

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE CHARTER

This Corporate Governance and Nominating Committee Charter of the Board of Directors (the “Board”) of Noble Energy, Inc. (the “Company”) is effective as of December 30, 2019. It is intended as a component of the flexible framework within which the Board, assisted by its committees, directs the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations, and listing requirements, as well as in the context of the Company’s Certificate of Incorporation and By Laws, it is not intended to establish by its own force any legally binding obligations.

Purpose

The purpose of the Corporate Governance and Nominating Committee (the “Committee”) is to (1) take a leadership role in providing a focus on corporate governance to enable and enhance the Company’s short and long-term performance; (2) engage in appropriate identification, selection, retention and development of qualified directors consistent with criteria approved by the Board; (3) develop, and recommend to the Board, a set of corporate governance principles or guidelines applicable to the Company; (4) to advise the Board with respect to the Board’s composition, procedures and committees; (5) oversee the evaluation of the Board and management; and (6) oversee the Company’s political activity.

In support of this purpose, the Committee subscribes to the following characteristics of effective corporate governance: (a) selection and retention of independent and appropriately-skilled directors; (b) appropriate level of management oversight; (c) appropriate disclosure of relevant financial and operational information; and (d) protection of the rights of shareholders.

Principal Responsibilities

Subject to the powers and duties of the Board, the Committee’s principal responsibilities include the following:

- (1) develop and maintain a long-term plan for Board composition and size that takes into consideration the current strengths, skills, and diversity of backgrounds, experience and other diverse attributes on the Board, retirement dates and the strategic direction of the Company;
- (2) develop recommendations regarding the essential and desired experiences and skills for potential directors;
- (3) recommend to the Board, in consultation with the President and Chief Executive Officer, nominees for election as members of the Board at the next annual meeting of shareholders or otherwise as appropriate;
- (4) consider written proposals for director nominees and other proposals received from the Company’s shareholders in accordance with the Company’s By Laws and corporate governance principles or guidelines and recommend appropriate action to the Board;

- (5) review, monitor and make recommendations regarding the orientation, retention and ongoing development of directors;
- (6) assess the needs of the Board in terms of the frequency, structure, and location of Board and committee meetings, meeting agendas, meeting materials and the conduct of meetings, and make recommendations to the Board as appropriate;
- (7) recommend to the Board and, upon approval, implement and oversee an appropriate evaluation process for the Board as a whole, the committees of the Board;
- (8) recommend committee members and committee chair appointments to the Board for approval and review the need for, and the performance and suitability of, those committees and make recommendations to the Board as appropriate;
- (9) review, and make recommendations to the Board in regard to, succession plans for senior management;
- (10) obtain separate independent advice on governance and/or nominating matters in appropriate circumstances in accordance with item e. under “Composition and Operations” above;
- (11) develop, and review at least annually, the Company’s policies and procedures for the review, approval, or ratification of any related person transaction requiring disclosure under Item 404 of Regulation S-K as promulgated under the Securities Exchange Act of 1934 (“Related Person Transactions”);
- (12) review, approve, or ratify Related Person Transactions between the Company and related persons that are to be disclosed under Item 404 of Regulation S-K;
- (13) develop, and review at least annually, corporate governance principles or guidelines adopted by the Board to ensure that they are appropriate for the Company and comply with the requirements of the Nasdaq Stock Market LLC (“Nasdaq”), and make recommendations to the Board as appropriate;
- (14) administer and interpret the Company’s stock ownership guidelines applicable to non-management directors;
- (15) review, at least annually, the Company’s political activity including Company policies on political expenditures, political contributions made with corporate funds, and payments to trade associations and other tax exempt organizations which may be used for political purposes;
- (16) conduct an annual evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter;
- (17) review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval; this should be done in compliance with applicable legal and regulatory requirements; and

- (18) recommend to the Board any other action on corporate governance that may be required or considered advisable.

Composition and Operations

- *Committee Member Qualifications.* The Committee will be composed of not fewer than three directors and not more than nine directors, each of whom has been determined by the Board to be “independent” in accordance with the applicable rules of Nasdaq and the Securities and Exchange Commission.
- *Committee Member Appointment and Removal.* The Board will appoint the Committee members and a Committee Chair, and such appointees shall continue to be members until their successors are elected and qualified or until their earlier resignation or removal. Any member of the Committee may be removed, with or without cause, by the Board.
- *Committee Structure and Operations.* The Committee will meet at least three times each year at such times and places as it deems appropriate. Meetings of the Committee may be held telephonically. The presence of a majority of the Committee members will constitute a quorum for the transaction of business and the affirmative vote of a majority of the Committee members present and constituting that quorum will be required for Committee action on any voting matter. The Committee, in its discretion, may ask members of management or others to attend its meetings and provide pertinent information. The Secretary of the Committee will be the Secretary of the Company or an Assistant Secretary of the Company. The Committee will determine its own rules of procedure, subject to any guidelines or protocols that may be prescribed by the Board.
- *Committee Reporting to the Board.* The Committee will regularly report its discussions to the Board by distributing the minutes of its meetings and by oral report at Board meetings.
- *Access to Senior Management.* The Committee will have access to the Company’s senior management and all pertinent documents and will be provided with the resources necessary to carry out its Charter responsibilities.
- *Authority and Independent Advice.* The Committee may delegate responsibilities of the Committee to committees of its own denomination, provided that such committees are composed entirely of independent directors and, provided further, the Committee shall not delegate to any such committee any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole. Any such committee must have a published charter. From time to time, as deemed required by the Committee in its sole discretion, the Committee may retain (including making fee arrangements and setting other retention terms), at the Company’s expense, and terminate independent advisors with respect to governance or nominating issues (including, without limitation, search firms to be used to identify director candidates).