MURPHY OIL CORPORATION

HUMAN RIGHTS POLICY

We believe in providing energy that empowers people.

PURPOSE

This Human Rights Policy ("Policy") has been approved by the Board of Directors of Murphy Oil Corporation ("Murphy Oil", the "Company", "we", or "our") and, along with the by-laws of the Company, the Code of Business Conduct and Ethics, the charters of the Board Committees, and other applicable policies, provide the framework for the governance of the Company. The Board of Directors will review this Policy periodically, as deemed appropriate.

GUIDING PRINCIPLES

Our commitment to human rights is guided by and informed by the principles set forth in the Universal Declaration of Human Rights adopted by the United Nations General Assembly.

Murphy Oil is further committed to a complete prohibition against slave labor, or any form of forced labor, and child labor as well as recognizing that access to water is also a fundamental human right. Beyond these fundamental human rights, Murphy Oil acknowledges and supports everyone's effort to earn a living wage, and we are proud that our compensation policies provide that opportunity to each of our employees. We respect the right of our employees to avail themselves of labor rights that are available to them by law where they may live and work, including freedom of association.

Additionally, we are committed to preventing harassment and discrimination, supporting the rights of women, ensuring equal remuneration for equal work, and combating human trafficking across our operations and supply chains, embedding these commitments into our corporate policies and practices.

IMPLEMENTATION, COLLABORATION AND EXPECTATIONS

Murphy Oil continuously strives to build and implement policies that support and recognize the importance of human rights. Murphy Oil's commitment to human rights is not only a reflection of our core values and heritage, but a policy mandated by our Board of Directors. Our dedication to do what is right and safe, for our people, our industry, communities, and the environment are reflected in our:

- Code of Business Conduct and Ethics;
- Indigenous Rights Policy in Canada;
- rigorous onboarding, annual trainings, management, due diligence, and reporting systems; and
- policies, contracts, and directives for vendors, suppliers, contractors, and partners.

We expect all employees, contractors, vendors and business partners to uphold the principles outlined in this Policy, including non-discrimination, fair treatment, and ethical conduct. Our Policy is communicated to all employees through regular training, accessible documentation, and open communication channels. Additionally, our Supplier Code of Conduct sets out our

commitment to ensuring that our business partners, including our suppliers, agents, subcontractors, and their employees protect, respect, and support human rights measures and comply with all relevant human rights laws and regulations.

Murphy Oil believes that it is the function of the government to be the primary source of policy and protection for human rights. As always, Murphy Oil will respect and comply with the laws of the countries in which we do business. We will strive to engage and partner with our host governments to promote our commitment to human rights.

ACCOUNTABILITY

Murphy Oil integrates rigorous onboarding, training, management, due diligence and reporting systems to identify, prevent, mitigate and take prompt corrective action to address compliance issues. Murphy Oil is committed to investigating good faith concerns thoroughly and providing appropriate responses and remedies.

Murphy Oil continues its longstanding practice of engaging with local stakeholders regarding our presence and ability to positively impact communities in which we do business. We will ensure that this engagement furthers the goals set forth in this Policy. We encourage feedback and constructive dialogue with all relevant stakeholders and as part of this Policy will provide guidance and periodic training to our employees regarding this Policy and all other appropriate procedures to promptly address any concerns that may be raised.

Should any stakeholder feel the need to address any matter regarding human rights, they may contact the Company's Compliance Officer for further assistance and resolution through the following options:

Murphy Oil Corporation
9805 Katy Freeway, G-200
Houston, TX 77024
+1 (281) 675-9000
ethics@murphyoilcorp.com

COMPLIANCE HOTLINE
via web: www.MyComplianceReport.com
(Use Access ID: MOC)
U.S. and Canada: 1.877.808.1601