



## **NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER [as amended and restated on August 27, 2020]**

### **I. Purposes.**

The purposes of the Nominating and Corporate Governance Committee are (1) to assist the Board of Directors in identifying individuals qualified to become Board members, (2) to recommend Board director nominees for the next annual meeting of stockholders and, when appropriate, director nominees to take office between annual meetings; (3) to recommend to the Board membership on standing Board committees, and (4) to develop and implement policies and processes regarding corporate governance matters.

### **II. Goals and Responsibilities.**

The Committee shall have the power and authority of the Board to pursue the following goals and to fulfill the following responsibilities:

#### *Nominating*

- Determine desired board skills and attributes, taking into account all factors it considers appropriate, which may include judgment, skill, experiences with businesses and other organizations of comparable size, the interplay of the candidate's experiences with the experience of other directors, diversity of gender and ethnic background, and the extent to which the candidate would be a desirable addition to the Board of Directors and any committees of the Board.
- In consultation with the Chairman of the Board and Chief Executive Officer, recommend candidates to serve on the Board of Directors and recommend to the Board candidates to stand for election as directors at an annual meeting of stockholders or to fill a vacancy occurring between annual meetings. Consider stockholder nominees for election to the Board.
- In consultation with the Chairman of the Board and Chief Executive Officer, make recommendations to the Board of Directors concerning the appointment of Directors to Board Committees and the selection of Board Committee Chairs.
- Evaluate and recommend termination of membership of individual directors, for cause or for other appropriate reasons.

- Sole authority to retain and terminate any search firm to be used to identify director candidates, including approval of the search firm's fees and other retention terms.

### Corporate Governance

- Develop and recommend Corporate Governance Guidelines, and annually review the Corporate Governance Guidelines and recommend any proposed changes to the Board for approval.
- Develop and recommend to the Board a code of conduct for Cimarex Energy Co.'s ("Cimarex") directors, officers and employees and periodically review the code of conduct and make recommendations to the Board for changes as the Committee deems appropriate.
- At least annually, review, report and make recommendations to the Board regarding related party transactions required to be disclosed pursuant to SEC and the applicable stock exchange regulations for potential conflict of interest situations and any relationships that may adversely affect the independent judgment of a director.
- Review and make recommendations to the Board regarding stockholder proposals that relate to corporate governance.
- Administer the annual board performance evaluation process and report to the full Board the results of the annual self-evaluation.
- Annually review the charter of the Committee.
- Periodically review Cimarex's certificate of incorporation and bylaws and recommend any changes to the Board.
- Receive regular reports from the Corporate Secretary of any minor technical amendments made to any of the corporate governance documents set out in this section.
- Review major organizational and staffing matters.
- Recommendation for election of officers.

### **III. Organization.**

The Committee shall consist of all directors who satisfy the applicable independence requirements of the New York Stock Exchange and any other regulatory requirements. The Committee's chairperson shall be the Lead Director of the Board. The Committee may form and delegate authority to subcommittees when appropriate.

### **IV. Structure and Meetings.**

The chairperson of the Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The chairperson will ensure that the agenda for each meeting is circulated in advance of the meeting. The Committee shall report periodically to the Board on its activities.

### **V. Performance Evaluation.**

The Committee shall conduct an annual performance evaluation and report evaluation results to the Board.

### **VI. Committee Resources.**

The Committee shall have the authority to obtain advice and seek assistance from internal and external legal and other advisors. The Committee shall determine the extent of funding necessary for the payment of compensation to any consultant retained to advise the Committee.

### **VII. Review and Disclosure of Charter.**

This Charter will be made available on the Company's website at [www.cimarex.com](http://www.cimarex.com).