

OASIS PETROLEUM CLAWBACK POLICY TERMS

Types of Compensation Subject to the Policy	Individuals Covered	Covered Conduct - Triggering Events Resulting in Clawback	Is Officer Culpability Required?	Level of Culpability	Mandatory or Discretionary Enforcement?	Pre- or Post-Tax
Up to all performance-based compensation (cash and equity)	NEOs and Section 16 Officers	Restatement of financial statements as a result of a material error caused by the fraud or intentional misconduct of an officer covered by the policy	Yes	Fraud or intentional misconduct	Discretionary as to both whether a clawback occurs and the amount of compensation subject to clawback	Compensation subject to policy is after-tax proceeds