The company expects you to take this responsibility very seriously and to provide prompt, accurate answers to inquiries related to the company's filings and communications. All books, records, accounts and financial statements must be maintained in reasonable detail, must accurately reflect the company's business and financial transactions, and must conform both to applicable legal requirements and to the company's system of internal controls. You must not falsify or forge any business record. Unrecorded or "off the books" funds or assets may not be maintained unless permitted by applicable law or regulation.

## **DIVERSITY, EQUITY & INCLUSION**

We recognize and appreciate the importance of creating an environment in which all employees feel valued, included, and empowered to do their best work and bring great ideas to the table. We know a diverse and inclusive workforce provides the best opportunity to obtain unique perspectives, experiences, ideas, and solutions to help sustain our business success; a diverse and inclusive culture is the high-performance fuel that enhances our ability to innovate, execute and grow.

To that end, we began implementing a long-term initiative for enhancing awareness of, and improving our approach to, building and sustaining a diverse and inclusive culture. We are committed to continuous improvement in this critical area, evaluating more ways to sustain and strengthen our diverse and inclusive workforce.

## **HARASSMENT, DISCRIMINATION & RETALIATION**

We are committed to providing a hospitable, cooperative, and non-coercive work environment. Harassment and discrimination of any kind directed at any employee, customer, or vendor will not be tolerated. Anyone guilty of engaging in such harassment or discrimination will be subject to appropriate discipline, up to and including discharge. The company will not tolerate harassment or discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, political affiliation, or any other basis protected by federal, state, or local law.

Retaliation is also strictly prohibited. Any individual who in good faith reports a complaint or concern about discrimination, harassment, or retaliation, even if the report is mistaken, or who assists in the investigation of a reported violation, will be protected by the company against retaliation. Retaliation in any form against these individuals will not be tolerated. Any act of retaliation should be reported immediately and will be disciplined appropriately.

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## ■ ENVIRONMENTAL, SOCIAL & GOVERNANCE COMMITMENT (ESG)

We are committed to sustainable principles of environmental stewardship, societal benefit, and ethical governance. By providing low-cost, stable energy through practices that focus on energy and land-use efficiency, emissions reduction, and safety, we help make our world more secure and sustainable. Our ESG efforts are an essential part of our business, thoroughly integrated into every aspect of our operations.

Nothing is more important than ensuring our employees, contractors, and neighbors all go home safely at the end of the day. We believe everyone deserves a safe workplace, and Continental's safety culture and programs are driven by leadership that starts with our CEO and extends down to our newest employees. We are committed to operating in a healthy, safe, and environmentally responsible manner. We care about the well-being of people with whom we work and our stakeholders. To achieve operational excellence in our ESG performance, we will ensure company compliance with applicable regulations and conduct operations in a manner that promotes an injury free workplace and protects our stakeholders, assets, and the environment from harm. We have adopted several policies, standards and procedures to guide these commitments.

## ■ DRUG & ALCOHOL

Due to the many potential risks associated with workplace substance abuse, we have adopted a Drug and Alcohol Free Workplace Policy. The Policy applies to all company employees and contractors, vendors, and other third-party service providers authorized to perform work or be present on company property or jobsites.

## ■ TRAVEL & BUSINESS EXPENSE

When travel is required as part of the company's business, our values require that our business travel is conducted responsibly and economically and that standards of travel are consistent with our reasonable business expectations. Compliance with the company's Business Travel Expense Policy is mandatory.

## ■ VIOLATION

A violation of this Code, directly or indirectly, by any employee, officer, or director, in addition to other potential consequences and/or penalties, could result in appropriate disciplinary action, up to and including discharge. Actual or suspected violations of this Code will be promptly investigated and addressed as appropriate.

## THANK YOU FOR YOUR COMMITMENT TO CONTINENTAL

Thank you for reviewing Continental's Code of Business Conduct. It is important that every level of the organization is committed to upholding the Code. Should you have any questions, please do not hesitate to reach out to your **Supervisor**, the **Human Resources Department**, and the **Legal Department**.

Adopted by the Board of Directors of Continental Resources  
Effective February 9, 2022