

BERRY CORPORATION (bry)
CORPORATE GOVERNANCE GUIDELINES
(Amended as of October 26, 2023)

I. The Board of Directors

A. *Size of Board*

The number of directors that constitutes the Board of Directors (the “Board”) of Berry Corporation (bry) (the “Company”) will be fixed from time to time pursuant to the Company’s Certificate of Incorporation and Bylaws (each as may be amended from time to time). The Nominating and Governance Committee is responsible for reviewing the advisability or need for any changes in the number and composition of the Board.

B. *Independence and Qualification Standards, Diversity*

The Board will have a majority of directors who are “Independent Directors” as defined by the listing requirements of The NASDAQ Stock Market LLC (“NASDAQ”). With the assistance of the Nominating and Governance Committee, the Board will review and assess, at least annually, the independence of each director.

The composition of the Board should encompass a broad range of skills, expertise, industry knowledge, diversity of opinion, perspectives and backgrounds, including education and other attributes and experiences relevant to the Company’s business and important to the Company’s key stakeholders. With the assistance of the Nominating and Governance Committee, the Board will review and assess, at least annually, the composition of the Board to assess the mix of skills and characteristics that are currently represented on the Board as a whole and in individual directors, as well as the appropriate skills and experience required of Board members and that the Board may find valuable in the future.

C. *Board Succession Planning and the Selection and Election of Directors*

The Nominating and Governance Committee shall direct all matters relating to director succession planning for the Board.

The Nominating and Governance Committee shall identify, review and recommend candidates for the Board. The Board believes in policies of diversity and inclusiveness. Board member candidates are identified and considered based upon diversity of skills, expertise, industry knowledge, diversity of opinion, perspectives and backgrounds, including education and other attributes and experiences that it considers appropriate. Periodically, the Nominating and Governance Committee will review, update as appropriate and recommend to the Board the criteria for evaluating director candidates.

The Nominating and Governance Committee shall ensure that candidates with a diversity of age, sex, gender identity and/or expression, sexual orientation, ethnicity/race/color/national origin, education and such other attributes and forms of diversity that it considers appropriate are included in any initial pool of qualified candidates

from which the Board nominees are chosen. The Board also affirmatively commits that the Company's policies with respect to diversity, inclusion, equal opportunity and non-discrimination apply in the selection of director candidates where relevant and consistent with applicable law.

D. *Director Responsibilities*

The basic responsibility of each director is to exercise his or her business judgment to act in what he or she reasonably believes to be in the best interests of the Company and its stockholders. In discharging this obligation, directors should be entitled to rely on the honesty and integrity of the Company's senior executives and its outside advisors and auditors.

Directors are expected to attend Board meetings and meetings of committees on which they serve, and to spend the time needed and meet as frequently as necessary to properly discharge their responsibilities. Information and data that are important to the Board's understanding of the business to be conducted at a Board or committee meeting should generally be distributed in writing to the directors before the meeting, and directors should review these materials in advance of the meeting.

E. *Board Evaluation*

The Nominating and Governance Committee should establish an annual process to enable the Board, each committee and each director to conduct an assessment of its and their performance. This assessment shall be conducted in such manner as the Nominating and Governance Committee deems appropriate and should focus on areas in which the Board and/or the committees and its/their members believe contributions can be made going forward to increase the effectiveness of the Board and/or the committees. The Nominating and Governance Committee may engage a third-party evaluator to assist with such evaluation process from time to time. Each committee and the full Board will consider and discuss the findings of the assessments.

F. *Service on Other Boards*

No director may simultaneously serve on the board of directors of more than four other public companies, inclusive of the Company, provided, however, that any director who serves as the chief executive officer of a public company may not simultaneously serve on the board of directors of more than two public companies, including the company for which it serves as chief executive officer. In advance of accepting an invitation to serve on another public company board, directors should advise the Chair of the Board and the Chair of the Nominating and Governance Committee to allow an assessment to be made of, among other things, the potential impact of such service on the director's time and availability, potential conflict of interest issues and the director's status as an independent director.

G. *Change in Status, Director Resignation*

Each director who is an "Independent Director" as defined by the listing requirements of NASDAQ must notify the Chair of the Nominating and Governance Committee as soon as

reasonably practicable in the event that the director's personal circumstances change in a manner that may affect the Board's evaluation of such director's independence, such as due to a potential or actual conflict of interest. A director who at the time of his or her appointment was independent under the rules of NASDAQ and later ceases to be independent shall, to the extent required for the Company to comply with applicable laws, rules and regulations (including that of NASDAQ), offer his or her written resignation to the Board.

To avoid any potential conflict of interest, directors will not accept a seat on any additional public company board without first reviewing the matter with the Nominating and Governance Committee. In addition, a non-employee director will tender his or her resignation for consideration by the Board in the event of retirement or other substantial change in the nature of the director's employment or other significant responsibilities, and a director who is employed by the Company will tender his or her resignation for consideration by the Board in the event of his or her termination of employment and services to the Company.

In each case, the Board need not accept such offer of resignation; however, the submission of such offer of resignation provides the opportunity for the Board to review the appropriateness of the continuation of such individual's membership on the Board and/or its committees. In some cases, it may be appropriate for such member to remain on the Board and all applicable committees or, alternatively, to be replaced as a member of one or more of the committees on which he or she serves while remaining a member of the Board. The Nominating and Governance Committee will consider such tendered resignation and, as soon as reasonably practicable following the date of receipt of such resignation, make a recommendation to the Board concerning the acceptance or rejection of such resignation.

In any event, any director may tender his or her resignation, or resign at any time, from the Board by providing written (electronic mail is sufficient) notice of intent to retire, resign or not stand for re-election to the Company's Corporate Secretary with copy to the Company's Lead Independent Director (or if there is not one, to the Board Chair) and the Chair of the Nominating and Governance Committee. Any such resignation shall take effect at the time specified in the notice or, if not specified, immediately upon receipt.

H. *No Service Limits*

The Board does not believe it should establish limits on a director's service. As an alternative to limiting total length of service, the Nominating and Governance Committee will review and, if determined appropriate, recommend to the Board each director's continuation on the Board every year.

I. *Board Chair*

The Board has no policy with respect to the separation of the offices of Board Chair and Chief Executive Officer. The Board believes that this issue is part of the succession

planning process and that it is in the best interests of the Company for the Board to make a determination regarding this issue each time it elects a new Chief Executive Officer.

Whenever the Board Chair is also the Chief Executive Officer of the Company or is a director who does not otherwise qualify as an “Independent Director” as defined by the NASDAQ listing requirements, the independent directors will elect from among themselves a Lead Independent Director of the Board. The Lead Independent Director will be elected by a plurality and will serve until the Board meeting immediately following the next annual meeting of stockholders, unless otherwise determined by the Board. The Lead Independent Director’s responsibilities are set forth in Annex A.

J. *Meetings of the Board*

The Board shall have no less than four regularly scheduled meetings each year at which it reviews and discusses leadership continuity, management development, management reports on the performance of the Company, its plans and prospects, as well as more immediate issues facing the Company. The Board Chair will establish the agenda for each Board meeting. At the beginning of the year, the Board Chair will establish a schedule of agenda subjects to be discussed during the year (to the degree this can be foreseen). Each director is free to suggest the inclusion of items on the agenda. Each director is free to raise at any Board meeting subjects that are not on the agenda for that meeting.

K. *Meetings of Independent Directors*

The independent directors will have regularly scheduled meetings, at least twice a year, in executive session.

L. *Non-Employee Director Compensation*

The Board believes that the amount of non-employee director compensation should fairly reflect the contributions of non-employee directors to the performance of the Company. The Compensation Committee will conduct a periodic review of non-employee director compensation and make a recommendation to the Board regarding the form and amount of non-employee director compensation for service on the Board and its committees based upon the Compensation Committee’s consideration of the responsibilities and time commitment of non-employee directors, as well as competitive information.

The Compensation Committee will consider that a director’s independence may be jeopardized if (1) director compensation and perquisites exceed customary levels, (2) the Company makes substantial charitable contributions to organizations with which a director is affiliated or (3) the Company enters into consulting contracts with (or provides other indirect forms of compensation to) a director or an organization with which the director is affiliated. Directors who are employees of the Company may not receive any additional compensation for service on the Board. Compensation for directors who are not employees of the Company requires approval of the Board.

M. *Director Orientation and Continuing Education*

The Nominating and Governance Committee is responsible for developing and evaluating an orientation and continuing education program for directors, and for making appropriate recommendations for final Board action regarding this program. The Company will endeavor to make the directors aware of continuing education programs and will reimburse the expenses of any director attending approved continuing education programs.

N. *Board Member Attendance at the Annual Meetings of Stockholders*

Directors are encouraged to attend the Company's annual meeting of stockholders.

O. *Stakeholder Engagement, Stockholder Communications with Directors*

The Board welcomes communications from the Company's stockholders and other interested parties. Stockholders and any other interested parties may send communications to the Board, any committee of the Board, the Board Chair, the Independent Lead Director or any other director to:

**Berry Corporation (bry)
Attention: Corporate Secretary
16000 Dallas Parkway, Suite 500
Dallas, Texas 75248**

StakeholderEngagement@bry.com

Stockholders and any other interested parties should mark the envelope containing each communication as "Stockholder Communication with Directors" and clearly identify the intended recipient(s) of the communication. The Company's General Counsel will review each communication received from stockholders and other interested parties and will forward the communication, as expeditiously as reasonably practicable, to the addressees if: (1) the communication complies with the requirements of any applicable policy adopted by the Board relating to the subject matter of the communication; and (2) the communication falls within the scope of matters generally considered by the Board. To the extent the subject matter of a communication relates to matters that have been delegated by the Board to a committee or to an executive officer of the Company, then the Company's General Counsel may forward the communication to the executive officer or chair of the committee to which the matter has been delegated. The acceptance and forwarding of communications to the members of the Board or an executive officer does not imply or create any fiduciary duty of the Board members or executive officer to the person submitting the communications.

Management is responsible for establishing effective communications with the Company's stakeholder groups, i.e., stockholders, customers, employees, suppliers, media, government and corporate partners. However, we believe it is also important for members of the Board to meaningfully engage with certain stakeholders. As a general matter, such engagement should, in most instances, come from the Chairman of the Board or, if one has been appointed, the Lead Independent Director. When necessary for a director to engage

with a stakeholder, it is expected that the director will do so in coordination with management and the Chairman of the Board or, if one has been appointed, the Lead Independent Director.

The Nominating and Governance Committee will oversee the Company's engagement efforts with stockholders and other key stakeholders and make recommendations to the Board of Directors regarding its involvement in shareholder and key stakeholder engagement. Any communication from a stockholder, including a potential activist investor, will be immediately referred to the Chair of the Nominating and Governance Committee (or committee itself), for the Company's response.

II. Committees of the Board of Directors

A. *Committees*

The Board will have at all times an Audit Committee, a Compensation Committee and a Nominating and Governance Committee. However, the Board may, from time to time, establish and maintain additional committees as necessary or appropriate. Committee members will be appointed by the Board upon recommendation of the Nominating and Governance Committee, with consideration given to the desires of individual directors and the applicable committee.

All of the members of the Audit Committee, Compensation Committee and Nominating and Governance Committee must satisfy the independence and experience requirements detailed in their respective committee charters. The Nominating and Governance Committee will determine whether or not each director is independent, disinterested, and a non-employee under the standards applicable to the committees on which such director is serving or may serve, and will report the results of its review to the Board. The Board will then determine which directors qualify as independent, disinterested, non-employee or outside directors under applicable standards.

B. *Committee Charters*

Each committee will have its own charter. The charters will set forth the authority and responsibilities of the committees as well as qualifications for committee membership, procedures for committee member appointment and removal, committee structure and operations and committee reporting to the Board.

III. Access to Management, Management Evaluation and Succession Planning

Directors should have full access to members of management, either as a group or individually, and to Company information that they believe is necessary to fulfill their obligations as directors. The directors should use their judgment to ensure that any such contact or communication is not disruptive to the business operations of the Company.

The Nominating and Governance Committee will establish an annual process to enable the Board to assess the performance of the CEO, communicate the results to the CEO, and ensure the results are provided to the Compensation Committee for consideration by the

Compensation Committee in respect of determining the CEO's compensation. The performance evaluation shall be conducted in such manner as the Committee deems appropriate.

The Nominating and Governance Committee will meet periodically and at least annually to review and discuss the succession plans developed by management relating to the Chief Executive Officer and other executive officers (both in an emergency situation and in the ordinary course of business). The succession plan should include, among other things, an assessment of the experience, performance and skills of possible successors to the Chief Executive Officer. To assist the Board in its fulfillment of this responsibility, the Board may request that the Chief Executive Officer provide the Board, from time to time and as appropriate, with an assessment of persons considered potential successors to certain other senior management positions.

IV. Review of Governance Policies

These Guidelines may be amended, waived or terminated by the Board at any time the Nominating and Governance Committee periodically will review and reassess the adequacy of these Guidelines and recommend any proposed changes to the Board for approval.

In addition, the Nominating and Governance Committee will consider any other corporate governance issues that arise from time to time and will develop appropriate recommendations for the Board.

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Annex A

Responsibilities of the Lead Independent Director

The responsibilities of the Lead Independent Director, if elected include, but are not limited to, the following:

1. Presiding at all Board meetings at which the Board Chair is not present, including any executive sessions of the independent directors;
2. Acting as a liaison between the Board Chair and independent directors;
3. Facilitating discussion among independent directors about Board and committee performance, effectiveness and composition;
4. Communicating with the Board Chair regarding any decisions reached, suggestions, views or concerns expressed by independent directors;
5. Providing the Board Chair with feedback and insight concerning interactions between the Board Chair and the Board;
6. Reviewing the results of the Board's annual performance evaluation;
7. Approving information sent to the Board and meeting agendas for the Board;
8. Approving Board meeting schedules to assure there is sufficient time for discussion of all agenda items;
9. Ensuring availability for consultation and direct communication, if requested by major shareholders; and
10. Having the authority to call meetings of the independent directors.