



Respect for Human Rights

Respect for human rights is a fundamental value of NextDecade Corporation (“NextDecade” or the “Company”). We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, contractors and suppliers. Our goal is to help sustain and contribute to the enjoyment of human rights within the communities in which we operate. This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.

This policy applies to NextDecade and its employees, suppliers and third parties with whom we contract to do business. The Company also expects suppliers and third parties with whom we do business to uphold these principles and urges them to adopt similar policies within their own businesses.

The Company uses due diligence as a means to identify and prevent human rights risks to people in our business and supply chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

The Human Rights Policy is overseen by NextDecade’s Board of Directors, including the Chief Executive Officer.

Community and Stakeholder Engagement

We recognize that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them such as land rights, access to clean air and clean water. We also engage with people in those communities, including indigenous peoples as well as other vulnerable and disadvantaged groups. Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business. This includes issues in our Company, across our value chain and with our various sponsorships, through which we seek to promote respect for human rights.



Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We ensure the rights of employees to choose to be a member of a trade union and to bargain collectively as permitted by local laws and regulations and to not be interfered with or restricted. We seek to have a constructive and productive relationships with our employees.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking in our operation and throughout our supply chain.



Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. Individuals between the age of 16 and 18 may only be hired in furtherance of educational or vocational training and in compliance with local laws and regulations. We will not hire anyone under the age of 16.

Work Hours, Wages and Benefits

We compensate employees fairly and competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Land Rights and Water Resources

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific policy and action. We are compelled, based on our values to take action and to use our influence to help protect the land rights of local communities in the Rio Grande Valley. We respect the human need for protection of ecosystems and communities. We pursue a comprehensive approach to land management that mitigates risk by consulting and partnering with governments, communities and other stakeholders to develop solutions where and when needed, and also implementing water protection and land protection plans at the Rio Grande LNG Project.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable labor and employment laws wherever we operate. The Company will ensure employees are aware of the Human Rights Policy through training and an annual certification process. Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources, the Legal Department or HSSE. Employees can also report suspected policy violations through the EthicsPoint secured internet website at www.next-decade.ethicspoint or by calling +1-844-759-0032. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with the [Company's Code of Business Conduct](#).

This policy, including a Spanish translation and related information, can be found via the Company's internet site: <http://www.nextdecade.com>.



Public Reporting

We will report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual reporting cycles.

This reporting cross references the UN Guiding Principles Reporting Framework.