

**2024**

SUSTAINABILITY REPORT

# CREATING SHARED VALUE

COMMITTED ACTIONS, POSITIVE IMPACTS



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## Vicki Hollub

### President and Chief Executive Officer

It is with great appreciation that I reflect upon Oxy's recent sustainability accomplishments across our energy production, midstream and marketing, essential chemistry and carbon innovation businesses. To achieve Oxy's vision of a sustainable future, we have built an integrated portfolio of assets and infrastructure operated by remarkable people driven by passion to outperform.

Our comprehensive strategy starts with taking care of our people and upholding consistently high standards around the world. On the safety front, our company-wide employee Total Recordable Injury Rate (TRIR) was 0.21 in 2023, a 19% improvement from the previous year, while our contractor TRIR was consistent with our 2022 safety results. We also helped employees seize opportunities across our organization, with more than 20% of U.S. employees making moves through promotion or transfer. We added a new Talent Engagement and Employee Experience team to deliver the best experience possible to employees, and continued our leadership in Diversity, Inclusion and Belonging by hosting over 14 Employee Resource Group events. In June 2024, U.S. News & World Report recognized Oxy as one of its 2024-2025 Best Companies to Work For. Out of 3,000 large, publicly traded companies that were considered for the recognition, Oxy was among only 18% of companies that rated "Best" status. Additionally, we ranked in the #1 spot within the Mining and Raw Materials industry.

Oxy's efforts to decarbonize our own operations and advance technologies that will help others to do the same continues, with a reduction of the company's Scope 1 and Scope 2 greenhouse gas (GHG) emissions of 20.4% since 2019, and a 65.2% reduction in methane emissions over this period. We achieved a 67% reduction in routine flaring for global oil and gas operations from our 2020 baseline, while sustaining zero routine flaring in our domestic operations. To further worldwide industry efforts to reduce global emissions, we became an original signatory to the Oil and Gas Decarbonization Charter (OGDC) and committed funding to the World Bank's Global Flaring and Methane Reduction (GFMR) Partnership at COP28 in Dubai.

We significantly expanded our sustainability-focused investments and partnerships over the past year. These included our acquisition of all the outstanding equity of Carbon Engineering — our Direct Air Capture (DAC) technology partner of five years. Carbon Engineering's groundbreaking research and development will play an important role in our integrated Net-Zero Strategy and position us to accelerate cost reduction among our carbon removal offerings.

Construction of our first Direct Air Capture facility, STRATOS, is underway in Ector County, Texas, and on schedule to be commercially operational in mid-2025. Demonstrating that DAC is becoming an investible technology, we formed a joint venture with BlackRock, one of the world's leading providers of investment, advisory and risk management services, to develop STRATOS, which will be the world's largest DAC plant when completed. Our 1PointFive subsidiary is also making significant progress in creating a global market for carbon dioxide

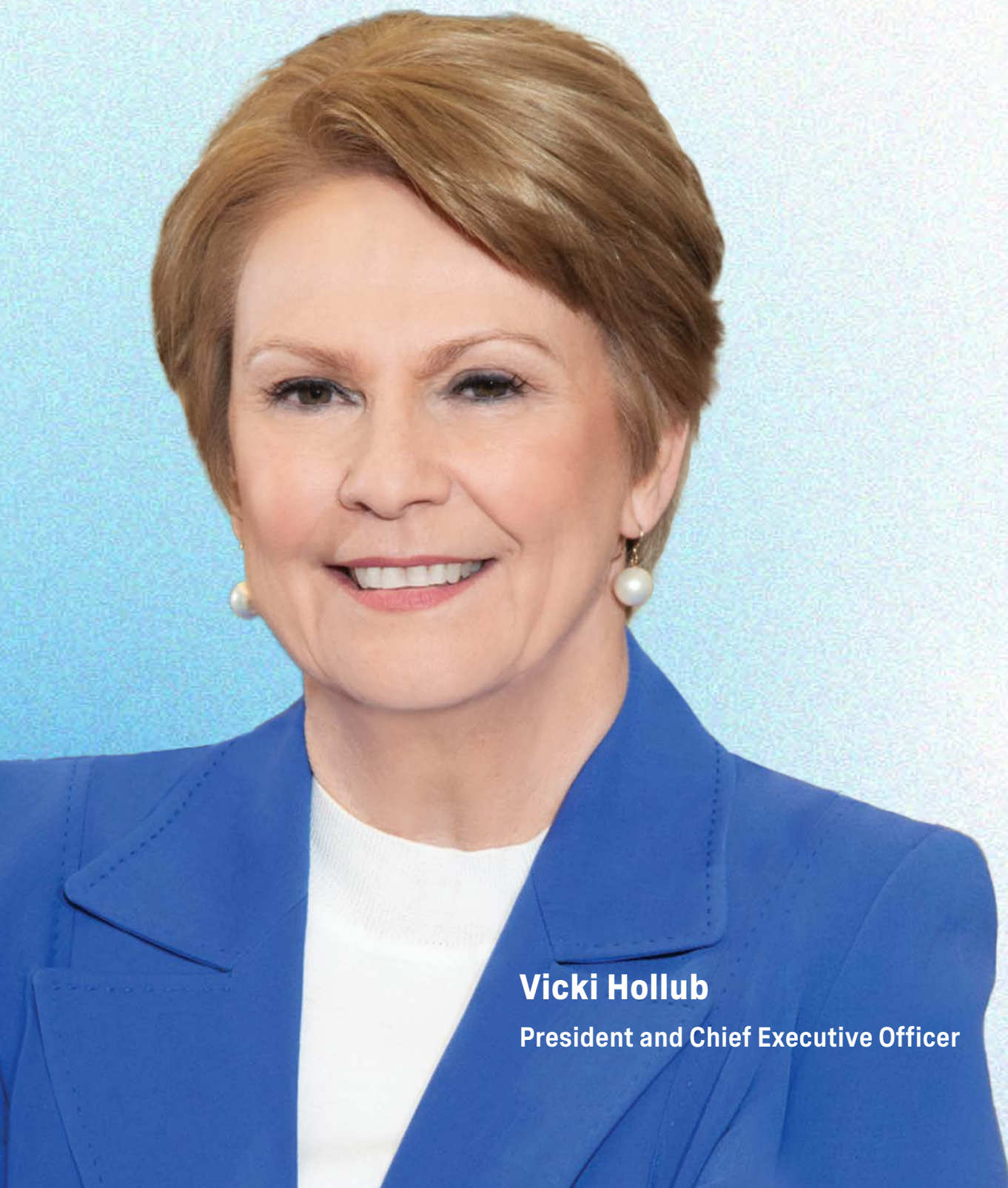
removal credits (CDRs). In July 2024, 1PointFive announced a landmark deal with Microsoft, which agreed to purchase 500,000 metric tons of CDRs, the largest DAC CDR purchase to date. A commitment of this magnitude demonstrates how one of the world's largest corporations is integrating scalable DAC into its net-zero strategy, and the important role this technology will play in achieving global climate targets.

Also in support of our climate strategy, wholly owned Oxy subsidiary TerraLithium formed a joint venture in June 2024 with BHE Renewables, a wholly owned subsidiary of Berkshire Hathaway Energy. This partnership will further advance the demonstration and deployment of our patented Direct Lithium Extraction process and associated technologies to extract and commercially produce high-purity lithium compounds from geothermal brine.

In August 2024, we welcomed our new colleagues from CrownRock to Oxy. The CrownRock acquisition complements Oxy's premier Permian asset base and will enhance our sustainability strategy. Oxy and CrownRock have built leading positions in water recycling in the Midland Basin, and we look forward to integrating our substantial water processing capabilities to further enhance our proactive water stewardship.

We also work closely in the regions surrounding our operations, partnering with educational institutions, workforce development programs and community and environmental advocacy groups to ensure benefits from our projects flow to the local communities and promote greater prosperity. 2024 marks Oxy's 40th anniversary in the Sultanate of Oman where we serve as one of the country's leading international investors. Our 3,330 Omani employees comprise over 25% of our global employee base, and our capital investments and operations drive significant in-country value, contributing to 20,000+ contractor or supplier jobs and life-changing social investments. In the U.S., we expanded local partnerships, ranging from providing lifesaving equipment for first responders in the Permian Basin and supporting food banks across our multi-state operations, to donating more than 72,000 books to underserved communities in our hometown of Houston. We have also sponsored community events and meetings with local organizations to provide information to residents, address their questions and listen to their feedback about how we can extend our legacy as a Partner of Choice®.

Our 2023 progress demanded hard work and innovation by thousands of talented people across the organization. I would like to thank the dedicated Oxy workforce, as well as the communities that host our operations, for making what we do possible. I'd also like to thank our Board of Directors and its Sustainability and Shareholder Engagement Committee for their service and direction as we strive to lead our industries in high-performance oil and gas production, midstream and marketing, essential chemistry and carbon innovation.



**Vicki Hollub**  
President and Chief Executive Officer



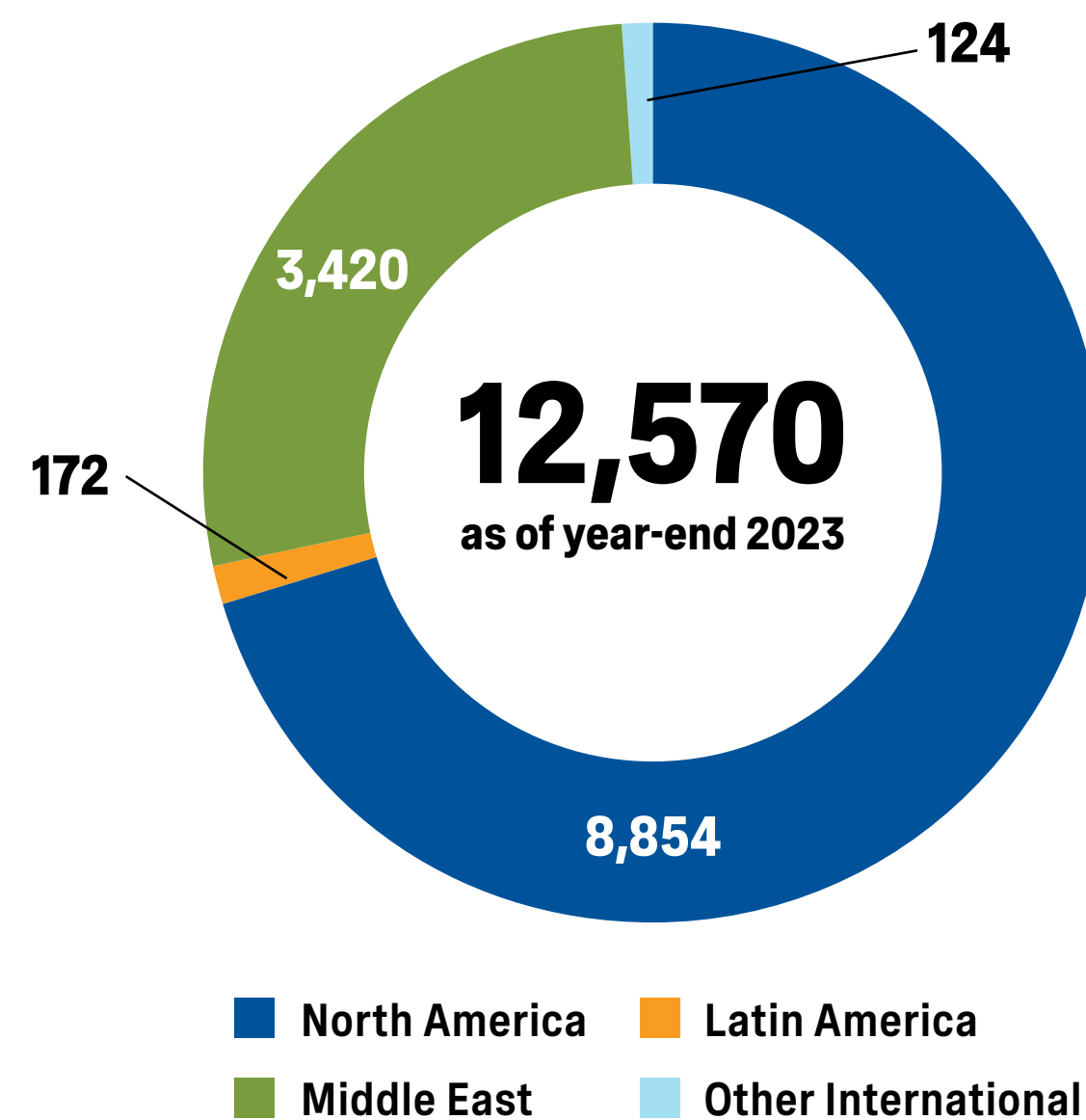
# About Oxy

Oxy's principal businesses consist of three segments: oil and gas, chemical and midstream and marketing. The oil and gas segment explores for, develops and produces oil (including condensate), natural gas liquids (NGL) and natural gas. Our subsidiary Occidental Chemical Corporation (OxyChem) primarily manufactures and markets basic chemicals and vinyls. The midstream and marketing segment purchases, markets, gathers, processes, transports and stores oil, NGL, natural gas, CO<sub>2</sub> and power. It also optimizes its transportation and storage capacity, and invests in entities that conduct similar activities, such as Western Midstream Partners, L.P.

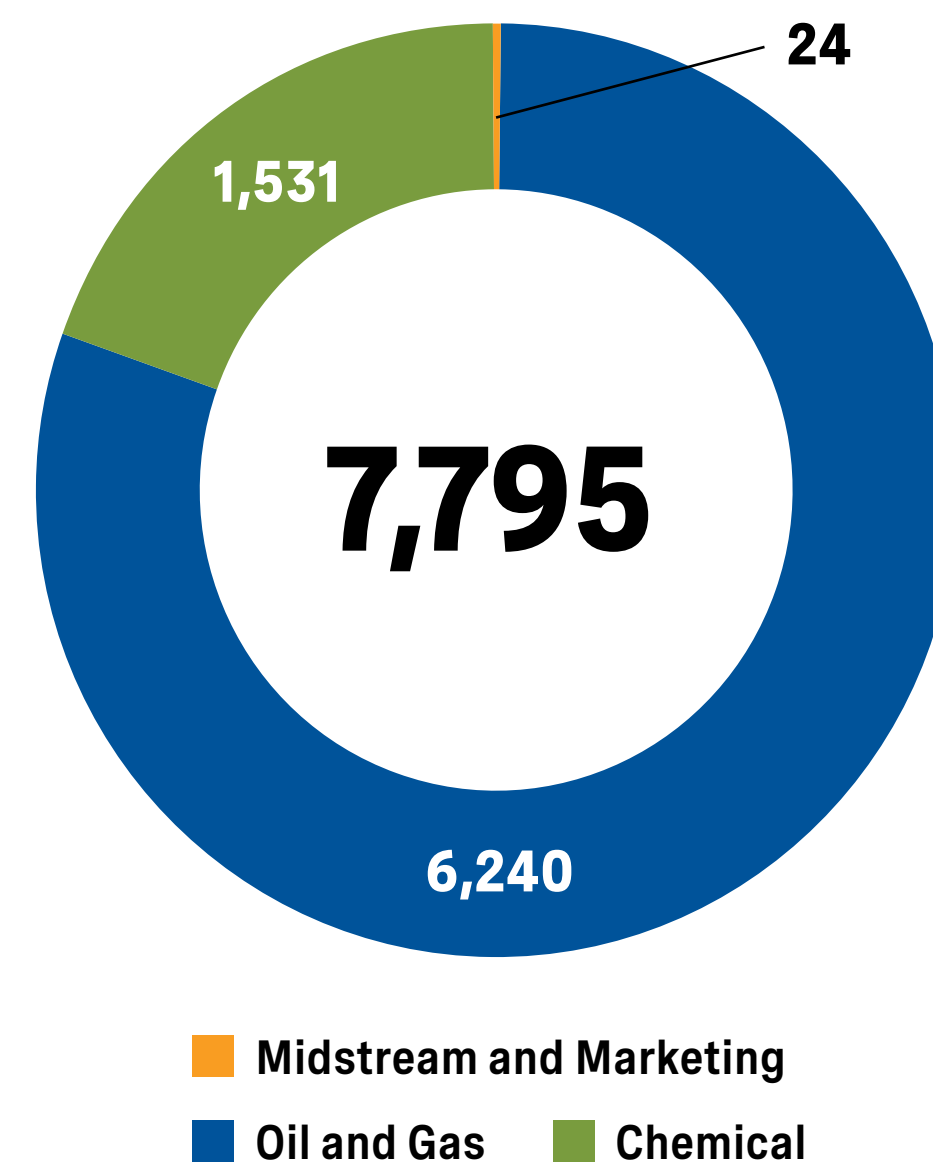
Within the midstream and marketing segment, Oxy Low Carbon Ventures (OLCV) seeks to leverage Oxy's legacy of carbon management in enhanced oil recovery (EOR) to develop Carbon Capture, Utilization and Storage (CCUS) projects, including the commercialization of Direct Air Capture (DAC) technology, invest in other low-carbon technologies intended to reduce greenhouse gas (GHG) emissions from Oxy's operations and strategically partner with other industries to help reduce their emissions.

We conduct operations internationally, with assets primarily in the United States, the Middle East and North Africa. We are one of the largest oil and gas producers in the U.S, including a leading producer in the Permian and Denver-Julesburg (DJ) Basins, and offshore Gulf of Mexico. We are regarded as a premier partner in Oman, the United Arab Emirates and Algeria.

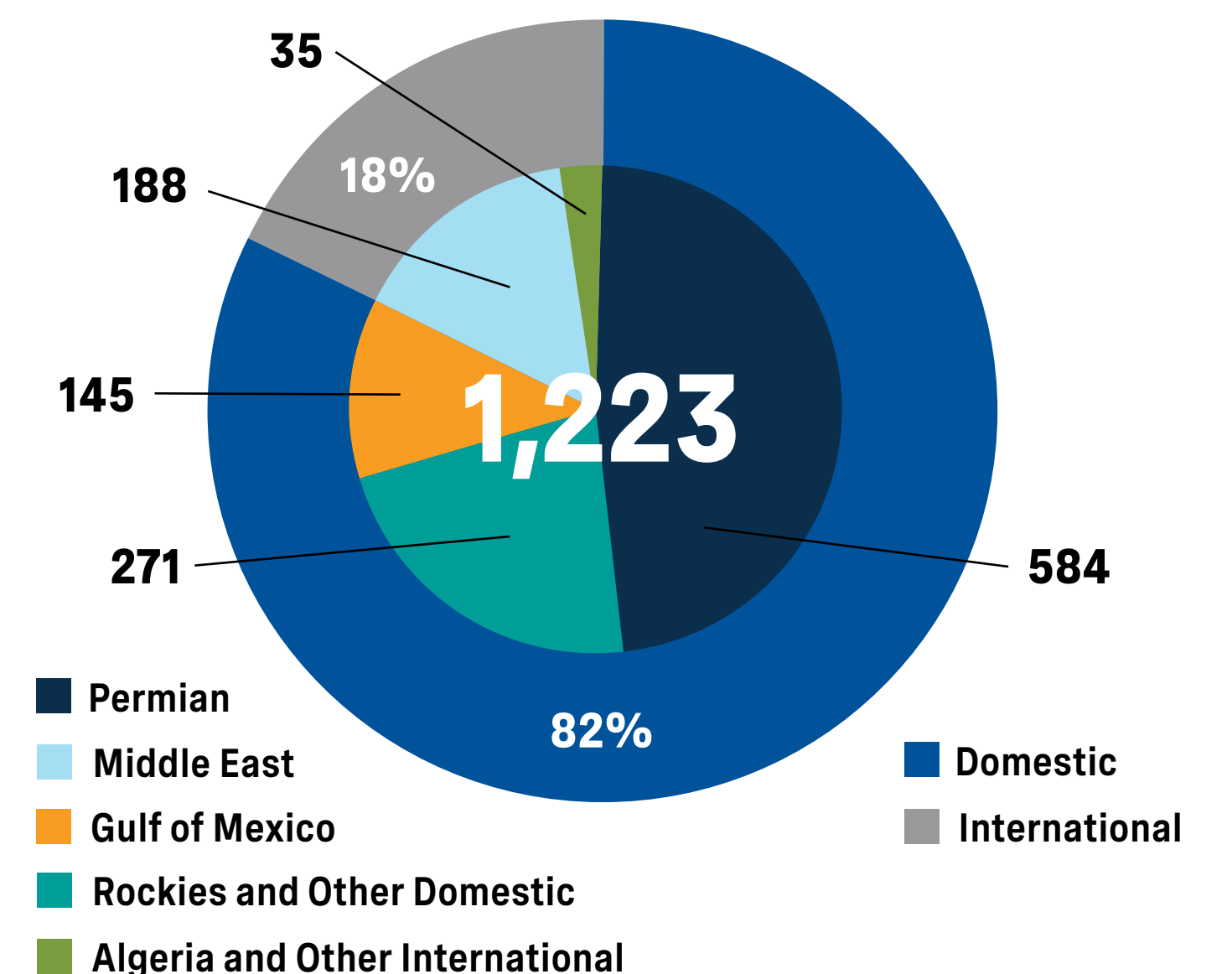
### Employees



### 2023 Segment Earnings (\$ Millions)



### 2023 Daily Average Production (Mboe/d)





# Oxy's Integrated Portfolio as of year-end 2023

## Permian

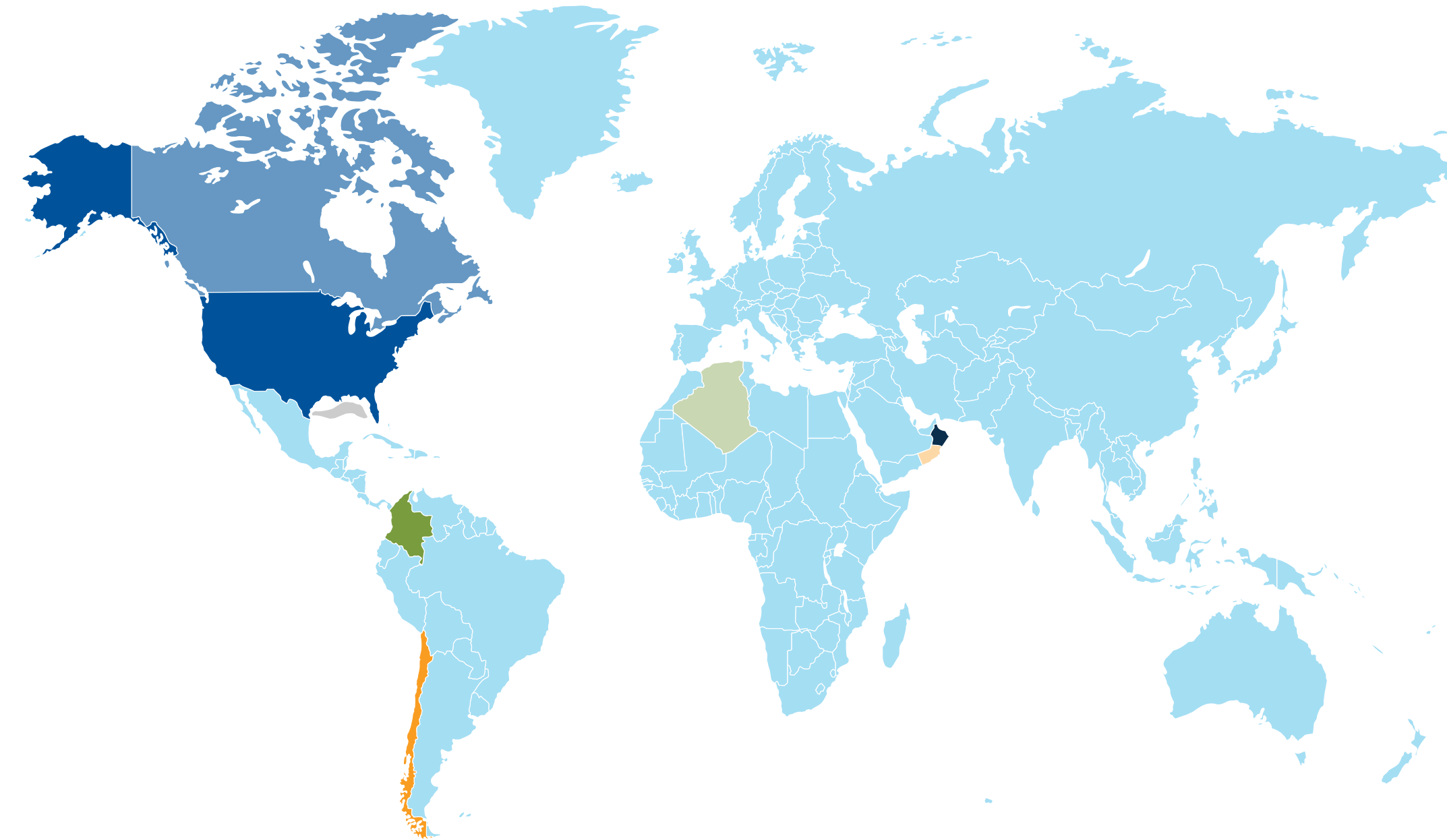
- Premier unconventional positions in the Delaware and Midland Basins
- 2.8 MM net acres**
  - 1.4 MM for unconventional
  - 1.4 MM for conventional
- Significant scale, technical capability and low-decline conventional production
- Strategic infrastructure and logistics hub in place
- EOR advancements and CCUS potential for economic growth and carbon reduction strategy

## Oxy Low Carbon Ventures

- Emerging low-carbon businesses commercializing CCUS and DAC solutions
- Developing competitive-returns businesses with cash flow stability

## Latin America

- Deepwater exploration opportunities



## Gulf of Mexico

- 9 active operated platforms
- Significant free cash flow generation
- Sizeable inventory of remaining tie-back opportunities

## OxyChem

- 23 owned or operated facilities in the U.S., Canada and Chile
- Integrated assets capture benefits of favorable market conditions
- Top-tier global producer in every product produced

## Rockies

- A leading position in the Denver-Julesburg Basin **0.7 MM net acres including vast minerals position**
- Among the largest producers in Colorado with significant free cash flow generation
- Emerging Powder River Basin **0.3 MM net acres**

## Middle East / North Africa\*

- High-return opportunities in Oman **6 MM gross acres, 17 identified horizons**
- Exploring Blocks ON-3 and ON-5 in UAE **2.5 MM gross acres**
- World-class reservoirs in Algeria **0.5 MM gross acres in the Berkine Basin**
- Al Hosn and Dolphin provide steady cash flow with low sustaining capex

Algeria Canada Chile Gulf of Mexico Latin America Oman UAE U.S.

\* Oxy applies operational control as our primary organizational boundary for climate and sustainability reporting. Algeria, Al Hosn and Dolphin are joint ventures in which Oxy is a participant but is not the operator. We include them here as their operations generate significant value for Oxy and our partners. See [About this Report](#) for further information on our reporting boundaries.



## Oxy's Mission

We dare to do what others won't.

## Oxy's Vision

We will lead the industry by reaching for the impossible, then achieving it. We do this by having the right assets in the hands of remarkable people driven by passion to outperform.

## Oxy's Values

### Lead with Passion

We love what we do and make sure it shows. We aim to revolutionize the industry.

### Outperform Expectations

We demand excellence from ourselves always. We think boldly so we can go farther, faster.

### Deliver Results Responsibly

We hold ourselves accountable. We never stop building value.

### Unleash Opportunities

We unlock potential others don't see. We take calculated business risks others won't dare.

### Commit to Good

We do the right thing no matter what. We take care of each other, our company, and our world.

# Health, Safety, Environmental and Sustainability (HSE&S) Principles



**These principles, approved by our Board of Directors in 2022, unify our workforce around key issues, frame our engagement with stakeholders, and exemplify our core values in practical, actionable ways.**

- Design and conduct safe, reliable and sustainable operations that promote worker and public health and safety, product stewardship and environmental quality.
- Respect the laws and values of communities where we operate and participate constructively in legislative and regulatory development.
- Conserve natural resources, including biodiversity, wildlife, habitat, water and energy, and manage resources responsibly.
- Advance the circular economy through waste minimization, reuse and recycling and extending the productive lives of our property, plants and infrastructure.
- Evaluate and mitigate potential risks and impacts to people and the environment.
- Pursue our ambitious goals of net-zero greenhouse gas emissions in our operations and products to further the goals of the Paris Agreement.
- Report on our performance and engage with shareholders and other stakeholders to enhance health, safety, environmental and sustainability programs.
- Collaborate with host communities to contribute to their vitality in the transition to a net-zero future.
- Provide innovative products, services and solutions to help host governments, partners, suppliers and customers address global challenges, achieve net-zero goals, and advance the UN Sustainable Development Goals.



# Our Sustainability Strategy: Integrating Sustainability into Everyday Operations

Oxy's integrated business model unifies our talented, diverse workforce with best-in-class assets and industry leadership to advance innovative solutions to global challenges in accordance with our HSE&S Principles. Founded in 1920, Oxy's success is built on our core values, technical expertise, business acumen, strong partnerships and our ability to deliver lasting results.

**We value our reputation as a Partner of Choice®. We are dedicated to:**

Operating responsibly

Protecting the environment and minimizing our footprint

Upholding and promoting human rights

Contributing to our neighboring communities and regional economies

Providing safe, healthy and secure workplaces

Maintaining high ethical standards

Benefiting our stakeholders

Respecting cultural norms and values everywhere we operate

Our employees lead and innovate for the acceleration of a successful transition to a low-carbon future while providing the reliable energy and chemicals essential to society. A big part of this effort is the ongoing evaluation of ways in which we can integrate sustainability throughout the company, improve our programs and performance, and transparently share our progress with stakeholders.

**Our sustainability strategy is organized around four pillars:**

## GOVERNANCE

**Key focus areas:**

- Corporate Governance
- Risk Management
- Cybersecurity
- Public Policy Engagement
- Business Ethics

## PEOPLE

**Key focus areas:**

- Talent Attraction, Retention and Advancement
- Diversity, Inclusion and Belonging (DIB)
- Health and Safety of our Workforce and Communities

## PLANET

**Key focus areas:**

- GHG Emissions and Climate Change
- Water Stewardship
- Waste Management
- Biodiversity and Habitat Conservation

## PROSPERITY

**Key focus areas:**

- Community Engagement
- Social Investment
- Supply Chain Management

As part of our commitment to sustainability, Oxy strives to diligently identify and address our key risks and opportunities. We integrate our sustainability pillars and HSE&S Principles into our strategic planning and investment decision-making processes and routinely perform risk assessments to support readiness for emerging challenges and opportunities.

OxyChem's approach to sustainability and stewardship aligns with Oxy's HSE&S Principles. OxyChem is a leading producer of life-enhancing chemistry as well as a central contributor to our role as an innovative and sustainable industry leader.



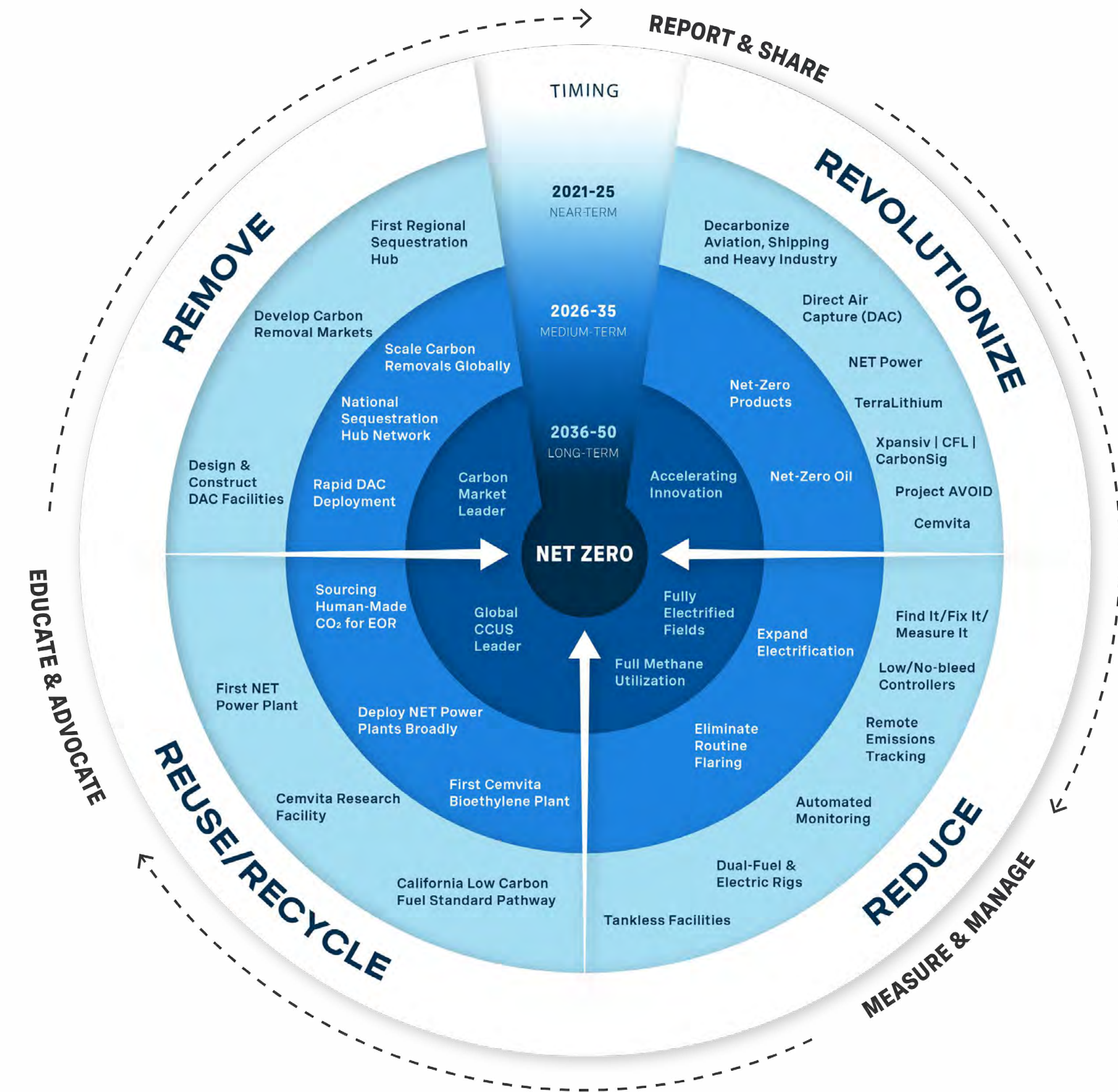


# Our Climate Strategy: Building to Net-Zero

In 2020, Oxy was the first U.S. oil and gas company to announce goals to achieve net-zero GHG emissions for our total emissions inventory including use of sold products. These goals include achieving net-zero GHG emissions (i) from our operations and energy use before 2040, with an ambition to do so before 2035, and (ii) from our sold products, with an ambition to do so before 2050.

We currently have several short- and medium-term targets to support these overarching net-zero goals and ambitions. Oxy's HSE&S Principles reflect our ambitious net-zero goals and strategy to advance the goals of the Paris Agreement, our collaboration with host communities in the transition to a net-zero economy, and our drive to provide innovative products, services and solutions to address global challenges.

Our Net-Zero Strategy describes the multiple pathways through which we aim to meet our sustainability goals, achieve a successful net-zero transition and help others to do so. Central to this strategy is our development and commercialization of technologies that lower both GHG emissions from industrial processes and existing atmospheric concentrations of CO<sub>2</sub>. Oxy believes that carbon removal technologies, including DAC and CCUS, can, given the necessary incentives for their development and deployment, provide essential CO<sub>2</sub> reductions to assist the world's transition to a less carbon-intensive economy.



Oxy's original [Net-Zero Strategy](#) diagram from our 2021 Climate Report

# Stakeholder Engagement

Stakeholder engagement is a central activity with us at Oxy and a catalyst for ongoing improvement in our policies, practices and reporting. We work to build trust through regular and transparent communication and engagement with shareholders, employees, policy makers, environmental organizations, business partners and community leaders and neighbors where we operate.

Oxy's stakeholder engagement process includes the identification of key stakeholders, an assessment of stakeholder interests and issues, an evaluation of the community's socioeconomic needs if applicable, and the development and implementation of a stakeholder engagement plan. We use a variety of methods and metrics, such as priority topics assessments and value chain impact mapping, to discern and assess important sustainability issues raised by internal and external stakeholders. Our goal is to understand and proactively address issues to develop beneficial outcomes.

Members of the Board's Sustainability and Shareholder Engagement (S&SE) Committee engage with shareholders periodically, oversee Oxy's shareholder engagement program, and report shareholder views to the Board. We regularly meet with shareholders to hear their views on governance, human capital and Oxy's Net-Zero Strategy, among other ESG topics.

## Shareholder engagements in recent years have resulted in enhancements to Oxy's sustainability programs and disclosures such as:

- **The content coverage of our climate and sustainability reports**
- **Matters related to corporate governance, including the adoption of proxy access and amendments to our charter that facilitate shareholders' ability to act by written consent and call special meetings**
- **The executive compensation program, including the design of the short-term incentive program.**

Our President and CEO, members of the Board and our Corporate Secretary, alongside representatives of our Investor Relations, Human Resources and Environmental and Sustainability teams, also regularly engage with a wide range of other stakeholders on sustainability matters pertinent to Oxy—including climate-related risks and opportunities. These engagements include our approach to carbon management and the policies, technologies and market mechanisms that advance our net-zero goals and those of other industry sectors. We welcome and consider feedback from shareholders and other stakeholders on our performance, engagement and reporting.

This process informs our sustainability strategy and programs, which helps us to improve transparency and report on the issues that matter most to our stakeholders.

Oxy's strong community engagement promotes deep relationships that benefit our communities, our workforce and our shareholders. We recognize and respect our neighbors and local community members from all backgrounds as stakeholders. Their input provides valuable insight into local needs and interests, ways we can augment our projects by addressing their questions and concerns, and how our presence can enhance the community. Informed by that dialogue, we seek to invest our time and resources in programs and initiatives that support the areas surrounding our operations, with an emphasis on disadvantaged communities, and programs that promote mutually beneficial and inclusive relationships with our neighbors.

Oxy also engages with host governments, non-governmental organizations (NGOs), non-profit organizations, unions, community leaders, and other stakeholders to advocate for policies that serve the UN Sustainable Development Goals (SDGs) relevant to our businesses and the goals of the Paris Agreement. We believe these collaborations position Oxy, our shareholders and our communities for success and reinforce our reputation as a respected Partner of Choice®.



Members of the Oxy and 1PointFive teams with Bill Gates at King Ranch, Tx

# Committed to Good: Contributions to Sustainable Development

Oxy's sustainability strategy leverages the UN SDGs applicable to our businesses. These goals act as a blueprint for member states to advance peace and prosperity for people and the planet. While the SDGs apply directly to countries, businesses can help governments further these goals through investments in communities, the goods and services produced, and stewardship of natural resources and the environment.

Oxy endeavors to contribute to the following SDGs which are embedded in our HSE&S Principles and underpin our approach to the Sustainability Pillars: Principles of Governance, People, Planet and Prosperity.

**SDG 3: Good Health and Well-Being**

**SDG 6: Clean Water and Sanitation**

**SDG 7: Affordable and Clean Energy**

**SDG 8: Decent Work and Economic Growth**

**SDG 9: Industry, Innovation and Infrastructure**

**SDG 12: Responsible Consumption and Production**

**SDG 13: Climate Action**

**SDG 17: Partnerships for the Goals**



These SDGs provide us with a complementary framework to communicate and enhance our supportive role with local communities and host governments. As reflected in our HSE&S Principles and Human Rights Policy, Oxy incorporates the SDGs into our sustainability strategy and seeks to identify additional opportunities in areas where we operate to help countries, regions and communities make progress toward achieving these goals. In designing and carrying out our projects, we closely consider their social and environmental attributes, in addition to the products, services, infrastructure and economic benefits that our investments generate.

While Oxy focuses on these SDGs, for which we believe we can make a greater societal contribution, we also evaluate opportunities to advance additional SDGs in our operations and investments.

## Oxy's focused sustainability strategy has garnered recognition, including:



### As of 2023

**Oxy** was listed as a constituent company in the FTSE4Good Index Series.

**Oxy** received an MSCI ESG Rating of A.

**Oxy** received an A- score from CDP for climate disclosure at CDP's Leadership Level, tied for the top score in the global exploration and production (E&P) industry.

**OxyChem** secured a Bronze medal from EcoVadis, a key sustainability rating organization.

**OxyChem** received +Vantage Vinyl™ Gold certification from the Vinyl Sustainability Council (VSC).

**OxyChem** received 77 safety and environmental awards from leading trade organizations.



# Performance Highlights and Progress on our Sustainability Pillars

In **2023**, Oxy achieved significant progress in our sustainability strategy of building shared value across our portfolio of high-performance energy production, essential chemistry and carbon innovation.

We were honored to be recognized by Fortune in 2023 as one of the World’s Most Admired Companies, ranking No. 1 in the Mining, Crude-Oil Production category. Oxy has made the list every reported year since 2008 and has achieved the No. 1 ranking 13 times.

Our President and CEO, Vicki Hollub, was named Energy Executive of the Year by leading energy information company Energy Intelligence.

**Oxy continues to be a leader in carbon management and major projects, applying our skills to the development of crucial infrastructure for the net-zero transition—including our first commercial DAC facility, STRATOS.**

Empowered by our HSE&S Policy, HSE&S Principles and Operating Management System (OMS), Oxy’s workforce continued to deliver strong sustainability performance. Highlights for each of our Sustainability Pillars in 2023 are below:

## GOVERNANCE

- In the past two years, Oxy’s Board added three new independent directors with valuable and diverse skills and experiences: Vicky A. Bailey, Claire O’Neill and Kenneth Robinson.
- We engaged with shareholders representing ~60% of our average shares outstanding in 2023.

## PEOPLE

### Safety:

- Our employee Total Recordable Injury Rate (TRIR) for 2023 was 0.21, a 19% improvement from 2022 (0.26).

### Talent Attraction, Retention and Advancement:

- Oxy added enhanced mental health support to our generous health, financial and work-life benefits available to our employees, spouses or domestic partners, and dependents.
- 48% of our college hires were conversions from our intern program.
- ~23.5% of our U.S. employees experienced internal job moves due to promotions and transfers.
- We launched a new Talent Engagement and Employee Experience team focused on enhancing employee engagement.

## PLANET

### DIB:

- Our Employee Resource Groups (ERGs) hosted more than 14 events.
- Oxy's Vice President of Diversity and Inclusion, Angela Johnson, won the National MLK Leadership Award from the Energy Diversity & Inclusion Council.

### GHG Emissions:

- Oxy reduced Scope 1 and Scope 2 GHG emissions by ~20.4% from 2019 and ~2.6% from 2022.
- Oxy reduced methane emissions by ~65.2% from 2019 and ~15.9% from 2022.
- Oxy was recognized by the Oil and Gas Methane Partnership (OGMP) 2.0 as achieving the Gold Standard pathway based on a credible implementation plan.
- At COP28, Oxy was an original signatory to the Oil and Gas Decarbonization Charter (OGDC) and committed funding to the World Bank's Global Flaring and Methane Reduction (GFMR) Partnership.
- Oxy achieved a ~67% reduction in routine flaring for global oil and gas operations from our 2020 baseline.

### Carbon Innovation:

- Oxy acquired full ownership of Carbon Engineering, the technology developer behind the STRATOS facility and a leading name in carbon removal research and development.
- Oxy entered into a joint venture agreement with BlackRock which provides \$550 million of committed investment for the development of the STRATOS facility.
- Oxy subsidiary 1PointFive commenced the Front-End Engineering and Design (FEED) for the DAC facility at the South Texas DAC Hub.

### Water Stewardship:

- ~97% of the total water withdrawn by Oxy's global oil and gas operations came from non-fresh sources.
- ~96% of the total water withdrawn by Oxy's U.S. oil and gas operations came from non-fresh sources.
- Our Oman South operations treated and recycled ~90% of their produced water to generate steam for enhanced oil recovery, while Oman North operations treated and recycled about ~85% of their produced water for water flooding in enhanced oil recovery.
- OxyChem maintained zero reportable PVC resin spills across its PVC manufacturing sites.
- OxyChem implemented numerous water usage reduction projects throughout its facilities, resulting in the reduction of about ~1.19 million barrels of water usage.

### Biodiversity:

- Oxy has enrolled more than 1.6 million acres under various conservation agreements, which promote collaborative on-the-ground conservation and restoration initiatives for various species and their habitats.
- Oxy currently manages six sites certified by the Wildlife Habitat Council (WHC) Conservation Certification® in Kansas, Louisiana, Ohio, Tennessee and West Virginia.

## PROSPERITY

- Oxy contributed >\$25 million to social investment programs.
- Oxy paid ~\$3.9 billion in taxes globally.
- Our Oman in-country value (ICV) was 36% of total supply chain expenditure, and we spent ~22% on Omani small and medium-sized enterprises (SMEs).
- Oxy's operations in Oman contributed to more than 20,000 contractor or supplier jobs, in addition to our more than 3,300 direct employees.
- In Oman, Oxy provided drinking water to over 13,000 people living in remote villages and settlements across our operating areas.
- OxyChem sponsored a pioneering study in Tanzania to determine how the societal and environmental benefits of access to clean water contribute to the UN SDGs.





# GOVERNANCE

**Oxy prides itself on rigorous oversight of sustainability planning, practices and reporting.**

In 2023, Oxy maintained proactive governance of sustainability matters. The company continues to make strong progress integrating ESG criteria into our strategic planning and decision-making processes.

- Executing on Updated HSE&S Principles
- Integrating Important Global Frameworks
- Leading Progress in Low-Carbon Projects

<p><b>9</b> INDEPENDENT DIRECTORS</p>	<p><b>5</b> BOARD COMMITTEES</p>	<p><b>25+</b> YEARS Code of Business Conduct Legacy</p>	<p><b>&gt; 99%</b> EMPLOYEES COMPLETED THE CODE OF BUSINESS CONDUCT CERTIFICATION</p>
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## Principles of Governance

Our Board of Directors and senior management are committed to high standards of ethical conduct, institutional integrity and effective corporate governance throughout our businesses and worldwide operations. Our governance structure supports our drive to create value for our shareholders and benefit our communities and society as a sustainable energy leader. Our Board holds our leadership accountable with criteria that reflect our company's mission, vision and core values; our commitment to ethical behavior under our Code of Business Conduct; and our attention to assessing risk and internal controls. We implement responsible policies and robust management systems, including our OMS, to foster and reinforce business practices that are consistently sound, highly principled and transparent.

Our governance policies are reviewed and updated periodically to reflect changing laws and regulations, evolving leading practices and shareholder feedback.

### Our Focus

#### Strong Governance

- Varying perspectives in the boardroom by virtue of diverse director backgrounds, experiences, qualifications, skills, genders, ethnicities and tenures.

#### Active Oversight of Relevant Sustainability Matters

- The S&SE Committee provides oversight of key sustainability and social responsibility issues and oversees Oxy's external reporting on such matters, including climate-related risks and opportunities, the political contributions policy and the charitable contributions program.
- The Environmental, Health and Safety (EH&S) Committee of the Board oversees and reviews the status of HSE issues, including compliance with applicable laws and regulations, the OMS and remediation projects.

#### Risk Management

- Applying our OMS and Enterprise Risk Management (ERM) program across sustainability risks and opportunities.

#### Dedication to Respecting and Upholding Human Rights

- We operate in accordance with universally recognized rights and freedoms as provided in our Code of Business Conduct and our Human Rights Policy.

#### Transparency on Public Policy Engagement

- Maintaining transparency on our position on climate-related policies, political engagement, lobbying and engagement with trade associations and industry groups.

# GOVERNANCE

## Board Composition and Practices

Enterprise Risk Management

Cybersecurity

Business Ethics and Human Rights

Public Policy Engagement and Lobbying

Oxy's Operating Management System

## Board Composition and Practices

Oxy's diverse and highly qualified Board is led by an independent Chair. The structure and operation of the Board is defined by Oxy's corporate governance policies, and the Board is committed to strong corporate governance and director refreshment to help promote diverse leadership and expertise. The Board oversees Oxy's corporate governance, strategy and risk management, including climate-related and other sustainability risks and opportunities, and our HSE performance. These matters are incorporated into regular Board and committee meetings, as well as the Board's annual strategic review session, as central elements of Oxy's strategic planning. In addition, the Board's committee structure is designed to help ensure the Board and its committees have the appropriate oversight of relevant sustainability issues.

### Director Engagement

Directors are provided with continuing education, including business-specific learning opportunities through site visits and briefing sessions led by internal experts or third parties on topics that are relevant to Oxy. These sessions are coupled with continued briefings on climate-related risks and opportunities from the OLCV team and other members of management on Oxy's Net-Zero Strategy, our GHG emissions and associated reporting, as well as pertinent legislative and regulatory updates. Directors are also encouraged to attend additional continuing education programs designed to enhance the performance and competencies of individual directors and the Board.

Each new director is provided with extensive onboarding materials and information covering director responsibilities, corporate governance practices and policies, business strategies, leadership structure and long-term plans concerning Oxy. These materials enable the individual to perform the duties of a director. Orientation also includes individualized meetings with senior management and other key leaders.

### Strategy Oversight

The Board and its committees provide strategic guidance to management and oversight of Oxy's business strategy throughout the year. Various strategy elements are discussed at every Board meeting and at many meetings of the Board's committees. Each year, the Board's strategy oversight includes a dedicated discussion of significant risks, opportunities and strategies at the Board's strategic planning meeting, which allows for an in-depth annual assessment of the key risks and opportunities facing Oxy.

### Risk Oversight

Risk oversight occurs at both the Board and committee level. The Board is responsible for overseeing Oxy's policies and procedures with respect to risk management, and has empowered its committees with oversight of specific risks tailored to each committee's area of focus. Each committee meets regularly with management to review compliance with existing policies and procedures, and to discuss changes or improvements that may be warranted.



*Oxy Board members touring Permian drilling site*



## Risk and Opportunity Oversight

To augment the Board's strategic risk management responsibilities, the Board has empowered its committees with oversight of the risks and matters described below, which are tailored to each committee's area of focus.

### Audit Committee

- Assists the Board in monitoring the company's financial statements, compliance with legal and regulatory requirements, the qualifications and independence of the independent auditor, the independent auditor's performance and Oxy's internal audit function
- Oversees information technology (IT) security programs, including cybersecurity
- Oversees Oxy's Enterprise Risk Management (ERM) program and Code of Business Conduct compliance program

### Corporate Governance and Nominating Committee

- Oversees the Corporate Governance Policies, Board composition and refreshment, Board committee leadership and membership and Board, committee and individual director performance evaluations
- Administers the company's Related Party Transactions Policy

### Environmental, Health and Safety Committee

- Oversees compliance with applicable HSE laws and regulations
- Oversees the company's Operating Management System, including results of internal compliance reviews
- Oversees remediation projects

### Executive Compensation Committee

- Oversees the risk assessment related to the company's compensation policies and programs applicable to executive officers and other employees, including the determination of whether any such policies and programs encourage unnecessary or excessive risk-taking

### Sustainability and Shareholder Engagement Committee

- Oversees external reporting on ESG and sustainability matters, including climate-related risks and opportunities
- Oversees the company's social responsibility programs, policies and practices, including the Human Rights Policy
- Oversees Oxy's Political Contributions and Lobbying Policy and Charitable Contributions and Matching Gift Program
- Oversees the shareholder engagement program

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## Risk and Opportunity Oversight



### Strategy Oversight

- The Board and its committees provide strategic guidance to management and oversight of Oxy's business strategy throughout the year.
- Annual strategic planning meeting allows for dedicated, in-depth discussion of key risks and opportunities facing Oxy.

### Role of Management

- Senior leadership manages risks and the ERM Council of executives governs and directs the ERM program.
- Regularly reports to the Board on financial, operational, human capital, cybersecurity and HSE&S matters.

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## Significant Portion of ACI Award Tied to Sustainability

Based on shareholder feedback, the Compensation Committee maintained the sustainability metric weighting for the 2023 Annual Cash Incentive (ACI) Award at 30% to continue advancing the company's Net-Zero Strategy and incentivize executives to address Oxy's Scope 1, 2 and 3 emissions in the short term by including targets focused on emissions reduction projects and low carbon ventures.

### Emissions Reduction Projects

#### Scope 1 and 2 Targets

#### Reduce operating emissions

- Complete asset registry of emissions generating equipment for U.S. onshore oil and gas operations
- Deploy at least 5 projects or operational changes to reduce Scope 1 or 2 GHG or other air emissions
- Achieve a 50% reduction in routine flaring from Oxy's 2020 baseline

### Low Carbon Ventures

#### Scope 3 Targets

#### Advance carbon management platform

- Complete 30% of construction for Trains 1 and 2 of STRATOS by year-end 2023
- Contract STRATOS cumulative offtake of over 1 million tons of CO<sub>2</sub>
- 1 Gulf Coast sequestration hub on track for Class VI permitting by 2025





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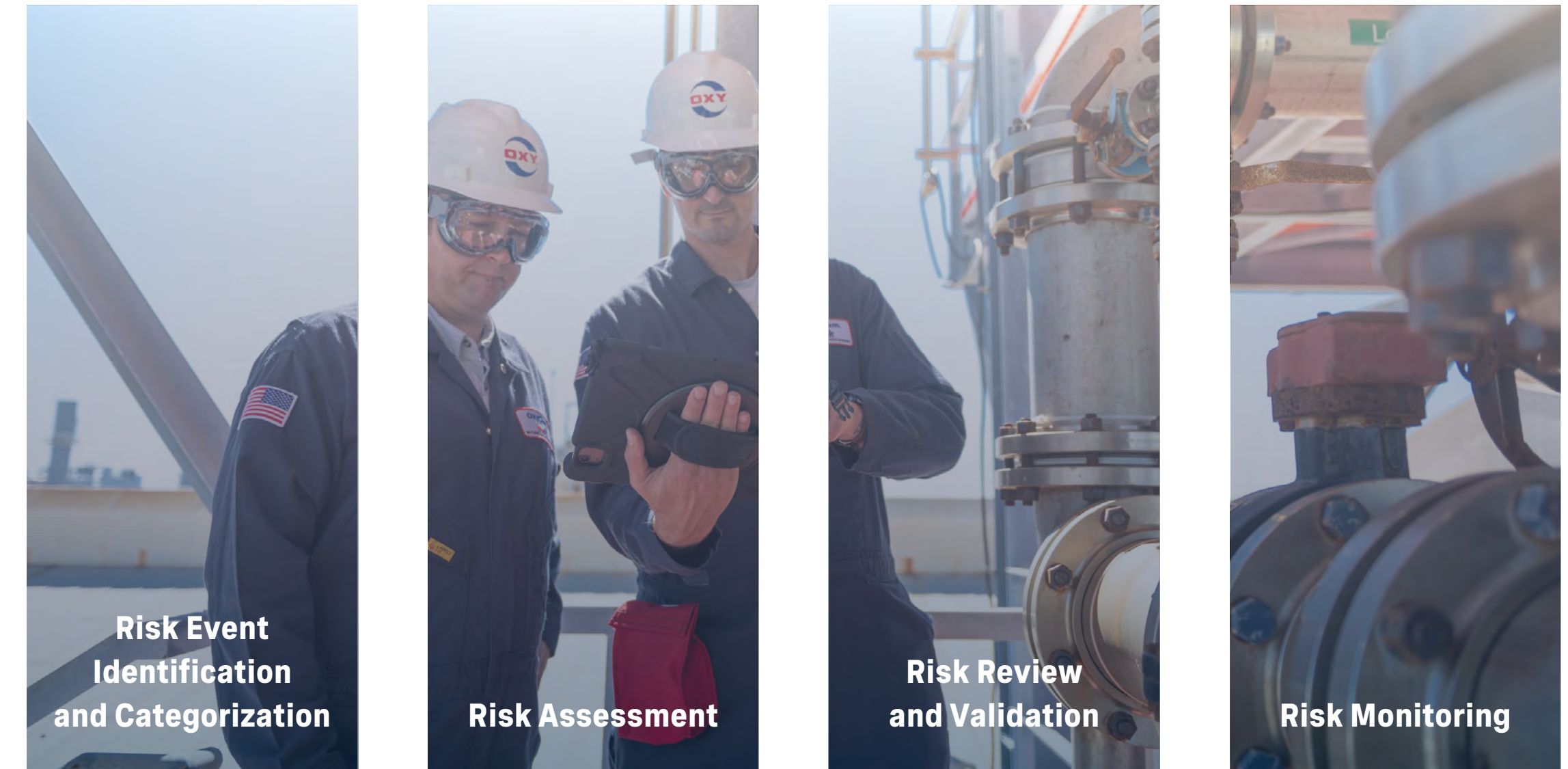
## Enterprise Risk Management

Oxy's vision to lead the industry and reach for the impossible, while delivering the essential products the world needs, takes strong risk management. ESG performance is integral to Oxy's overall risk management and strategic planning processes. Our ERM program establishes a framework for how we identify, assess and manage the risks that may affect our ability to implement our business strategy.

Oxy's ERM program is central to strategic decision-making and capital planning and promotes safe, reliable and sustainable operations. Oxy incorporates analyses of short- (1-4 years), medium- (4-12 years) and long-term (beyond 12 years) financial risks of a lower-carbon economy to assess the resilience of our assets and capital investments. The ERM program builds upon systematic risk assessment programs in functional disciplines, such as our HSE risk management, security and social responsibility programs under the OMS, and the work of our planning and commercial teams. This program addresses a range of potential HSE, social and operational risks and opportunities related to our businesses, workforce, customers and the communities where we operate through:

**The ERM program's primary objectives are to:**

- Enable risk-informed decision-making**
- Plan for operational challenges**
- Improve risk-based capital allocation**
- Provide an enterprise-wide portfolio view of risk**



**ESG performance is integral to Oxy's overall risk management and strategic planning processes. The Board provides oversight of, and senior leadership is actively engaged in managing and assessing, sustainability-related risks and opportunities.**

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## Cybersecurity

Oxy is committed to safeguarding our digital and physical assets to promote the integrity, confidentiality and availability of our systems and data. Our comprehensive cybersecurity framework incorporates a variety of mechanisms, controls, technologies and policies, all thoughtfully designed to prevent or mitigate the risk of data loss, theft, misuse or other security incidents.

The governance of our cybersecurity efforts is rigorous, with our Board's Audit Committee overseeing IT security programs and the full Board reviewing our cybersecurity posture annually. Our Chief Information Officer (CIO), who has over two decades of IT and cybersecurity experience, leads our teams in implementing and maintaining our cybersecurity and data protection measures and advancing the review and improvement of our strategies.

Our approach to cybersecurity is multi-faceted, involving dedicated teams for both business network and Industrial Control Systems (ICS) security, under the guidance of our CIO and other key stakeholders. This initiative is part of our broader ERM program, aligned with leading industry practices such as the National Institute of Standards and Technology (NIST) framework. We leverage a balanced mix of people, processes and technology to identify and swiftly respond to potential cybersecurity threats.

Regular security monitoring, penetration testing, vulnerability scanning and personnel training are among the tools deployed to proactively identify and address cybersecurity threats. We also maintain rigorous cybersecurity policies that outline our practices, controls and physical safeguards that mitigate risk to our systems. These efforts are supported by regular internal and external assessments, including third-party audits.

To continue providing our staff with the necessary tools and skills to identify cybersecurity risks, all employees and contractors are required to complete annual cybersecurity training. In addition, all employees and contractors participate in regular phishing simulation awareness training. Oxy annually dedicates the month of October to cybersecurity awareness.

Oxy's cybersecurity incident response plan outlines key procedures for timely and effective action in the event of a cybersecurity incident, including risks flowing from vendors and suppliers. This planning promotes swift communication and resolution processes. This plan is part of our ongoing dialogue with senior leadership and the Audit Committee, providing a cohesive strategy and response to cybersecurity challenges.

Material cybersecurity incidents are reported to Audit Committee and/or the full Board, as appropriate, via Oxy's set protocols. Cyber-related risks in the oil and gas industry stem from the extensive use of IT and ICS. Oxy has not experienced material losses due to cybersecurity incidents. We remain vigilant, understanding that the sophistication of cyber threats continues to evolve, requiring ongoing investment in cybersecurity measures to protect our operations, our people, our partners and the communities we serve.

In alignment with our commitment to operational integrity and ethical business conduct, our cybersecurity efforts are an extension of our broader corporate responsibilities. We are dedicated to safeguarding our digital and physical assets and preserving the trust of our employees, partners and the communities in which we operate. For more information on Oxy's cybersecurity efforts and oversight, [see our most recent 10-K](#).



## Business Ethics and Human Rights

### Code of Business Conduct

Oxy has implemented a range of policies that establish clear performance expectations for business conduct by our workforce, including respect for the cultural values of our employees, contractors and neighboring communities, and the promotion of human rights. Our Code of Business Conduct (the Code) communicates Oxy's commitment to high standards of ethical behavior and embodies Oxy's business ethics, policies and procedures. The Code guides business activities, including compliance with laws and regulations (such as antitrust, anti-bribery and insider trading laws), conflicts of interest, political contributions and lobbying, equal employment opportunity, human rights and protecting health, safety and the environment. The Code also addresses cybersecurity, data privacy and the use of company information systems.

New employees are required to complete online ethics and compliance training as part of the onboarding process. This training covers the Code and policies referenced in the Code. Annually, employees are required to acknowledge their responsibility to read, understand and comply with the Code, company policies, and ethical standards. In 2023, over 99% of active employees completed this certification. Through a combination of live and virtual platforms, we also offer training on the Code and other ethics and compliance topics throughout the year.

The Code explains the many ways that questions or concerns may be raised, including Oxy's Integrity Helpline, a toll-free compliance line with web reporting options, which is available 24/7 and managed by an independent third party. Oxy maintains an ethics and compliance homepage on our intranet, where employees can also ask questions and seek approvals, and a policy alert system to notify employees of the issuance of new policies.

Oxy investigates all credible reports of suspected policy violations and has zero tolerance regarding threats or acts of retaliation for raising a concern in good faith or cooperating in an investigation. Grievances are logged and responded to by the appropriate department or investigator, if warranted. Escalation protocols are in place for serious issues to be flagged to the Audit Committee and other applicable Board committees, as warranted.

In addition, the status of reports, if they are open or closed, substantiated or not, is provided to the Audit Committee on an annual basis.

### Ethical Business Standards with Partners, Suppliers and Contractors

Oxy strives to work with partners, suppliers and contractors who share our commitment to ethical business practices, health and safety and the well-being of people and the environment. As a part of our compliance program, Oxy evaluates prospective business partners, contractors, suppliers and agents and conveys our expectation that they must comply with Oxy policies, including the Code. For example, our international procurement contracts include provisions related to human rights, ethical business conduct and other relevant policies.

### Anti-Corruption and Bribery

Oxy prohibits bribery in all forms. Employees must understand and comply with the Foreign Corrupt Practices Act, the UK Bribery Act and any other applicable anti-bribery laws, regardless of their location or nationality.



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## Supplier Code of Conduct

Our Supplier Code of Conduct sets specific ethics and compliance expectations for suppliers on topics including, but not limited to, bribery, gifts, solicitation of favors, accurate and transparent accounting records and controls, human rights and subcontractor due diligence. Oxy has zero tolerance for the disregard or circumvention of Oxy policies or engaging in unethical dealings in connection with Oxy's business. Our dedicated Oxy Integrity Helpline facilitates reporting of suspected or actual violations and concerns. Review our [Supplier Code of Conduct for Oxy](#) and [Supplier Code of Conduct for OxyChem](#).

[Read more on how we manage our supply chain.](#)

## Human Rights

Oxy's commitment to respecting and upholding human rights is set forth in our Human Rights Policy. Our formal policy includes Oxy's commitment to promoting rights and freedoms as universally recognized in international and national law in our business activities. It also addresses our expectations for employees, contractors and suppliers, security personnel and other key stakeholders regarding awareness, due diligence and risk management practices to safeguard human rights in our operations. All employees must acknowledge and commit to following the policy as a condition of employment.

Oxy is attentive to concerns raised by stakeholders, including the needs of the communities in which we operate, and is committed to working with stakeholders to support human rights within the spheres of Oxy's activity and influence.

## Oxy's Human Rights Policy reinforces our dedication to:

- Operate in accordance with universally recognized rights and freedoms set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Declaration on the Rights of Indigenous Peoples, and the ILO Convention 169 Concerning Indigenous and Tribal Peoples in Independent Countries
- Provide a workplace free of child labor, forced labor, harassment and discrimination
- Respect the cultural values of the communities where we operate, including indigenous communities
- Conduct due diligence on contractors and suppliers regarding human rights
- Conduct social impact assessments, as necessary, to identify potential risks to human rights in Oxy's international activities, and to evaluate Oxy's ability to make a positive impact in the communities where we operate
- Provide feedback mechanisms to allow stakeholders to raise concerns or grievances, including through Oxy's Integrity Helpline
- Understand and appropriately address concerns raised by stakeholders
- Investigate allegations or complaints that involve a potential violation of Oxy's Human Rights Policy.

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## Human Rights in Our Supply Chain

Oxy works with partners, suppliers and contractors who share our commitment to ethical business practices. We routinely evaluate suppliers and contractors to assess whether they meet our standards of ethics and HSE&S, as well as human rights. As part of the Compliance Program, we require our suppliers and contractors to comply with applicable policies, including our Code of Business Conduct and Human Rights Policy.

Oxy requires due diligence be conducted on non-U.S. contractors and suppliers. This vetting process includes background checks designed to identify past corruption or fraud as well as human rights violations that have been confirmed through publicly available resources.

Our procurement contracts routinely include provisions regarding the observance and protection of human rights and adherence to ethical business conduct. International procurement contracts include provisions with respect to the observance of human rights, as warranted, based on the nature and risks of the types of goods or services to be provided, as well as applicable laws relating to human rights. Certain locations and types of activities receive additional due diligence or training. For example, OxyChem's programs are summarized further in its Statement Regarding California Transparency in Supply Chains Act available on [our website](#).

Oxy strongly encourages employees and contractors to report suspected violations of company policies, including the Human Rights Policy. We provide several avenues for such reporting, including Oxy's Integrity Helpline which anyone may use to anonymously report suspected policy violations.

Read more in our [Human Rights Policy Statement](#).



*Hobbs, NM HSE monitoring*



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## Public Policy Engagement and Lobbying

Oxy often engages with governments, including internationally and at the U.S. federal, state and local levels, as well as a range of organizations and entities in the public and private sectors, to advance Oxy's priorities. These ongoing engagements are an important driver of our business strategy. By working with these partners, we strive to create value for Oxy, our shareholders and key stakeholders—including host governments and community leaders.

In addition to engaging with host governments and local communities, Oxy engages in lobbying efforts on legislative and regulatory issues that impact Oxy, our shareholders and other stakeholders. Oxy's policy regarding political contributions and lobbying activities by or on behalf of Oxy is specified for our directors and workforce in the Political Contributions and Lobbying Policy. Our policy is also outlined in the Code of Business Conduct and on our Political Contributions and Lobbying webpage, both of which are accessible to external stakeholders on [oxy.com](https://oxy.com).

Regulatory and legislative challenges and opportunities often arise in the political process at international, federal, state and local levels. These challenges and opportunities can directly affect Oxy's businesses. Oxy informs policymakers and legislators of such issues in an ethical and transparent manner. Part of this process involves lobbying activities and making political campaign contributions. We have robust policy and procedures for the oversight and management of Oxy's participation in the political arena and believe that Oxy's advocacy efforts are in the best interest of Oxy and our shareholders.

The Board's Sustainability and Shareholder Engagement (S&SE) Committee oversees Oxy's Political Contributions and Lobbying Policy and reviews the company's political activities and expenditures, as described in the S&SE Committee's charter, which is publicly available on the company's website. Furthermore, at the direction of the Board, Oxy's executive-level Government Affairs Committee, which the Vice President of Government Relations chairs, approves political contributions made using company funds, reviews and assesses trade association memberships, and approves such memberships with annual fees of \$50,000 or more.

Led by the Vice President of Government Relations, Oxy's Government Relations team provides the day-to-day international and domestic government affairs services for the company. In carrying out its function, the Government Relations team must comply with the parameters set forth in the company's Political Contributions and Lobbying Policy.

On a quarterly basis, Oxy reports our federal and state lobbying activities to the U.S. Congress in lobbying disclosure reports publicly available on the U.S. Senate's Lobbying Disclosure Electronic Filing System website. These reports include Oxy's direct lobbying expenses (salaries, office rent, etc.), as well as the portion of the dues paid to trade associations that is used for lobbying purposes. More details on our climate- and sustainability-related political and lobbying activities can be found in our Climate Policy Positions and Climate Advocacy and Engagement documents on [oxy.com/sustainability](https://oxy.com/sustainability) with information on our general political contribution and lobbying efforts available on the Political Contributions and Lobbying webpage at [oxy.com/investors/governance/political-contributions-and-lobbying](https://oxy.com/investors/governance/political-contributions-and-lobbying).

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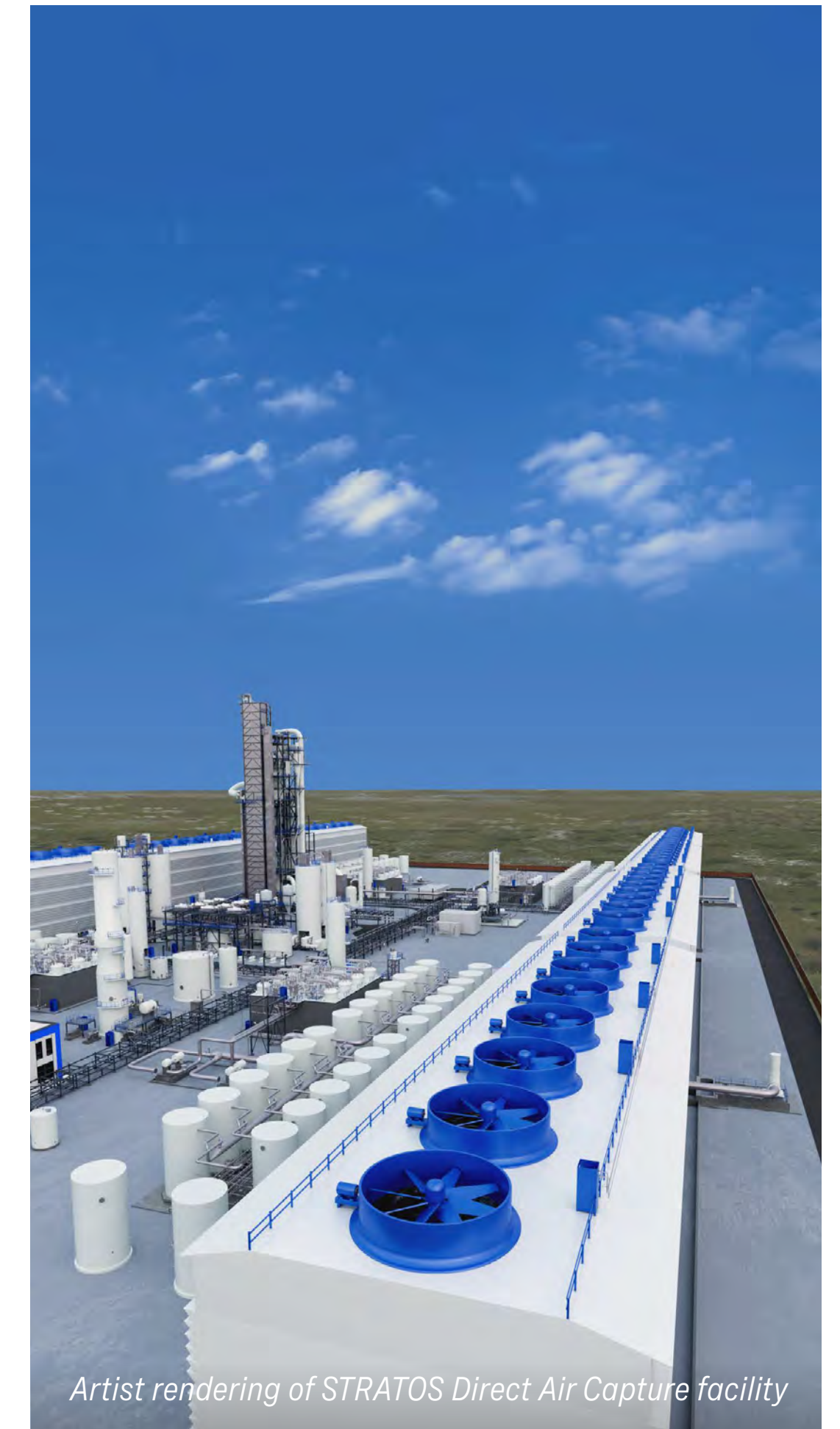
## Climate Policy Positions

At Oxy, we recognize the need to lower both GHG emissions and atmospheric concentrations of CO<sub>2</sub>. Oxy endorses the goals of the Paris Agreement, including its aim to limit the global temperature increase to less than 1.5°C above pre-industrial levels, and has developed our Net-Zero Strategy to align with those goals. Our Climate Report summarizes our Net-Zero Strategy to apply our experience in carbon management and storage in EOR to develop and commercialize technologies that reduce emissions and remove CO<sub>2</sub> from the atmosphere to advance our net-zero goals and those of the Paris Agreement. We also recognize the importance of effective public policy as we advance our Net-Zero Strategy, goals and ambitions.

We do not take a prescriptive view as to which policy approach could most efficiently meet society's climate goals. Rather, we support a range of policies that aim to achieve the goals of the Paris Agreement. As noted in Oxy's [Climate Policy Positions](#), our efforts are focused on policies seeking to advance technological solutions that can deliver significant reductions in current CO<sub>2</sub> emissions and atmospheric CO<sub>2</sub> concentrations by leveraging existing infrastructure, while continuing to supply consumers with affordable, reliable energy sources and essential products.

OLCV and its development company, 1PointFive, are working to commercialize carbon removal technologies including CCUS and DAC. We believe that these technologies can, with incentives necessary for their development and deployment, provide essential CO<sub>2</sub> reductions in the medium term. We believe maturing compliance and voluntary carbon markets will strengthen carbon pricing signals and expand commercial pathways for investments in CCUS, DAC and a growing suite of low-carbon products, while governments evaluate proposals to upgrade or retrofit electricity infrastructure and transportation systems over the long term.

**Oxy is committed to being part of the solution to climate change and developed our Net-Zero Strategy that we believe aligns with the goals of the Paris Agreement.**



*Artist rendering of STRATOS Direct Air Capture facility*

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## OXPAC

Per federal election law, Oxy may not contribute corporate funds directly to U.S. federal candidates or political parties. The Occidental Petroleum Corporation Political Action Committee (OXPAC) is an employee political action committee at the federal and state levels. Oxy's political contributions promote only the interests of Oxy and our shareholders, and not the personal political preferences of our officers or directors. We have adopted robust policies to help ensure these activities and expenditures comply with applicable lobbying and disclosure laws in each applicable jurisdiction.

On an annual basis, Oxy discloses OXPAC's contributions, categorized by jurisdiction, candidate and amount for the most recently ended fiscal year, including any contributions with respect to ballot initiatives. These annual reports of OXPAC and non-OXPAC contributions are available in the Political Contributions Archive. For more details on these contributions, please refer to information posted on [our website](#).



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## Trade Associations and Industry Groups



Oxy is a member of and an active participant in several domestic and international trade, industry and professional associations. Membership in these groups is necessary to stay abreast of the wide range of issues impacting Oxy's business segments. While generally not the primary purpose of these organizations, many actively engage in lobbying on industry issues. These organizations represent numerous members and interests, and Oxy does not always share the views of these organizations and their other members.

Each year, Oxy publishes a [list of U.S. trade associations](#) of which Oxy is a member and to which it paid annual dues in excess of \$50,000 in the prior fiscal year. Under Oxy's Political Contributions and Lobbying Policy, the Government Affairs Committee must approve all trade association memberships with annual fees of \$50,000 or more. For associations involved in federal lobbying, issues on which these associations lobbied are listed in the disclosure forms filed by the organizations. These are available online via the U.S. Senate's Lobbying Disclosure Electronic Filing System website.

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## Oxy's Operating Management System

An organization's mission, vision and values have purpose when they truly guide everyday activities. This is why the ongoing modernization and consolidation of Oxy's management systems through our Operating Management System (OMS) remains one of our core initiatives. The OMS promotes HSE&S excellence by providing a consistent, accessible framework of standards, procedures, guidelines, tools and training for our workforce to implement Oxy's HSE&S Policy, advance our HSE&S Principles and identify, assess and address HSE, social and operational risks across our diverse business segments, operations and support functions.

The evolution to Oxy's OMS was initiated in 2021 from a spirit of continuous improvement to build upon Oxy's longstanding Health, Environment and Safety Management System. The architecture of the OMS is based primarily on leading global guidelines in our industry sectors, including the International Association of Oil and Gas Producers (IOGP) OMS Framework, API Energy Excellence® program, American Chemistry Council (ACC) Responsible Care® program, World Economic Forum (WEF) Stakeholder Capitalism Metrics and Ipieca Principles, as well as key regulatory programs.

The OMS framework is composed of four fundamentals: leadership, risk management, continuous improvement and implementation. These are applied to ten elements ranging from commitment and accountability to asset integrity and design to assurance, review and improvement. Expectations are set for intended outcomes and organized around the four sustainability pillars. This framework helps provide a consistent focus on health and safety, the environment and the communities where we live and work.

The OMS methodology is global, guiding the activities of Oxy's business segments and support functions around the world, including joint ventures over which Oxy has operational control.

The OMS helps us communicate our expectations, share knowledge and align with our contractors and suppliers to enhance our combined efficacy, economics and HSE&S performance.

Sustaining a strong HSE&S culture empowers people at every level. The OMS starts with high-level expectations and performance-based tools that aid our workforce in recognizing and addressing potential risks across our diverse businesses and assets, and then incorporates regulatory requirements and standards, procedures and guidelines applicable to specific types of operations or activities. The OMS incorporates Oxy's HSE&S risk management policies and procedures, including those addressing personal safety, process safety, asset integrity and environmental management. Higher-level risks are reported, validated and prioritized for potential mitigation through the management chain of command and reviewed annually by senior leadership in the ERM Council and the EH&S and Audit Committees of the Board. As a result, the OMS facilitates compliance with laws and regulations and the management of HSE&S risks to help improve overall business performance. It encourages individual responsibility, values quantifiable results and promotes communication among employees, contractors, neighboring communities, government authorities and other stakeholders.

Each business segment applies a tailored version of the OMS to integrate the HSE&S strategies, goals, requirements, risks and opportunities specific to that segment in a manner that implements Oxy's HSE&S Policy, advances the HSE&S Principles and aligns to the Oxy OMS framework. For example, OxyChem has deployed the ACC's Responsible Care® program, which has many OMS attributes. OMS program leaders have carefully bridged the two, mapping precisely where each aspect of the ACC framework applies under the OMS to provide clarity and alignment.

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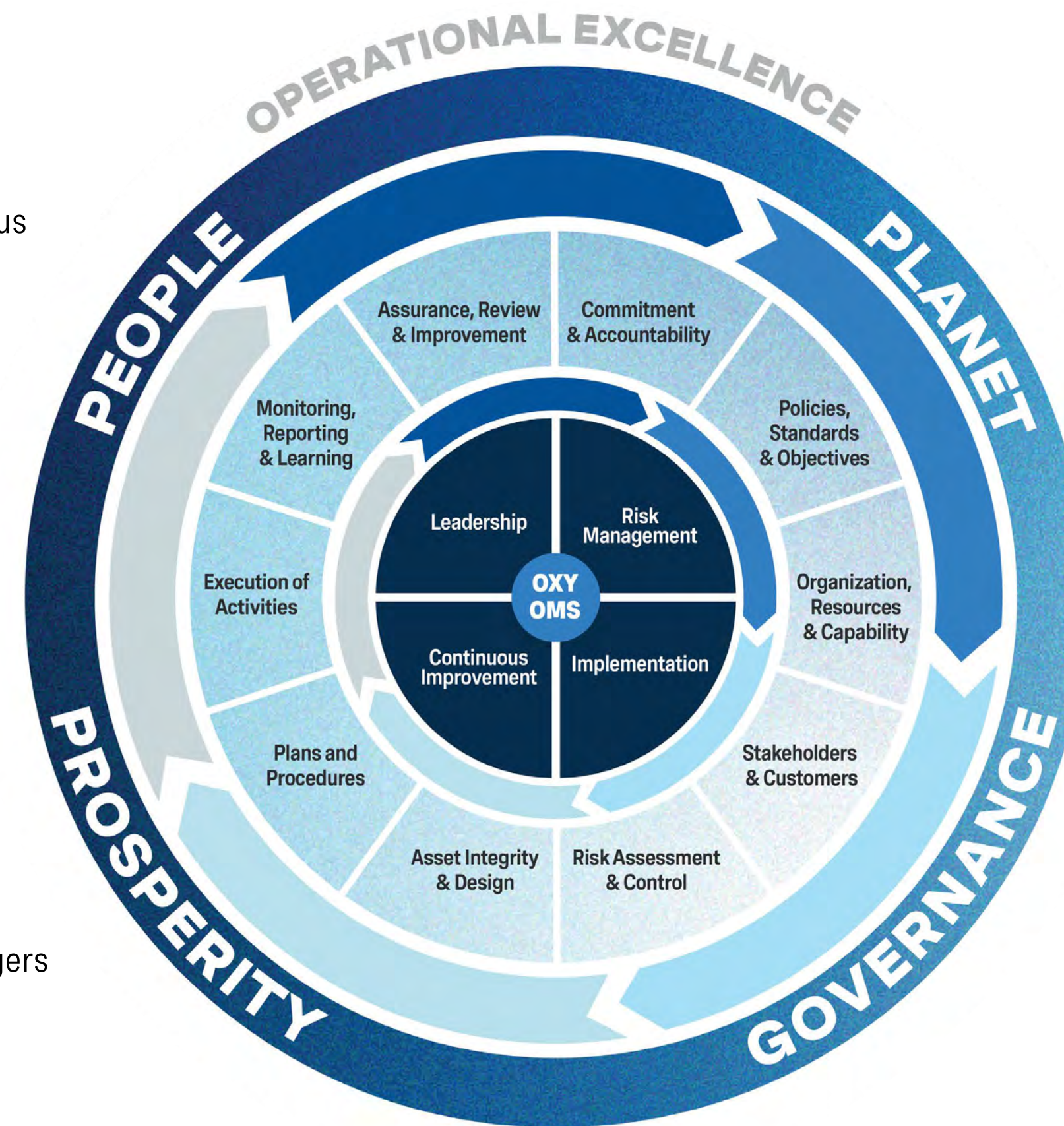
The Oxy OMS is aligned with the framework of the International Association of Oil & Gas Producers (IOGP) and incorporates API's Energy Excellence program®, ACC's Responsible Care® program, the WEF's Stakeholder Capitalism Metrics and the Ipieca Principles.

## ■ FOUR FUNDAMENTALS

Leadership, Risk Management, Continuous Improvement and Implementation are the essential Management System components that support an effective OMS. These fundamentals are not sequential, and they apply equally to every Element of the Oxy OMS. Focusing on each Fundamental drives HSE&S performance and operational excellence.

## ■ TEN ELEMENTS

The Elements organize actions by managers and employees in Oxy's operations and business functions to apply the OMS and its Fundamentals in their daily activities.



## ■ FOUR PILLARS

Oxy organizes our reporting on HSE&S topics in the following four Sustainability Pillars, aligned with the WEF Stakeholder Capitalism Metrics: Governance, People, Planet and Prosperity.

*This graphic shows how Oxy integrates the OMS Fundamentals, Elements and Pillars to support HSE&S performance and operational excellence and advance our sustainability strategy.*



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### Continuous Improvement

Outperform Expectations is an Oxy core value. By regularly assessing performance and striving to execute with better results, we live this value each day. The OMS applies a proven technique, the Plan-Do-Check-Act (PDCA) cycle, which has been adopted across industries by leading organizations such as the IOGP and the International Organization for Standardization (ISO).

The OMS PDCA cycle provides clarity around each step, from setting clear expectations to sharing relevant learnings. Thorough integration of the PDCA cycle by leaders and thoughtful participation by employees help the OMS enhance Oxy's HSE&S performance and operational excellence.

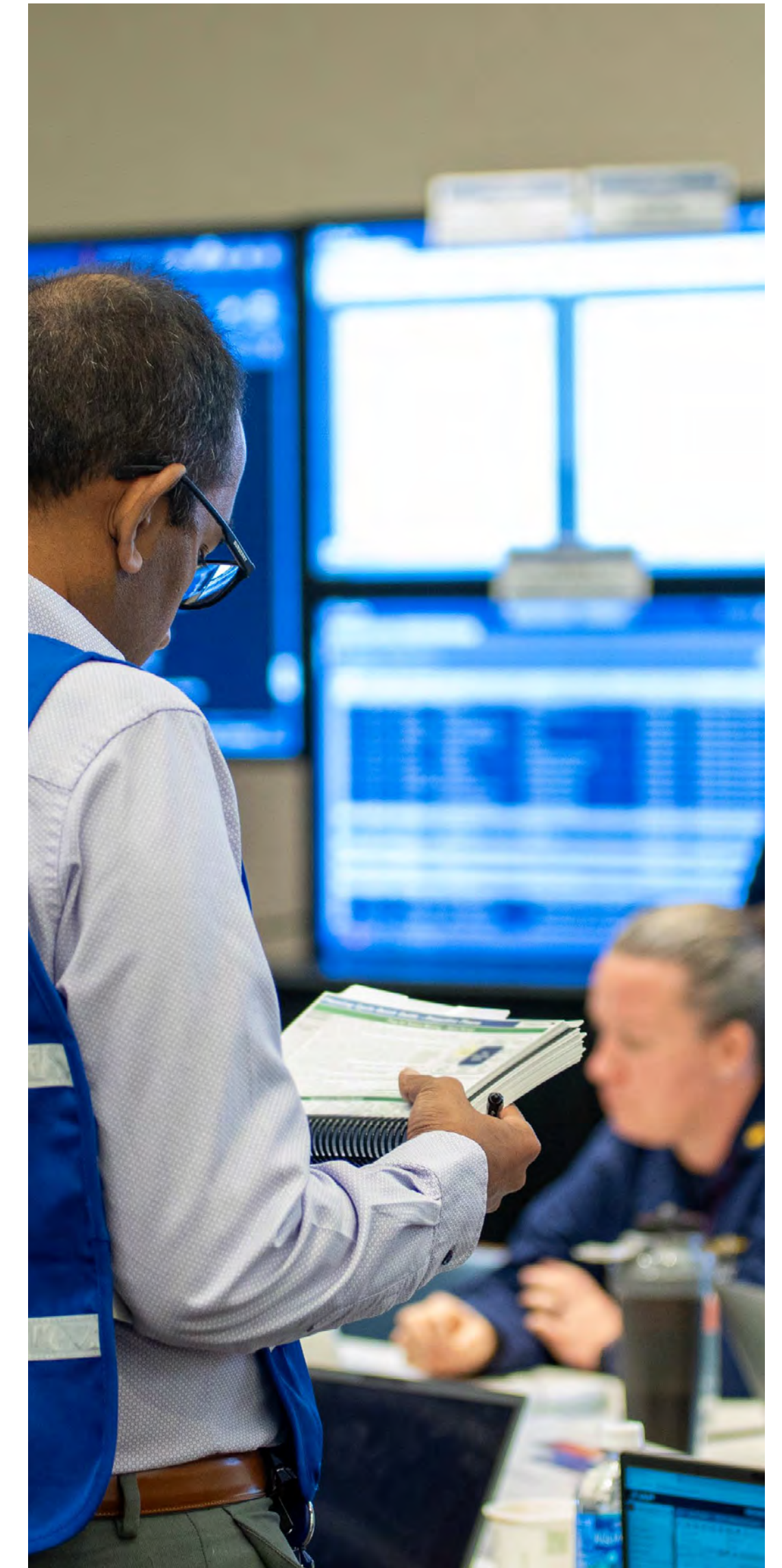
The OMS is regularly reviewed and updated to integrate new information, fresh insights, business and operational changes, as well as the latest industry-wide practices.

### OMS Training and Learning Resources

Oxy employees and our contractors recognize the importance of adhering to the OMS so that we can deliver on Oxy's mission, vision and core values. There are several training and development resources available to our workforce. Published with the latest updates annually, the OMS provides key information our workforce uses to sustain Oxy's strong HSE&S culture, whether they work in an oil field, plant, platform or office.

Our workforce has full access to OMS documentation pertaining to their business segment, along with valuable training tools, videos and practical tips that review OMS processes and guide business unit and peer-to-peer conversations. The site also offers "micro-learnings" that help provide quick, easily understood information, insight and context into HSE&S-related subject matter. Oxy managers or supervisors and HSE&S professionals are also equipped to answer questions about how to implement the OMS in their operation or facility.

**The OMS helps Oxy's workforce as we strive to fulfill our mission, vision and core values across our diverse businesses everywhere we operate.**



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## The OMS in Oman: Supporting Local Businesses



### HIGHLIGHT

With a 40-year legacy in the country, Oxy is Oman's largest international producer, with more than one billion gross barrels of oil produced within the Sultanate. We pride ourselves on our local investments and initiatives. Our regional OMS, which has a long legacy, continues to play an important role. As part of our in-country value (ICV) strategy, Oxy identifies and engages with small and medium-sized businesses with the potential to deliver strong support for Oxy's local operations. Oxy Oman's OMS provides a framework that helps these suppliers and service providers meet quality, HSE and sustainability guidelines.

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## International Operations Integrate Third-Party Certifications into Their OMS

### HIGHLIGHT



Wherever Oxy operates, we help set the standard for safe and environmentally responsible operations and strive to meet the expectations of our communities and other stakeholders. We bring our passion for innovation, deep experience, robust processes under our OMS and our suite of technologies to the job. In addition, Oxy maintains third-party certifications including ISO standards at several facilities to support the local OMS. Oxy Oman's operations, for example, have received ISO 14001 certification for the environmental management system at the Mukhaizna waste management facility in South Oman, as well as ISO 39001, 45001 and 50001 certifications in both North and South Oman for road traffic safety, occupational health and safety and energy management systems, respectively. OxyChem's plants in the United States, Niagara Falls, Canada and Talcahuano, Chile are certified under ISO 9001 and other standards associated with their assurance programs for various products they manufacture. In addition, OxyChem's Chilean plant is certified under ISO 14001. By maintaining these certifications, numerous Oxy facilities help reinforce the OMS, compliance programs and internal quality assurance processes and support dialogue with host governments, customers and other stakeholders.

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Oxy's Operating Management System



## Continuous Improvement

Continuous improvement is fundamental to the Oxy OMS. As with Oxy and Anadarko's legacy management systems, the Oxy OMS applies the Plan-Do-Check-Act (PDCA) cycle, which has also been adopted by the IOGP, ISO and other organizations. PDCA starts with careful planning, followed by controlled execution, which is monitored for effectiveness, leading to the inclusion of improvement actions in further planning in a continuous cycle.

**The four steps of the PDCA framework can be applied to systematically and continuously improve performance.**





# PEOPLE

**Making bold moves means finding the best people—and helping them thrive.**

In 2023, Oxy continued to enhance the employee experience and performance through:

- Expanding Professional and Personal Development
- Powerful Innovations in HSE
- Thriving Diversity and Inclusion
- Robust Emergency Planning
- New Milestones in Health and Wellness

<b>79</b> NATIONALITIES	<b>14</b> WEEKS <small>Parental Leave</small>	<b>21.9</b> HOURS <small>Average mandatory HSE training per employee per year</small>	<b>0.21</b> TRIR <small>Total Recordable Injury Rate per 100 full-time employees</small>	<b>23.5</b> PERCENT <small>U.S. employees with promotions or transfers in 2023</small>
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# PEOPLE

## Human Capital and Workforce Development

Health and Safety

Process Safety and Asset Integrity

Emergency Preparedness and Response

Promoting Transportation Safety

Product Stewardship

## Human Capital and Workforce Development: Delivering Progress with Purpose

Oxy's human capital and workforce development strategy is rooted in Oxy's core values, unequivocally empowered by the support of our leadership and executed in collaboration with business unit leaders across the organization. We believe our diverse global workforce creates value for our shareholders, business partners and host communities, provides a competitive advantage and delivers real progress toward Oxy's mission and vision.

In our fast-paced, competitive industry, we strive to provide safe, supportive and high-quality work environments that reward innovation, aligned with UN SDG 3: Good Health and Well-Being and UN SDG 8: Decent Work and Economic Growth. Our exemplary safety performance reflects our commitment to protecting the health and safety of the people at our facilities and in the communities where we operate.

### Our Focus

#### Talent Attraction, Retention and Advancement

- Attracting, retaining and advancing top talent with a passion for achieving our ambitious goals
- Recruiting from a diverse pool of candidates through local job fairs, professional societies and campuses
- Developing programs to enhance the continuing personal and professional growth of our employees

#### Diversity, Inclusion and Belonging

- Valuing the perspectives of our multicultural workforce
- Fostering a supportive environment for open communication through our Diversity, Inclusion and Belonging Program
- Advancing employee inclusion and the sense of belonging with our Employee Resource Groups

#### Health and Safety of our Workforce and Communities

- Training and supporting our workforce with safe work systems and technology
- Applying proactive process safety management and asset integrity programs
- Respecting the laws and values of communities where we operate

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## Attracting, Retaining and Advancing Top Talent Bringing in the Best



**ATTRACT**

# 48%

of 2023 college hires were conversions from our intern program.



**RETAIN**

## Interns at Oxy

- Contribute meaningfully to work that matters
- Collaborate with real-world teams solving tough problems
- Perform work directly relating to their field of study
- Access exclusive, leading-edge technologies
- Work on groundbreaking projects



**ADVANCE**

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## Attracting, Retaining and Advancing Top Talent

We expanded our recruiting and employee engagement in 2023 so that we can continue to compete successfully for talent, experience, capability and thought leadership in our competitive industries. These activities are led by our Human Resources department, in cooperation with business unit leadership across the organization. Oxy's Talent Acquisition Group takes the lead in finding and recruiting high-quality candidates through strategic workforce planning, proactive recruitment, employer branding and sustained engagement with colleges, universities, trade schools and professional societies.

In the United States, Oxy maintains strong ties with 25 major universities, collaborating with university leaders, participating in events and offering best-in-class internship opportunities to compete for university graduates.

Our university internship participation has grown for three consecutive years. We strive for repeat internships. In 2023, 48% of our college hires were conversions from our intern program. Oxy interns contribute meaningfully to projects that matter, collaborating with real-world teams solving tough problems directly relating to each student's field of study. They also have access to Oxy's exclusive leading-edge technologies and groundbreaking projects. We believe Oxy's culture, track record, Balanced Workplace Program (BWP), clear and attractive career paths and competitive benefits help us compete effectively for both interns and recent college graduates.

We recognize the tremendous talent, drive and potential of trade school graduates. These students gain essential skills that drive productivity and help strengthen the economy and society. Oxy collaborates with trade schools in a range of disciplines, providing cooperative relationships for their students that integrate coursework with applied on-the-job training, industry certifications and vital steps toward technical qualifications. We are currently developing one of only a handful of technical apprenticeships in the field of Direct Air Capture.







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Oxy values a diversity of backgrounds, experience and thought to yield high-performance teams. We actively recruit diverse candidates, both in our communities and across the countries where we operate. We partner with numerous organizations in our outreach efforts, including the National Society of Black Engineers, Women in Energy, the Society of Hispanic Professional Engineers, the Society of Women Engineers, the Association of Chinese American Professionals and other leading representative groups. Oxy regularly attends several U.S. military veteran recruiting events each year for the honor of becoming the next chapter in the lives of those who served.

Of course, hiring the best people is only part of the job. Oxy also takes talent retention seriously, bringing long-term commitment and communication to the multifaceted work required to help employees thrive. This means providing for the physical, mental, financial, social and career well-being of our employees around the globe. Approximately 23.5% of our U.S. employees experienced job moves in 2023 due to promotions or transfers which continue to increase Oxy's ability to up-skill and grow our workforce. Our approach to succession planning emphasizes the importance of nurturing leadership from within.

To stay competitive, Oxy has developed numerous ways to support employees, ranging from leading health and medical programs (such as supplementary virtual primary care) to competitive financial benefits (such as a generous retirement plan), and opportunities for work-life balance. We regularly review our compensation and benefits programs to promote strong competitiveness.

We believe a comprehensive salary and benefits package, combined with development pipelines, helps Oxy retain our top talent.

In our international operations, we strive to conduct comprehensive succession planning including the proactive recruitment, training and development of local employees to help increase each region's capabilities and expand local hiring. This effort stands as a tangible demonstration of our commitment to knowledge sharing with our host government partners. By focusing on the development of local talent and providing a seamless transition of expertise, we work to foster a sustainable business model while contributing to the growth and development of the communities where we operate.

Investing in education and skills-based training in countries where we operate helps Oxy develop and sustain the local technical, operational and commercial talent required to build, operate and maintain critical infrastructure for our work in those markets. For example, Oxy is a leading employer of nationals in Oman, enthusiastically expanding on programs such as the "Omanization" of the Oxy workforce. This is a government initiated program that seeks to increase employment of Omani nationals in the public and private sectors. Oxy has comprehensive initiatives to recruit and train Omani citizens and is committed to developing and promoting Omani citizens in positions from entry-level to executive management.



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## Competitive Compensation and Benefits

By committing to employees through competitive salaries, performance incentives and plentiful opportunities for advancement, Oxy aims to keep our world-class talent motivated and innovating to solve multi-dimensional challenges. In 2023, Oxy added a new feature to our health, financial and work-life benefits: enhanced access to mental health support through Lyra Health. Lyra Health makes it easy for Oxy employees and their families to get mental and emotional support through several care options. The program includes access to guided self-care, coaching, skills learning, therapy—including an on-site therapist—and more, all in a way that is confidential and free to employees, spouses or domestic partners, and their dependents.

Oxy supplements our competitive medical, dental and other health coverage with a variety of digital platforms that help manage conditions such as diabetes and hypertension. One of the most powerful of such technologies is the Virgin Pulse platform. Virgin Pulse is an app that helps employees and their spouses or domestic partners track physical activity, participate in fitness challenges and earn rewards for maintaining an active lifestyle. Oxy employees using Virgin Pulse frequently report benefits such as lower blood pressure, better blood sugar metrics, weight loss and a better overall state of mind.

Oxy employees are also enabled to continue to improve their lives through the company's commitment to education assistance. Over the years, hundreds of employees have advanced their careers by taking advantage of this tremendous benefit, whereby employees are reimbursed for up to \$50,000 upon the successful completion of pre-approved courses at accredited universities, technical schools or other institutions. From MBAs to engineering degrees, learning new skills or changing careers, Oxy's educational assistance program is consistently used worldwide.

**Milestones in an employee's life are a great opportunity for Oxy to show our support. That is why Oxy offers employees paid leave that includes up to 14 weeks of time off for birth moms, as well as up to six weeks of time off with full pay for non-birth parents. Paid parental leave is more than a courtesy. Studies have shown a direct correlation between infant health and the paid leave of a parent, including reduced risk of numerous adverse health conditions. For this reason, and because it's the right thing to do, we give our employees and their families this essential support when they need it most.**

At Oxy, we take pride in supporting those who have honored us with their hard work and accomplishments over the years with an Oxy-funded retirement plan, service awards and special seminars on retirement which cover issues such as investment strategies, estate planning, healthcare, long-term care, lifestyle considerations and more.



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## Benefits and Total Rewards

We believe helping employees achieve work-life balance promotes both physical and mental well-being, increases job satisfaction, enhances productivity and helps Oxy retain top talent. That is why we work hard to help our employees around the world stay centered at the intersection of their personal and professional lives.

### Health

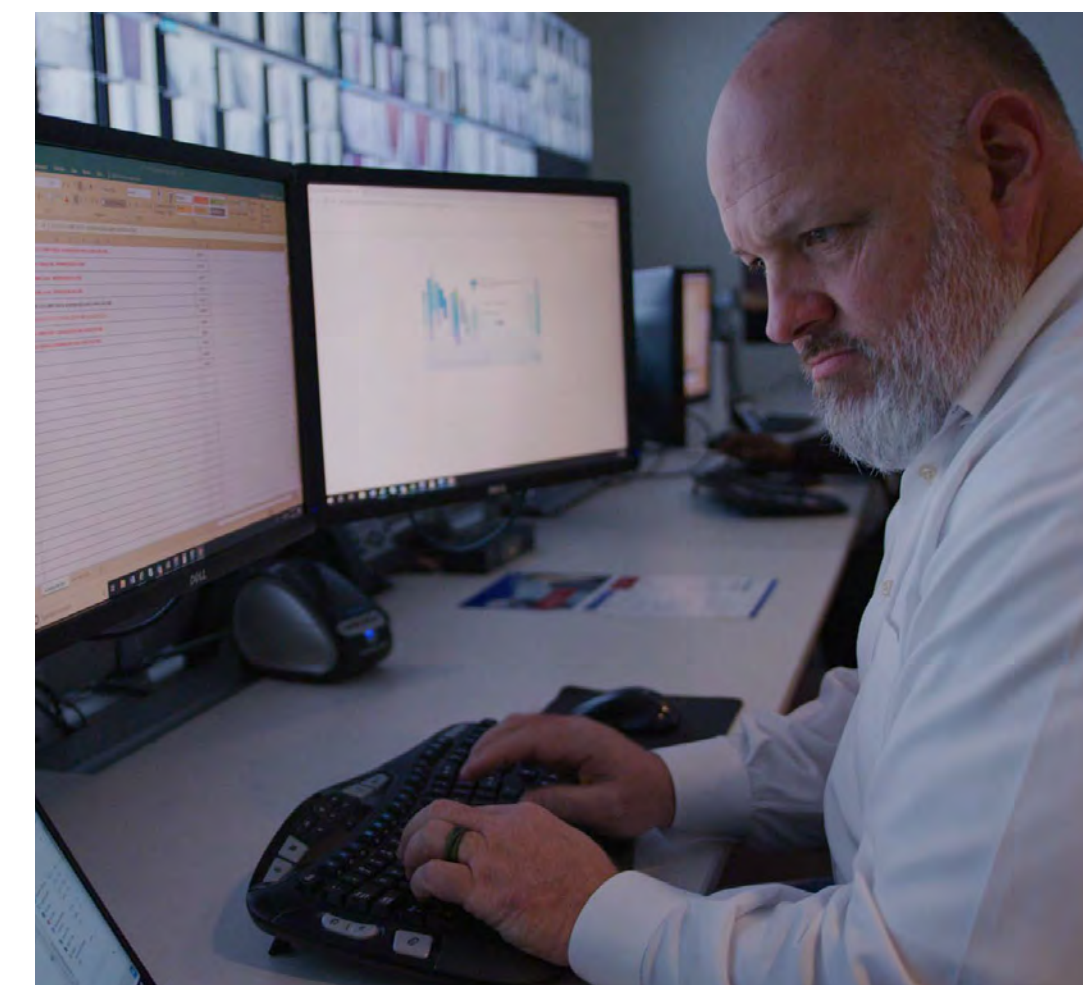
- Medical, dental and vision coverage
- Health savings accounts
- Free health support programs
- Mental health support
- Fitness subsidy program
- Retiree medical

### Financial

- 401(k) Plan
- Retirement Plan
- Life Insurance
- Competitive base pay
- Accidental Death & Dismemberment Insurance
- Short- and Long-Term Disability Insurance
- Employee discounts on products and services

### Work/Life

- Flexible work schedules, including Balanced Workplace hybrid schedule\*
- Paid Family Leave
- Paid Parental Leave
- Paid vacation time
- Educational assistance
- Community support



\*For eligible office-based employees.

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## Delivering Comprehensive Workforce Development



Midland Technical Training Center

Oxy is dedicated to empowering our people to make the most of their careers and capabilities. To that end, we offer extensive training and development programs for employees in numerous roles, specializations and stages of their professional journey. From performance assessments to leadership development, recognition programs and more, our dedication to helping our employees live and work to their fullest potential is evident each and every day.

The company's EMPower domestic mentoring program gives all employees a chance to connect with mentors from anywhere in the organization. Participants can search for and select their desired mentors in a 100% digital process. Once accepted by their chosen mentor, they can get invaluable advice on training, business skills, career management and more. In its third year, the EMPower program already has hundreds of participants across the United States. The EMPower program aims to enable mentees to network more effectively, learn more about the company, feel more confident, make more informed professional development decisions and receive more personalized support.

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## Technical Development and Rotation Programs

We believe that being at the forefront of technical development will support Oxy's competitive edge and help us overcome challenges, safely and sustainably. To that end, we offer a number of competency-based technical programs designed to give our teams comprehensive understanding and skills they can use every day. These include:

### Oxy Engineering Development Program

This two- to three-year program is for the development of incoming engineers. Rotations are based on selected and associated disciplines, business focus and employee interest. The program involves individualized technical mentoring, including on-location opportunities. With dedicated support, the program helps participants thrive and add value early in their careers.

### Geoscience Rotation Program

Our geoscience workforce identifies new hydrocarbon and CO<sub>2</sub> storage resources and improves economic returns. This four- to five-year program for early career geoscientists helps provide an advantage through improved integration into the organization, accelerated development and increased speed to proficiency through a defined roadmap of competencies.

### Operations and Maintenance Staff Development

Oxy also gives technicians, specialists and operators the opportunity for company- and discipline-specific training via a globally consistent and industry-leading program. Participants are provided with technical skills and opportunities for individual development, along with a focus on safety systems and safe work practices. This program includes instructor-led and online training, simulation, practical activities, supported on-the-job training and mentoring.

### Leadership-Focused Development

Several accelerated leadership programs help Oxy nurture our next generation of decision-makers. Oxy's new Early Career Development program allows employees with fewer than six years at Oxy to receive 40 extra hours of training specific to their professional development and career path. We are also continuing with our Foundations of Management program for new leaders, providing participants a week-long comprehensive assessment of knowledge gaps so they can help round out their understanding through focused workshops and other training opportunities. These programs are custom designed and delivered by Oxy's expert Training and Development staff along with subject matter experts from various functions and business units.



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## Strategic Technical Excellence Program (STEP)



We believe technical expertise is the cornerstone of our industry. However, nurturing this knowledge can be difficult from a career management standpoint. Like everyone else, brilliant engineers, technicians, researchers and scientists want to progress their careers forward. Oftentimes, career advancement options for technical personnel have involved leaving behind the technical study they know and love in favor of managing people and teams.

That's where STEP comes in, providing a career path for advancement and development of technical personnel that eschews previously mandatory management roles in favor of doubling down on the elevation of their technical expertise. The program includes mentoring, networking, career development, training and more, all led by a select group of Fellows and Principals who work directly with senior management rather than trying to become them.

Now in its fourth year, the Strategic Technical Excellence Program (STEP) continues to gain momentum. By designating Oxy's technical leaders as Fellows and Principals, the program provides career paths in technical disciplines beyond a management track in a way that supports fulfilling careers and ongoing organizational knowledge-sharing.



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## Employee Well-Being

Oxy makes significant investments in the overall health and well-being of our employees by providing a suite of benefits that include quality healthcare coverage, health screenings, fitness programs, mental health support and services, peer networks and more. These investments align with our values and we believe result in a resilient, high-performing workforce that can deliver consistent long-term value.

Oxy's well-being program, OxyHealth, coordinates on-site biometric screenings and flu shot events at various Oxy office, plant and field locations to bring routine preventive care to employees. Employees, spouses and domestic partners are able to get these preventive screenings for free at their local doctor's office or wellness clinic.

In May 2023, OxyHealth campaigned for Mental Health Awareness Month. Throughout the month, numerous activities were held at various office locations inviting employees to be more mindful of their own and others' mental well-being.

Oxy supports employees' physical well-being with free membership to several on-site fitness centers. Employees can also receive a monthly reimbursement for in-person facilities or virtual programs if they utilize their membership a minimum of four times within the month. We also support fitness in the office itself, offering ongoing virtual "brain break" sessions each week.

## Well-Being Education and Awareness

Throughout 2023, the OxyHealth team provided well-being awareness, education and activities on a number of different topics including:



Hydration Education



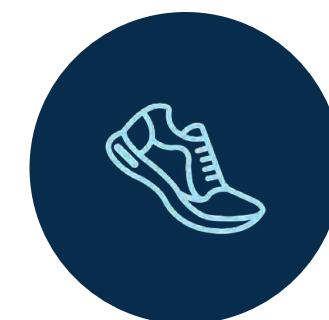
Mental Well-Being



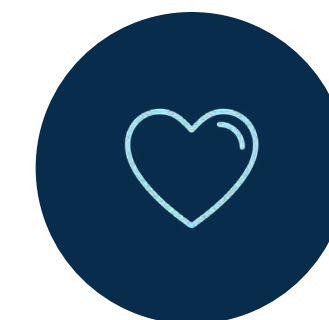
Nutrition



Well-Being Challenges



Step Challenges



Heart Health



Diabetes Awareness



Preventive Healthcare and more

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## Promoting Work-Life Balance



In April 2023, OxyHealth partnered with and supported Team Oxy for the Texas MS150 ride. The largest single annual fundraiser for the National Multiple Sclerosis Society, the ride involved 62 Oxy riders tackling the two-day, 150-mile open road course, raising \$185,000 in 2023 and reaching cumulative donations of \$1.96 million total during Team Oxy's 21-year participation history.



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## Investing in Employee Outreach and Engagement

In June 2023, we launched a new team, the Talent Engagement and Employee Experience team, charged with enhancing the employee experience and playing an important role in job satisfaction, morale and retention. Our motivated workforce helps us to continue delivering the bold strategies, complex problem solving and strong execution for which Oxy is known.

A foundational part of our employee engagement is Oxy's Quarterly Executive Virtual Conversation (QEVC). These events give employees the opportunity to hear operational, financial and HSE&S updates directly from our President and CEO and other senior leaders at Oxy. They also allow for the submission of questions by employees, which leadership can answer during these company-wide conversations.

The Talent Engagement and Employee Experience team also makes a systematic effort to solicit and respond to employee feedback in a timely manner. The team applies a new artificial intelligence (AI) driven platform to conduct workplace surveys in a more scalable, precise and actionable way. The system analyzes survey data in real-time and reports these findings on employee views and mindsets to stakeholders on topics ranging from inclusion to compensation and beyond.

The broader Human Resources department also uses this AI platform for matters ranging from University Relations intern feedback to employee exit interviews. This supports our shift from periodic gauging of employee sentiment to the leading practice of ongoing data collection and analysis. This approach helps our Human Resources leadership address issues promptly as they arise, solve challenges proactively and tailor solutions and communications more closely to individual employee needs. Oxy plans to increase employee engagement surveys to create more robust action plans across a variety of business functions.



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## Making Progress in Diversity, Inclusion and Belonging

Through our Diversity, Inclusion and Belonging (DIB) program, Oxy strives to be a place for everyone to learn, work and grow. As an international company, we value the ability to communicate and work effectively with people from a wide variety of backgrounds, perspectives and cultures. Oxy has attracted, and continues to recruit, a diverse workforce of exceptional talent, including employees from over 75 nations. We believe this diversity enriches our culture and our employees' experience in the workplace and contributes to an innovative and effective business model that benefits our shareholders as well as the local communities where we operate. The intent of Oxy's DIB culture is to sustain an environment where employees' differences are appreciated, celebrated and encouraged. We believe DIB fuels our innovation and spirit of excellence, as well as our knowledge and results. Embedding DIB into our culture enhances Oxy's collaboration, performance and growth, and helps uphold our mission, vision and values.

Oxy's DIB culture starts at the top of our organization. The DIB Advisory Board, which is chaired by our President and CEO and includes members of senior leadership, provides DIB governance and oversight so that our integrated DIB strategy is executed in alignment with our mission, vision and strategic objectives. The DIB Ambassador Committee, which is chaired by Oxy's Vice President of Diversity and Inclusion, consists of a talented group of employee representatives from across our business segments and functions, domestic and international. This committee raises DIB awareness through company-wide initiatives and educational resources. Robust educational sessions are available to our entire workforce for continued growth and development on topics such as inclusive leadership, diversity advocacy, recognizing and overcoming unconscious bias, microaggressions and psychological safety at work.

Oxy's senior management, together with the support of our DIB Advisory Board and the DIB Ambassador Committee, work to leverage employees' varied backgrounds, unique experiences and points of view to spark innovation, empower growth, outperform expectations and maximize results. Our holistic approach to DIB extends to our suppliers. [Read more on our Diverse Business Inclusion program.](#)





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## Diversity, Inclusion and Belonging Strategy

Oxy’s culture of **Diversity, Inclusion and Belonging (DIB)** creates an environment where our differences are celebrated and encouraged to spark innovation, empower growth, outperform expectations and maximize results. Oxy’s recent and ongoing DIB actions are summarized below and reflect that we add value — **together**.

### Workforce Diversity

- **Attract and Recruit** diverse candidates and disciplines
- **Retain, Develop and Promote** a diverse workforce
- **Structured professional development**, mentorship and sponsorship programs

### Workplace Culture

- **Educate, equip and activate** leaders to cultivate a culture of DIB across the organization
- **Train and create awareness** of DIB principles
- **Optimize Employee Engagement** and Employee Resource Groups through consistent DIB branding, communications and collaboration
- **International DIB** rollout

### Community & Engagement

- Align **DIB and Community** efforts to enhance both programs
- Serve our surrounding communities through **social and sustainability** actions
- **Engage External Strategic Partnerships** to advance our skills, access DIB expertise, obtain different perspectives, share resources and enhance innovation
- Enhance **Diverse Business Inclusion** Program

### Analytics & Metrics

- Conduct an **Inclusion Survey** to determine a baseline of meaningful metrics of inclusion
- **Analyze the data** and identify trends
- **Select a DIB tool** that allows us to track data
- **Respond quickly** to trends and insights

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## Increasing our Diverse Talent Pool

A key example of our DIB commitment is our relationship with Historically Black Colleges and Universities (HBCUs). In 2018, Tuskegee University was the first HBCU to be included in Oxy's early talent portfolio. Shortly thereafter, Howard University and Prairie View A&M University were added to this program. Over the past six years, Oxy has strengthened our partnership with these universities through efforts that include funding scholarships and investing in student organizations and programs that foster career readiness. In addition to charitable contributions, Oxy employees have also helped with resume reviews, practice interviews, information sessions and more.

## Additional Initiatives

In 2023, Oxy's University Relations (UR) team identified The University of Texas at San Antonio as an institution through which we plan to continue to increase Oxy's presence at Hispanic-Serving Institutions (HSIs). Oxy's UR team also partnered with diverse student organizations through information sessions across several universities in Oxy's portfolio. These collective efforts aim to strengthen our relationship and brand presence with these universities and increase student engagement.

Our UR team also participates in the annual conventions of the National Society of Black Engineers, Society of Hispanic Professional Engineers and Society of Women Engineers to further increase our diverse talent pipeline. To provide pathways to career success for high school students from underserved communities, we launched a pilot program in 2023 in partnership with a non-profit organization that involves skills training, meaningful work experiences and impactful relationships, all while simultaneously helping us fill talent gaps.

## First Inclusion Survey Conducted

Inclusion is important to Oxy. We believe that when employees feel valued and respected, they contribute their full potential. To that end, we recently conducted an Inclusion Survey to help gauge employee sentiments regarding inclusion at Oxy, the efficacy of current inclusivity programs and other related matters. The survey elicited employee input on their experiences and perceptions to help the company make better informed and timely decisions while promoting a more inclusive culture and satisfying work experience for our employees.

## Inclusion and Well-Being

In today's dynamic and evolving workplace, the link between well-being and diversity and inclusion is more evident than ever. Stress of any kind can adversely impact employees, potentially hindering their professional growth and overall job satisfaction. Oxy continues to look for opportunities to enhance well-being programs and strategies that can empower employees from diverse backgrounds, thereby creating a more inclusive workplace. We strive to foster a human-centered approach to well-being and wholeness.



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## Employee Resource Groups

Oxy's Employee Resource Groups (ERGs) are thriving and elevating their impact through community outreach, professional development, employee engagement and business support functions that are important to the company. The goal of each ERG is to be fully aligned with Oxy's expectation to be an employer, neighbor and Partner of Choice®. Each ERG is inclusive of all employees—everyone can join, benefit from and participate in an ERG, either as a member or an ally. They are a valuable employee resource, providing advocacy and awareness, offering support and strengthening the sense of inclusion and belonging within the organization. All Oxy ERGs were active during 2023 with numerous milestones, events and programs.



### 2023 At a Glance

#### FEBRUARY

**BEN**  
**Virtual Conversation with Paula Harris**  
Paula M. Harris, Senior Vice President of Community Affairs for the Houston Astros and the Executive Director of the Astros Foundation, shared her perspective on Black History, her personal story and how to define success.

#### JUNE

**OUT**  
**Pride Parade**  
Employees represented Oxy by walking in the Houston Pride Parade.

#### OCTOBER

**HN**  
**Latinx Art Scene Presentation**  
To celebrate Hispanic Heritage Month, Rosa Ana Orlando discussed the work of Houston-based artists who are connected to Latin American culture.

#### APRIL

**ECN**  
**Technical Development Lunch & Learn with Dr. Julio Friedmann**  
Technical presentation from Dr. Friedmann, who serves as a Fellow at the Center on Global Energy Policy at Columbia University.

#### JULY

**Mosaic**  
**Share Your Story Networking Event**  
A senior leader at Oxy shared her life experiences, and led other members through a guided speed networking discussion on their cultural upbringing.

#### DECEMBER

**WON**  
**Book Donation Drive**  
Members purchased and wrapped books to benefit the Barbara Bush Literacy Foundation.

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## Health and Safety

### A Robust Health and Safety Culture

The health and safety of our workforce and communities are top priorities to Oxy and important cornerstones of sustainability. Oxy applies consistent occupational health and safety programs and expectations for a safe and healthy workplace across our global operations in accordance with our HSE&S Principles and Policy and our OMS, which incorporate and often supplement national, state and local regulations. Our health and safety culture empowers our employees and contractors to strive for continuous improvement and innovation in our HSE&S practices and programs.

### Health, Safety and the OMS Framework

The foundation of our health and safety culture is Oxy's ten-element OMS framework, which models a Plan-Do-Check-Act (PDCA) improvement continuum promoting operational excellence. The OMS encompasses hazard identification, risk assessment and control measures to mitigate risks, as well as contractor management and safety engagement to drive essential HSE&S programs and tools at the worksite. Emergency preparedness, incident management and industrial hygiene programs are also included in this comprehensive system.

Consistent with the OMS elements, Oxy utilizes a multidisciplinary internal assurance program, supplemented by external assessments. This assurance program, implemented by each business segment, provides for independent and objective reviews tailored to the operations and potential risks of the business unit or asset, and also reviews OMS implementation. Leading practices are shared amongst business segments and action plans for identified improvement opportunities are developed and tracked to closure.

Several of our international sites hold HSE-related ISO certifications and 17 OxyChem sites are recognized under federal and state OSHA Star Voluntary Protection Programs (VPP). These credentials are examples of our application of leading health and safety programs for our employees and the communities where we operate. [Read more on our sites with third-party certifications.](#)



Midland, TX Technical Training Center

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## Foundations of Personal Health and Safety

We provide comprehensive health and safety training, including guidance in hazard recognition, use of personal protective equipment (PPE), first aid and cardiopulmonary resuscitation (CPR), emergency response and fire safety. Regular drills and exercises promote preparedness for emergencies. Employee participation in health and safety training and certification programs is tracked in real time through an enterprise-wide dashboard. Training and competency management reviews are developed for Oxy employees.

The nature of our work varies from facility to field, warehouse to wellsite. This means that a risk-based approach to training is required, whereby employees receive additional training based on their specific needs. Training is

performed in-person, online and at specialized training facilities. Technical, field and facility personnel often warrant specialized project safety training. Our safe work systems cover specialized critical tasks such as energy isolation, hot work, confined space entry, ground disturbance, line breaking and electrical work. A robust permit-to-work program is in place for these types of activities that includes job planning, assessment of potential risks and identification of appropriate safety measures, equipment and PPE. We also empower employees and contractors through Oxy's Stop Work Authority to pause or stop any work activity, without repercussions, to prevent a health, safety or environmental incident.



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Reflecting the diversity of our operations, Oxy's oil and gas subsidiaries and OxyChem apply health and safety programs under the OMS that are tailored to their operations. Oxy's 10 Life-Saving Rules, aligned with those of the IOGP, are fundamental to how we work safely in our oil and gas operations. Adherence to our Life-Saving Rules is mandatory and represents a strict obligation to perform work safely at our locations. These clearly defined actions help prevent serious injuries and fatalities across our employee and contractor base. Routine communication and training on the Life-Saving Rules are provided to employees and contractors through safety engagement forums. These straightforward concepts are useful in everyday life outside of work as well.

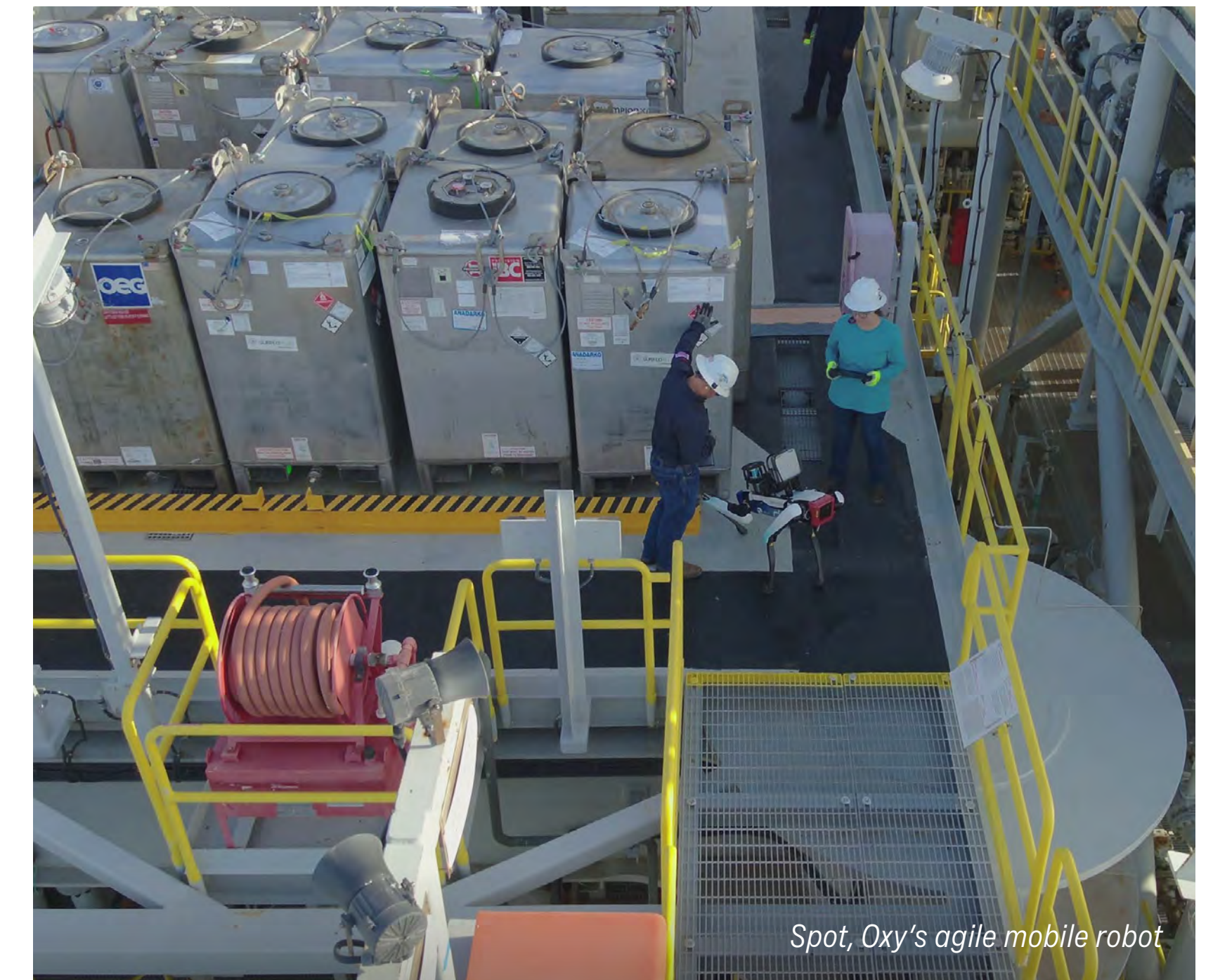
OxyChem's 5 Key Procedures is a similar program that focuses attention in chemical plants on confined space entry, hot work, equipment opening/line breaks, energy isolation/lockout-tagout, and fall protection. OxyChem's Core-4 Verification process supports the 5 Key Procedures as part of the Work Authorization Permit system and addresses job scope, hazards, energy isolation and verifying zero energy.

We also recognize safety needs are dynamic and actively address shifts in physical risks such as climate or weather conditions. For example, our Gulf of Mexico teams recently updated the Heat Stress Management Program in recognition of the seasonality of this hazard, with a focus during May through September including awareness, prevention, monitoring and response.

Oxy also implements a Behavior-Based Safety (BBS) observation program to proactively improve site safety by focusing on both safe and at-risk behaviors in our operations. Focusing on at-risk behaviors, trained observers monitor employees and contractors on the job for compliance with HSE standards and procedures and behaviors that align with our OMS. Recorded observations are analyzed to identify trends, root causes and potential areas of improvement. Observed employees and contractors are given real-time peer-to-peer feedback and coaching in the spirit of mentorship and continuous improvement. BBS observers also look for leading practices and positive behaviors and are encouraged to share commendations with employees and contractors to reinforce beneficial behaviors and actions.

Contractors comprise over 80% of the workers at many Oxy project sites and facilities. Our safety standards extend to these co-workers as well. We conduct daily, weekly, monthly and quarterly contractor safety meetings. Contractors are given access to extensive safety resources and guidelines. At the job site, contractor safety is monitored and audited in real time. Their safety performance is carefully tracked and analyzed to provide constructive feedback and considered in future procurement and supply chain decisions.

Oxy monitors workplace environments to prevent occupational illnesses and injuries. This includes air quality monitoring, noise level assessments and ergonomics programs to reduce musculoskeletal strain. Our nearby occupational medical facilities offer health services, often including physicals, vaccinations and health screenings.



*Spot, Oxy's agile mobile robot*



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## 2023 Safety Performance

Oxy focuses on safety performance through a comprehensive approach that begins with establishing consistent expectations set by the company's management and overseen by the Board through our HSE&S Policy and Principles and our OMS. We track our safety performance using metrics such as the OSHA TRIR. Our goal is to achieve an incident rate well below the industry average, striving for zero incidents in our safety journey. Our reporting system tracks near-misses and other events, fostering a culture of continuous improvement aligned with our OMS.

In 2023, our company-wide employee TRIR was 0.21, a 19% improvement from 2022, while our contractor TRIR was consistent with 2022 safety results. We established three safety priorities in 2023: reducing incident severity, improving contractor safety performance and harmonizing safety systems, programs and protocols. In our oil and gas operations, we aim to build on 2023's success by continuing to work to reduce incident severity, implementing new tools and technologies and improving workforce effectiveness. For international and Gulf of Mexico operations, our 2024 safety focus includes core safety programs for employees and contractors, targeted training, safety technology and continued workforce engagement between Oxy and contractor leadership.



Oman North

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## OxyChem Achieves Recognition for Exceptional Safety Performance from the Chlorine Institute



In 2023, the Chlorine Institute recognized seven OxyChem plants for their exemplary commitment to safety, marking significant achievements in both personal and process safety across the company. These awards are part of the Chlorine Institute's Safety and Environmental Performance Recognition program, aimed at fostering zero incidents, injuries and releases.

John Brenon, OxyChem's Senior Vice President of Manufacturing, noted that "we are committed to the protection of our people, our communities and the environment and these awards recognize that safety is our top priority each and every day. I am proud of our seven facilities for their consistent dedication, attention to detail on every task, and overall commitment to maintain a safe work environment."

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## Durable Safety Performance

The awards celebrated achievements with varying levels of recognition based on the duration of each accomplishment within the chlor-alkali process:

**Platinum Level Personal Performance: Ingleside, New Johnsonville and Taft Plants, for maintaining zero recordable injuries for four or more years**

**Bronze Level Personal Performance: Convent Plant, for zero recordable injuries for more than one year**

**Platinum Level Process Safety Performance: Battleground, Taft and Talcahuano Plants, for zero reportable quantity (RQ) incidents for four or more years**

**Silver Level Process Safety Performance: Wichita Plant, for zero RQ incidents for two years**

**Bronze Level Process Safety Performance: Convent Plant, for zero RQ incidents for more than one year**



*Ingleside Plant team awarded The Chlorine Institute Platinum Personal Safety Achievement Award*



*Taft Plant team awarded The Chlorine Institute Platinum Personal and Process Safety Achievement Awards.*

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## OxyChem Ludington Plant Renews Prestigious Safety Status



HIGHLIGHT

The OxyChem manufacturing facility in Ludington, Michigan has proudly maintained its Safety Through Accountability and Recognition (STAR) status under the Michigan Occupational Safety and Health Administration's (MIOSHA) Voluntary Protection Program (VPP). Recognized for its exemplary workplace safety and health standards, the Plant underwent a thorough evaluation by MIOSHA safety experts, reaffirming its commitment to operational excellence. The Ludington Plant is distinguished as one of only 26 Michigan VPP STAR locations since first achieving this status in 2002. Tarah Kile, MIOSHA CET Division Director, commended the facility, stating "OxyChem Ludington exemplifies the integration of safety into their corporate culture, significantly enhancing workplace conditions and employee morale."

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## Enabling Contractor Excellence: The Building a Better Mousetrap Award



In the spirit of applying OMS expectations to our contractors, Oxy developed the Better Mousetrap initiative, which incentivizes continuous innovation. Oxy contractors are trained in Oxy's Safety Engagement and Management Program (SEMP), with monthly results communicated to HSE and Operations leadership. The Building a Better Mousetrap initiative goes beyond the metrics of HSE performance to encourage contractors to innovate their own operations through new ideas, approaches and technologies. These innovations range from hardware improvements to new processes and procedures and make a tremendous impact on Oxy metrics. Ideas are submitted each month and presented to the Better Mousetrap Committee. Winners receive an award during regular contractor safety meetings and are also granted points within the SEMP scorecard that raise their standing as an Oxy contractor of choice.

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## Process Safety and Asset Integrity



Oxy is recognized as a Partner of Choice® for safety and asset integrity. Our process safety management (PSM) and asset integrity programs are designed to protect personnel, assets, communities and the environment while improving the operational reliability of equipment and systems. Individual business segments implement timely, worksite-specific and actionable measures designed to comply with local regulations and meet the performance goals applicable to their unique circumstances. Our teams work diligently to select, design and construct assets that are suitable for their purpose or task. Ongoing mechanical integrity inspection and maintenance of key equipment and quality assurance help assets remain fit for service over their lifecycle.

U.S. facility processes are designed to comply with applicable regulations of OSHA, the Environmental Protection Agency (EPA) and the Bureau of Safety and Environmental Enforcement (BSEE), as well as applicable state regulations. In addition to external regulations, our processes are guided by the OMS to proactively identify and mitigate process risks and sustain process safety within the guidelines of the equipment and system design.

For facilities with other regulatory obligations, programs parallel the PSM elements laid out by OSHA, while incorporating local needs. We base protocols on leading industry frameworks, codes and professional organizations including the API, the IOGP, the Center for Chemical Process Safety and the Association for Materials Protection and Performance, among others.

Business segments conduct regular audits, applying tools and guidance from leading industry practices and from national, state and local regulatory agencies. We evaluate health and safety, process safety and environmental permitting and controls, as well as the methods we use to inspect, test and maintain our equipment and monitoring devices.

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## Process Safety and Asset Integrity

Our Asset Integrity management system is used throughout our sites, involving operations, facilities engineering, major projects, construction, supply chain, business planning and health and safety systems. The Asset Integrity system leverages the experience of engineers and specialists in mechanical integrity, maintenance, corrosion and other disciplines to manage technical requirements and assist in program implementation, execution, review and improvement. Oxy uses an internationally recognized and rigorous risk-based inspection process to manage our assurance programs for key equipment. Inspection methods include on-stream techniques that minimize impact to operations as well as gap analyses, implementation roadmaps and intensive data analytics. Key Performance Indicator (KPI) data is governed globally across our business units to promote standardization and data quality. Root Cause Analysis (RCA) drives our Lessons Learned programs while increasing reliability and equipment uptime. Employee and contractor implementation of these processes is reinforced with operational training. We track corrective actions to completion.

Continuing to improve an operational function that touches every part of our global organization takes teamwork. Extensive cross-functional relationship building is key. Process safety and asset integrity teams work closely with employees at various levels from general managers to field technicians. For a decade, the teams have strived to maintain a 65% field utilization rate. This means almost daily interaction with business unit personnel, which is important to maintain a strong program capable of implementing changes quickly.

We collaborate with contractors and joint venture partners to use standardized tools and apply consistent processes. Our employees contribute their expertise through professional trade association working groups as we strive to be an industry-wide thought leader. Oxy and our partners consistently benefit from the financial returns and operating confidence that we believe results from the depth and maturity of our programs.

**Our performance in PSM and asset integrity is the result of decades of consistent investments in these functions. Oxy teams prioritize safety in day-to-day operations, as reflected in our recent projects to:**

- Enable analytics to aid in prioritizing program resources by updating oil and gas operations' process safety and asset integrity KPIs
- Expand information exchange platforms so that employees have increased access to lessons learned from events in the company and across industry
- Enable more real-time reporting through:
  - the use of drones and robotic photography, supported by AI predictive analytics, to help analyze parts of assets that are difficult for operators to observe directly
  - the utilization of innovative cloud computing technologies to analyze big-data sets to identify and prioritize trends, model various maintenance scenarios and isolate specific data sets for in-depth analysis
  - an enhanced data management system that helps to integrate facilities engineering, mechanical integrity, corrosion management, maintenance and other data to optimize maintenance turnarounds on an enterprise-wide basis
  - the leveraging of existing data to support consistent, timely and efficient process hazard analysis using enhanced software and associated dashboards.

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## Emergency Preparedness and Response

Oxy emphasizes a tiered approach to emergency preparedness and response (EP&R) and investigation. At the corporate level, strategic frameworks are established to guide preparedness, promote rapid and effective response to emergencies and mandate thorough investigations to prevent or mitigate future incidents. Operational responsibility is delegated to business segment incident management teams, who implement these strategies on the operational site level, tailoring emergency protocols to site-specific risks and regulatory requirements and fostering a culture of continuous improvement and resilience. By delineating responsibilities across organizational levels, Oxy can effectively manage EP&R activities to help mitigate risks, protect stakeholders and promote resilience in responding to emergencies.

Oxy identifies potential risks requiring emergency response by the company through comprehensive risk assessments that evaluate operational and external factors. Historical incident data, current operational practices and potential environmental impacts are analyzed to identify vulnerabilities that lead to emergency scenarios requiring mitigation and response. Our proactive EP&R strategy is enhanced through obtaining diverse perspectives and input from stakeholders, including local first responders industry experts and regulatory bodies. Ongoing improvement based on monitoring, after-action reporting and sharing of lessons learned helps the company to effectively manage risks in a dynamic global operational environment.





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## Emergency Response and Business Recovery Exercises

We conduct emergency response exercises at the corporate, business segment and operational site levels to test our EP&R capabilities. At the corporate level, these exercises involve strategic decision-making scenarios, stakeholder communication exercises and leadership response coordination. At the business segment level, exercises consist of testing the incident management organization's ability to support the operational site level.

One recent example is the 2023 Gulf of Mexico (GoM) annual Oil Spill Response Plan exercise. In this comprehensive, realistic simulation, our GoM HSE team created an exercise scenario that addressed platform fires and Search and Rescue operations in an effort to increase readiness for these higher-risk activities. The exercise was held in coordination with the United States Coast Guard, commercial helicopter companies and firefighting professionals. Participants were not aware of the specifics of the simulated emergency in advance and had to problem solve and communicate as they would in a real-world scenario. The exercise included expanded Natural Resource Damage Assessment capabilities to apply plans and checklists with natural resource trustees.

At the operational site level, exercises are tailored to specific site risks. These include hands-on response activities, applying our evacuation procedures and safety protocols and directly engaging the workforce in emergency preparedness. By scheduling and conducting EP&R exercises, Oxy maintains integrated response capabilities designed to be compliant with regulatory requirements and foster a culture of safety and preparedness.

## Emergency Reporting Measures

Stakeholders can report emergencies through various channels including dedicated emergency contact lines in our operations and online reporting portals. These mechanisms enable quick communication of vital information, facilitating prompt response and assistance from relevant authorities, stakeholders and industry partners. Training programs and awareness campaigns at both the business segment and operational site level further help stakeholders understand and utilize these reporting avenues effectively.

Oxy uses the American Chemistry Council's Chemical Transportation Emergency Center (CHEMTREC) for emergency planning and response support. The emergency call center number is listed on our shipping documents, as well as on the side of railcars. Product Safety Data Sheets (SDS) provide company identification information which includes our address, CHEMTREC number and Customer Service number. The Local Emergency Planning Committees also serve at the operational site level as a way for communities to report incidents or request information about an incident.



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## Promoting Transportation Safety

Oxy is committed to procuring and maintaining vehicles that we own or lease with high-performance safety features appropriate for the conditions in which we operate. Our transportation safety program includes defensive driving training, whether in a real-commentary drive or a 3D simulator course, which provides the driver with the opportunity to experience real-life driving scenarios. In-vehicle monitoring systems (IVMS) are standard equipment in company-owned vehicles, helping monitor and address safe driving performance. Recognition and praise are awarded to our safest drivers to reinforce positive driving behaviors.

Transportation safety, including the transportation of hazardous materials, is managed to help minimize risks. We collaborate closely with our contractors who transport our personnel, products and equipment, whether by ground, water or air, to help enhance transportation safety. The majority of our oil and gas products are delivered in bulk via pipelines or tanker trucks to utility, refinery or midstream customers who consume or refine our products locally or export them via double-hulled ocean-going vessels. OxyChem products are transported to its customers via pipeline, railcar, tanker truck or barge. Railcars and tank trailers are placarded with appropriate hazard warnings, and hazard information is provided to the transporter. In addition, OxyChem products transported in drums, bags and other non-rail or trailer containers are labeled with product information that follows applicable regulations when they leave our facilities.



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In 2023, Oxy's commitment to transportation safety and continuous improvement in safety practices was exemplified by our Oman business unit's remarkable road safety performance. The unit recorded an impressive 66.8 million kilometers (more than 41 million miles) driven with only three Road Traffic Accidents (RTAs), setting an all-time best record with a Traffic Motor Vehicle Incident Rate of 0.04. This outstanding performance underscores the effectiveness of our proactive safety measures and risk management strategies. A key factor contributing to this achievement was implementing IVMS technology across our Oman assets in previous years. This technology has enhanced driver safety and operational efficiency by providing real-time data on vehicle location, speed and driver behavior. As a result, the frequency of RTAs has been reduced. The technology has also helped our drivers to enhance our safety culture. The success of IVMS technology in our Oman business unit is a testament to Oxy's investment in innovative safety solutions and our efforts to achieve the highest transportation safety performance.

In the Permian Basin, where Oxy is one of the largest acreage holders in the region, driving safety continues to be a priority. In 2019, Oxy and four other companies created a coalition with the mission to make roads safer and road infrastructure better across southeast New Mexico and west Texas. Today the Permian Road Safety Coalition (PRSC) is a thriving non-profit organization that Oxy continues to support as a key sponsor and Board member. Oxy and the PRSC take active roles in helping improve road safety. Together, we serve as advocates for road infrastructure improvements at the federal, state and county levels. This helps our employees and contractors who drive on these roads each day while also serving the communities that depend upon safe and reliable roadways.

## Additional Advanced Safety Technologies

In addition to advanced solutions that aim to improve training effectiveness, enhance transportation safety and empower safety data analysis, Oxy is investing in exciting technologies with the potential to boost safety performance aspects at scale. In the Gulf of Mexico, our teams are performing pilot programs deploying wearable technology that tracks the vitals of employee crew members, flagging health parameters proactively to help workers avoid an unsafe condition. Another initiative equips workers with geolocation technology that alerts both them and others when they are nearing areas that could require additional PPE. The company is also experimenting with numerous AI and machine learning applications with the potential to help with activities ranging from processing data more quickly to optimizing asset integrity monitoring.

## Goldfish Tank

In 2023, Oxy's Onshore Resources and Carbon Management (ORCM) business unit held its second "Goldfish Tank" idea challenge. The year's focus was on health and safety. Employees across our U.S. oil and gas operations contributed ideas in an effort to reduce incidents and increase worker efficiency. Of the fifty-five ideas submitted, six were selected as finalists to receive implementation funding. Some of their innovative ideas included the automation of repetitive tasks, wearables for detecting high-voltage exposures and the integration of artificial intelligence into work planning.

## Safety Milestones

During 2023, we achieved several milestones on our health and safety journey, from process refinement to powerful partnerships and new technologies. Enterprise wide, our health and safety efforts often go beyond compliance. They reflect our values and dedication to being a responsible and sustainable operator and a Partner of Choice®.

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## Enabling Community Engagement: ORCM's Support for First Responders



Oxy's ORCM business unit conducts extensive operations from the Permian Basin of New Mexico and Texas to Wyoming's Power River Basin, and our workforce, facilities and infrastructure are closely integrated with local communities. Oxy tracks data related to community engagement efforts across numerous areas of operation, such as interaction with local emergency services organizations in the Permian Basin. As a result of this data, we identified a need for additional firefighting equipment for emergency responders in communities near Oxy's operations. Upholding the OMS mandate to assess and manage external risk factors, we were able to support these regional agencies and organizations through direct investment in essential vehicles, supplies and equipment. As a result, these communities are better equipped to handle emergencies in remote areas.

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## Product Stewardship



*OxyChem Ingleside Ethylene Cracker*

Product stewardship is one of the cornerstones of OxyChem's business, and the company's rigorous programs have helped it earn a reputation as an industry leader. OxyChem's product stewardship systems promote the safe and knowledgeable use of its products throughout the world, as well as consistent compliance with product-related regulations.

As an active member of the ACC, OxyChem has implemented the ACC's Responsible Care® Principles and the codes and standards of the ACC, the Chlorine Institute and the Vinyl Institute. The ACC's Responsible Care® program helps member companies significantly enhance their performance, deliver high-quality products, identify new business opportunities, safeguard workers and communities and improve environmental quality. The program is structured around a set of specific HSE metrics with performance goals that are often more stringent than corresponding government requirements. Conformance is verified through internal and external audits.

OxyChem assesses the health and safety of the products and byproducts that it manufactures in accordance with the ACC's Responsible Care® program and applicable international, federal and state laws and regulations. These assessments are used to generate product labeling and SDS that provide comprehensive product information, including chemical composition, use of PPE, instructions for safe handling and environmental and health information in accordance with OSHA requirements. OxyChem's Customer and Technical Service departments provide support to customers on the safe and environmentally responsible handling and use of products. Under the ACC's Responsible Care® program and ISO 9001 certification, a set of international standards on quality management and quality assurance, OxyChem surveys its customers annually to identify opportunities to improve products and services.



# PLANET

**Oxy is helping develop real-world projects, innovations and solutions for a lower-carbon future.**

In 2023, Oxy and our partners made progress across a number of initiatives that impact the company's environmental stewardship, advance our Net-Zero Strategy and more.

- Groundbreaking Projects
- New Technology Developments
- Developing New Energy Supplies
- Enhanced Operational Efficiencies
- Smart Ways to Reduce Waste
- Game-Changing Partnerships

**~65%** ▾  
Reduction in methane emissions since 2019

**~67%** ▾  
Reduction in 2023 routine gas flaring from 2020 baseline

**~20%** ▾  
Reduction in freshwater consumption since 2019

**> 1.6**  
**MM ACRES**  
Enrolled in conservation agreements

# PLANET

## Environmental Stewardship

### Accelerating Carbon Innovation

### Greenhouse Gas Emissions, Methane and Flaring

### Other Air Emissions

### Energy Utilization and Efficiency

### Water Stewardship

### Waste Management

### Spill Prevention

### Biodiversity, Land Use and Remediation

## Environmental Stewardship

*Oxy is committed to responsible environmental stewardship in accordance with our HSE&S Principles and HSE&S Policy. We have a long-standing policy to seek improvement in resource conservation and recovery, pollution prevention and energy efficiency, and to work to responsibly remediate impacts from legacy operations or historic waste management practices.*

Platteville, CO

We integrate these activities through rigorous policies and procedures that are designed to promote compliance with environmental laws, regulations and internal standards. Oxy applies innovative technologies to conserve and reuse resources, designs facilities to minimize our footprint near communities and ecosystems and works with stakeholders to preserve habitat and biodiversity. As a company with long-term investments in our properties, infrastructure and communities, sustaining environmental quality is central to the long-term prosperity of our businesses.

We strive to minimize our operational footprint, protect ecosystems and implement leading conservation practices. Environmental stewardship is a responsibility of each member of our workforce.

Oxy's environmental stewardship practices and performance focus on climate change, energy use and GHG emissions management, biodiversity and habitat conservation, and water and waste management.

## OUR FOCUS

### GHG emissions and climate change

- Reducing, monitoring and reporting greenhouse gas emissions
- Managing risks and opportunities of climate change to our company
- Advancing innovative technologies and business models to help us and other leading companies and industry sectors achieve net-zero goals

### Water stewardship

- Reducing freshwater consumption
- Expanding water reuse and recycling

### Biodiversity and habitat conservation

- Promoting species conservation and habitat restoration through public-private partnerships

# PLANET

Environmental Stewardship

## Accelerating Carbon Innovation

Greenhouse Gas Emissions,  
Methane and Flaring

Other Air Emissions

Energy Utilization and Efficiency

Water Stewardship

Waste Management

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# Accelerating Carbon Innovation: Real Projects. Real Progress.

## Climate Strategy: Building to Net Zero

Oxy recognizes the significant challenge climate change poses to our society and is committed to be part of the solution. We are leveraging our experience in carbon management and storage, essential chemistry and major infrastructure projects in our plan to achieve net zero and accelerate progress on the global climate goals of the Paris Agreement.

We are dedicated to bringing together people, resources, innovative technology and our 50+ year legacy of carbon management in EOR to accelerate our Net-Zero Strategy, as well as helping others do the same. As the first U.S. oil and gas producer to establish net-zero emissions goals for our operations and products (Scopes 1, 2 and 3) aligned with the goals of the Paris Agreement, we have taken a leadership role in developing solutions to accelerate the transition toward a lower-carbon economy.

In 2023, we continued advancing our DAC solutions and CO<sub>2</sub> sequestration hubs. We believe both are essential to meet the goals of the Paris Agreement while supporting the diverse energy supply that society needs. We also made progress on investments, projects and partnerships to develop multiple pathways toward net zero to advance the goals of the Paris Agreement.

Our strategy employs four key elements to achieve net-zero emissions in our operations and energy use before 2040, and in our total emissions inventory including the use of our products before 2050.

## Over the past year, we have continued to progress our Net-Zero Strategy to:

- **Revolutionize** technologies to help abate GHG emissions
- **Reduce** GHG emissions from our operations
- **Reuse** and recycle CO<sub>2</sub> to generate low-carbon transportation fuels, electricity and other products
- **Remove** CO<sub>2</sub> directly from the atmosphere through DAC





## Supporting Global Climate Initiatives

At Oxy, we are taking action toward our net-zero goals by both working to decarbonize our own operations and progressing technologies that are designed to help others do the same. Oxy was the first U.S. oil and gas company to align to the goals of the Paris Agreement by setting a net-zero target for all GHG Scopes before 2050 and the first U.S. oil and gas company to endorse the World Bank’s 2030 Zero Routine Flaring (ZRF) Initiative. We achieved ZRF in our U.S. oil and gas operations in 2022, eight years ahead of target, and are on track to reach the 2030 target in our international operations.

At the 2023 UN Climate Change Conference (COP28) in the United Arab Emirates (UAE), we reinforced our commitment to climate action as an original signatory to the Oil and Gas Decarbonization Charter, targeting near-zero upstream methane emissions by 2030. We also committed funding to the World Bank’s Global Flaring and Methane Reduction (GFMR) Partnership, a multi-donor fund committed to ending routine gas flaring and reducing methane emissions across the world. COP28 underscored the pivotal role businesses can play in decarbonizing and scaling up climate solutions. Oxy is a prime example of a company that recognizes the opportunity to leverage our unique experience and resources to contribute to a world with sustainable energy resources in support of UN SDG 7: Affordable and Clean Energy, UN SDG 13: Climate Action and UN SDG 17: Partnership for the Goals.

### Net-Zero Goals

In 2020, Oxy adopted the following goals to achieve net-zero across our total emissions inventory in accordance with the goals of the Paris Agreement:

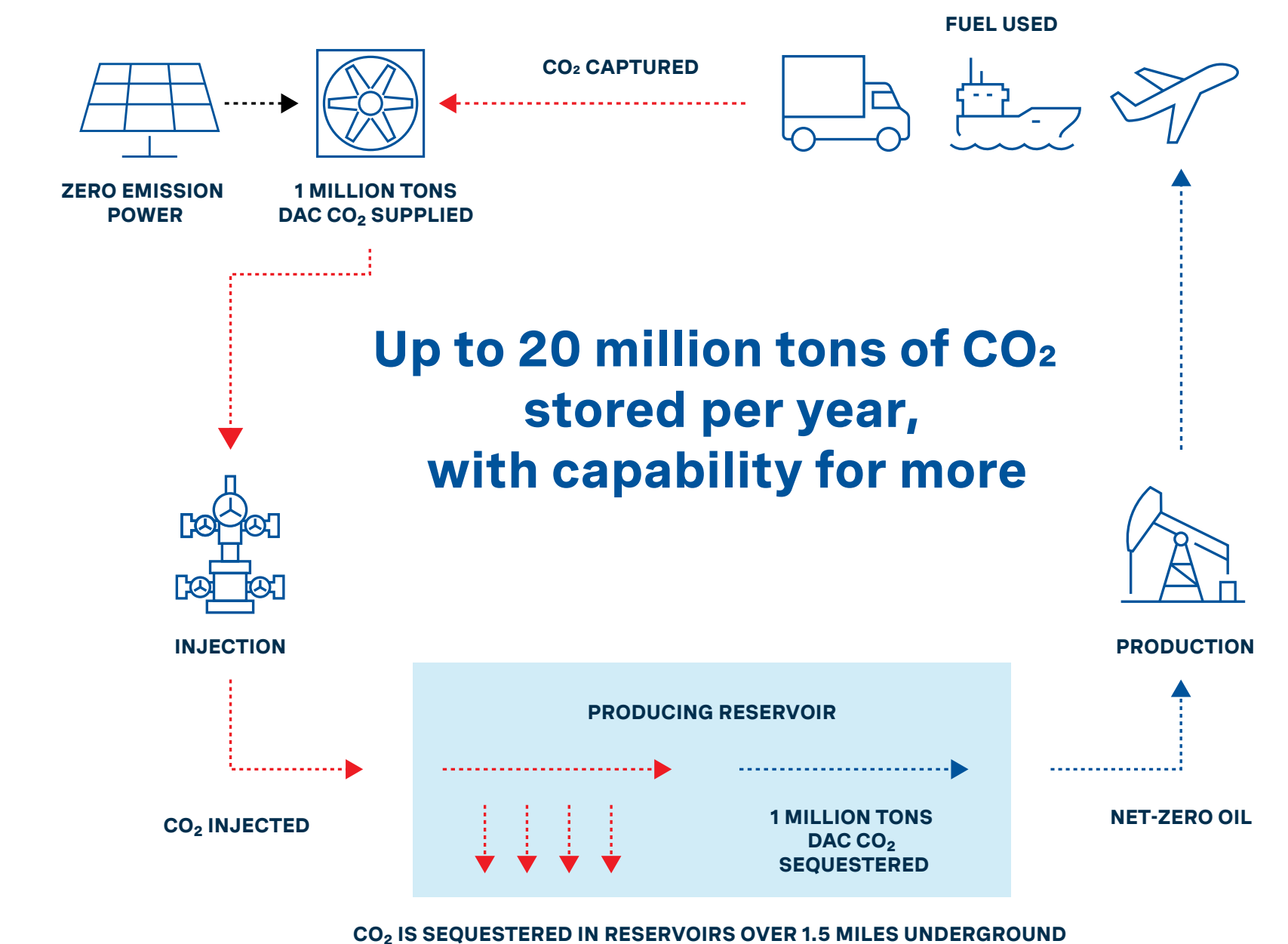
- **Net-zero emissions in our operations and energy use (Scope 1 and 2)\* before 2040, with an ambition to achieve before 2035;**
- **Net-zero for our total emissions inventory including product use (Scope 1, 2 and 3) with an ambition to achieve before 2050**
- **Total carbon impact through carbon removal and storage technology and development past 2050**

*\*Even as techniques for estimating and measuring emissions are refined, our Scope 1 and 2 net-zero goal and ambition are intended to cover substantially all (> 95% of) source types of GHG emissions, emissions avoidance, reductions and removals at facilities that we operate.*

## Net-Zero Oil: A Pathway to Lower-Carbon Products

IPCC and IEA 1.5°C scenarios show 2050 oil demand at up to 50% of today’s levels, specifically for hard-to-abate sectors that will continue to require liquid fuels and for hydrocarbon feedstocks. A key part of our strategy is to establish a supply of lower-carbon oil and gas to meet this need with a decarbonized product.

By pairing DAC with our existing infrastructure, we aim to remove an amount of CO<sub>2</sub> equal to that emitted during the production and consumption of our products. Alongside our plans to reduce our operational emissions, this can result in net-zero oil and gas, which can then be used to produce lower-carbon fuels and other essential materials—all with a lower carbon footprint.



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Environmental Stewardship

## Accelerating Carbon Innovation

Greenhouse Gas Emissions,  
Methane and Flaring

Other Air Emissions

Energy Utilization and Efficiency

Water Stewardship

Waste Management

Spill Prevention

Biodiversity, Land Use  
and Remediation

## Leveraging 50+ Years of CO<sub>2</sub> Management

Oxy has among the largest CO<sub>2</sub> management operations in the world. Our subsurface engineering teams have decades of experience characterizing reservoirs for CO<sub>2</sub> storage in our enhanced oil recovery (EOR) operations. This expertise enables us to broaden our portfolio of subsurface storage options beyond oil and gas fields to include sequestration hubs using saline formations.



Artist rendering of STRATOS Direct Air Capture facility

We believe that, collectively, Oxy has amassed one of the most capable and experienced carbon management teams in the world, with multi-disciplinary talent in geosciences, engineering, data and spatial sciences and more. With our 2023 acquisition of leading Direct Air Capture technology provider Carbon Engineering, Oxy has built on our foundation to bring leading-edge carbon removal development capabilities in-house.

Our comprehensive, enterprise-wide strategy is predicated on our 50+ years of experience with integrated carbon management and large-scale carbon separation, transportation, recycling and storage in EOR to offer future opportunities to supply lower-carbon products and fuels and, ultimately, Net-Zero Oil. By leveraging this expertise in CO<sub>2</sub> infrastructure and subsurface reservoirs and pairing it with our capabilities in essential chemistry and major project execution, we are positioned for success in a net-zero economy with competitive advantages that enhance our existing businesses and set us apart from our peers.

### Oxy Low Carbon Ventures (OLCV)

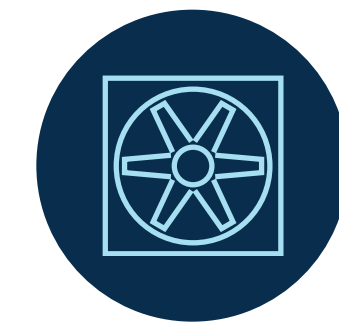
We launched OLCV in 2018 to leverage our industry-leading experience in managing CO<sub>2</sub>. The core of OLCV's strategy is to design and implement innovative, impactful and globally scalable solutions that help society achieve carbon neutrality and accelerate the transition to a net-zero economy. 1PointFive focuses on commercializing and deploying DAC and sequestration technologies at scale to remove CO<sub>2</sub> from industrial processes and the atmosphere, which can then be used to create lower-carbon products like fuels, chemicals and concrete, or injected into saline formations for long-term sequestration to help meet our ambitious net-zero goals.



# PLANET

## Advancing a Low-Carbon Future in 2023

Oxy is taking bold steps toward a lower-carbon future. We reached several milestones for our low-carbon projects, partnerships and initiatives in 2023.



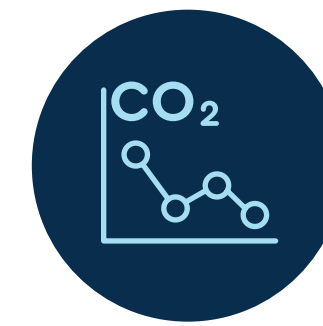
### Making Strong Progress on STRATOS

2023 saw ~48% completion of Trains 1 and 2 of our flagship DAC facility. We have also signed STRATOS offtake agreements totaling more than 1 million metric tons (MT) of carbon dioxide removal credits (CDRs) as of year-end 2023.



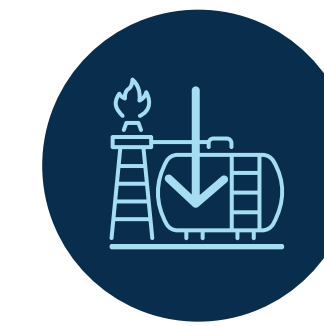
### Progressing Several Sequestration Sites

We drilled stratigraphic data wells and submitted sequestration well permit applications at our six proposed hub sites, two of which were selected for award negotiations under the DOE CarbonSAFE funding opportunity.



### Reducing Operational Emissions

Oxy implemented key emissions reduction projects involving multiple facility consolidations, compressor electrification and optimization, expanded temporary gas storage and takeaway capacity, and energy efficiency. We also removed or converted all remaining high-bleed pneumatic control devices found in our U.S. onshore operations.



### Continuing Reductions in Routine Flaring

The company sustained zero routine flaring in U.S. oil and gas operations and achieved a ~67% reduction in routine flaring globally from our 2020 baseline.



### Receiving Global Recognition

Oxy was awarded an A- score from CDP for 2023 climate disclosure at CDP's Leadership Level, tied for the top score in the global E&P industry. We were also recognized by OGMP 2.0 as having achieved the Gold Standard pathway on the basis of a credible implementation plan.



### Exhibiting Leadership

Oxy served as an original signatory to the OGDC and committed funding to the World Bank's GFMR Partnership, both announced at COP28. Our U.S. onshore oil and gas operations also completed their field asset registry of emissions-generating equipment for use in emissions estimates and reporting.

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## STRATOS



### DIRECT AIR CAPTURE HISTORY IN THE MAKING

During 2023, Oxy achieved significant progress with Worley on the construction of STRATOS, expected to be the largest Direct Air Capture facility in the world. By year's end, Trains 1 and 2 had reached 48% completion. STRATOS, located in Ector County, Texas, is expected to be commercially operational in mid-2025. STRATOS is designed to capture up to 500,000 MT of CO<sub>2</sub> per year when fully operational.

In 2023, BlackRock agreed to invest \$550 million in a joint venture to develop STRATOS through a fund managed by its Diversified Infrastructure business.

In addition, Oxy acquired the remaining interests in Carbon Engineering to further accelerate innovation of DAC technology, drive cost reductions and capital efficiency improvements, and catalyze broader partnerships for DAC deployment. [Learn more about the Carbon Engineering acquisition.](#)

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## International CCUS Development

In 2023, Oxy signed a Memorandum of Understanding with the Abu Dhabi National Oil Company (ADNOC) to evaluate participation in DAC facilities and CO<sub>2</sub> sequestration hubs in the United States and the UAE, including a one million metric ton per year DAC facility in the UAE. Additionally, Oxy signed a Memorandum of Understanding with OQ Gas Networks SAOC, the sole transporter of natural gas in Oman, to jointly study the development of potential CCUS projects in Oman in conjunction with Oxy's EOR projects.

[Learn more about international CCUS development.](#)

## Development of Carbon Sinks

In addition to sequestration of CO<sub>2</sub> in saline formations, scale-up of unconventional EOR using anthropogenic CO<sub>2</sub> is a key part of Oxy's Net-Zero Strategy. By using anthropogenic CO<sub>2</sub> in our vast EOR operations, where a high percentage is sequestered in the oil and gas reservoir, we seek to significantly reduce the carbon intensity of oil production and contribute further to mitigating GHG emissions.

Oxy has a medium-term target to facilitate geologic storage or use of 25 million MT of captured CO<sub>2</sub>e per year by 2032. Oxy received the first Monitoring, Reporting and Verification (MRV) approval from the EPA in 2015 to utilize anthropogenic CO<sub>2</sub> in our EOR fields in the Permian and has now received four MRV approvals, with the subsequent approvals occurring in 2017, 2019 and 2023. MRV plans are designed so that our operations are securely sequestering CO<sub>2</sub> into our oil and gas reservoirs. These approved MRV fields provide the geologic pore space to effectively sequester CO<sub>2</sub> at scale while delivering reliability via a network of interconnected CO<sub>2</sub> pipelines. The U.S. Gulf Coast and the Permian Basin are opportunity-rich in industrial and utility point-source emitters and Oxy is collaborating with industry to propel carbon capture initiatives—covering the spectrum from technology to transportation and subsequent sequestration via CCUS.





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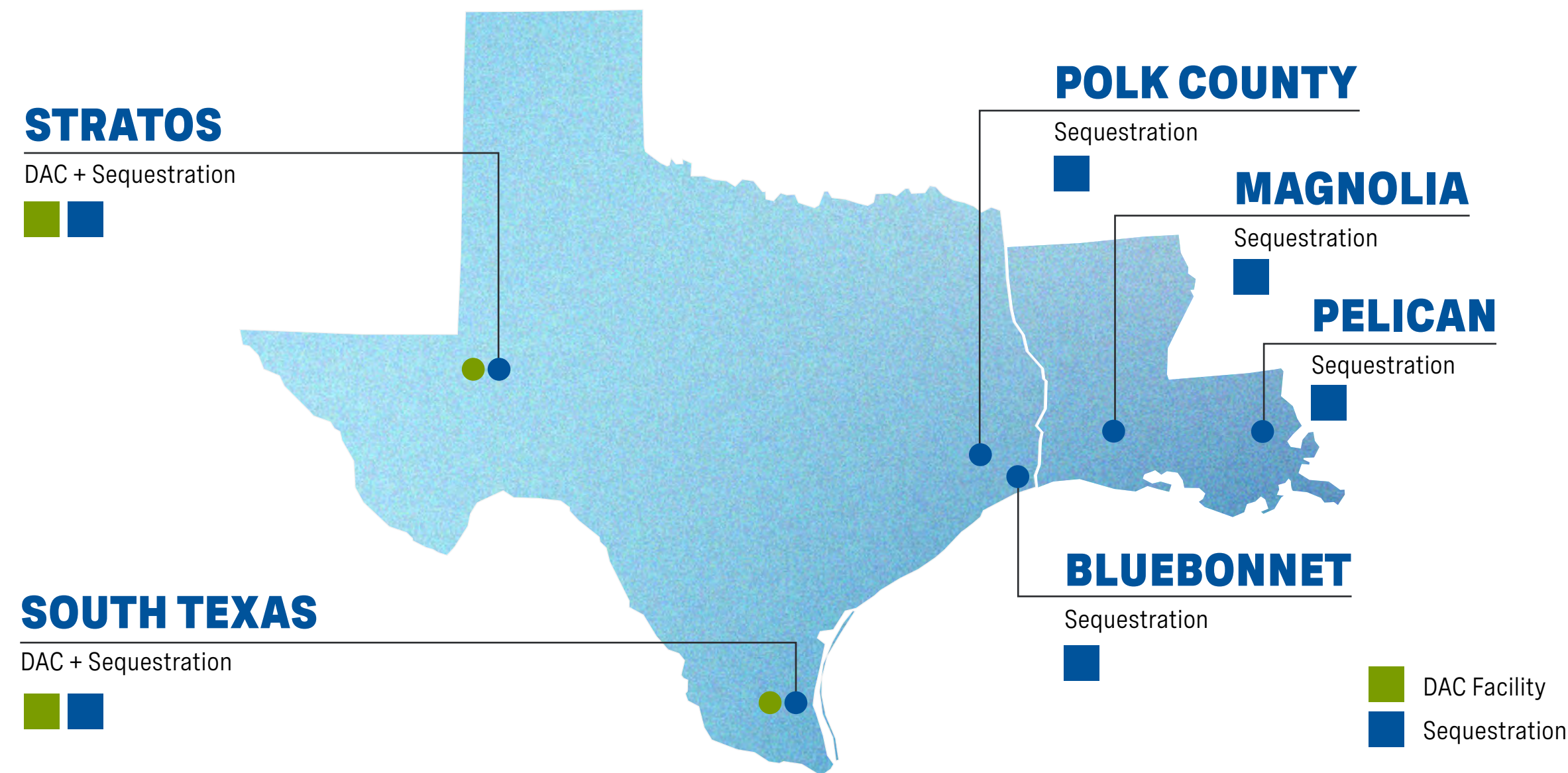
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## Digging in on Sequestration: 2023 Progress

Oxy continued making headway on sequestration hub development last year. Oxy has six sequestration hubs in progress, currently being developed in the Permian Basin and across the Gulf Coast due to the region's industrial intensity, extensive infrastructure, supply chain connectivity and petrochemical concentration. Oxy has secured interests in more than 300,000 acres — or more than 400 square miles — of pore space in Texas and Louisiana. This could give our sequestration hubs a collective capacity to sequester up to 6 billion metric tons of CO<sub>2</sub>.



### 2023 SEQUESTRATION PROJECT HIGHLIGHTS:

- Acquired interests in more than 400 square miles of pore space access along the U.S. Gulf Coast for planned sequestration hubs with up to 6 billion metric tons of CO<sub>2</sub> storage capacity
- Drilled stratigraphic data wells and submitted nine Class VI CO<sub>2</sub> sequestration well permit applications across our six proposed hub sites, two of which were selected for award negotiations under the DOE CarbonSafe funding opportunity
- Selected in August 2023 to enter award negotiations with the DOE's Office of Clean Energy Demonstrations for a grant to support development of the South Texas DAC Hub
- Contributed to the Road Maintenance Fund of Allen Parish, Louisiana in June 2023 as a community investment in advance of Magnolia Hub development

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## A Just Transition to a Net-Zero Economy

As Oxy makes progress toward our ambitious net-zero goals and strategy to advance the goals of the Paris Agreement, we believe that it is important our pathway supports four key stakeholder groups in the transition to a net-zero economy. These include energy workers, energy-producing communities, communities susceptible to climate impacts and low-income consumers.

### Energy Workers

Oxy's pathway will require the skills, training and initiative of our workers to build, deploy and operate DAC and CCUS projects, and to produce low- or zero-emissions power, fuels, plastics, building materials and feedstocks. As reflected in our DIB program along with our active recruiting and internship programs, Oxy invests in hiring, developing and retaining a diverse workforce for the future across our upstream oil and gas, midstream, essential chemistry and low-carbon businesses.

### Energy-Producing Communities

Oxy works hard to maintain our reputation as a Partner of Choice® in the communities where we operate. Our Net-Zero Strategy leverages our substantial oil and gas technologies, property holdings and infrastructure to advance safe, secure handling and storage of captured anthropogenic or atmospheric CO<sub>2</sub>. Consequently, our focus on a net-zero transition provides for and assumes continued local investments in energy-producing areas that sustain community benefits such as prosperity, public health and safety and enhanced environmental quality.

### Communities Susceptible to Climate Impacts

To achieve atmospheric removal of CO<sub>2</sub> at a climate-relevant scale, Oxy seeks to advance the commercial deployment of DAC as quickly as possible. Susceptible nations and communities have called for rapid action. Oxy's pathway includes essential near-term actions, such as DAC, that can begin removing CO<sub>2</sub> from the atmosphere concurrent with accelerating emissions reduction. Rapid and widespread deployment of DAC technologies, particularly when paired with emissions reduction technologies in which Oxy has invested like NET Power, has the potential to slow the increase of, and ultimately help to reduce, CO<sub>2</sub> concentrations in the atmosphere to help mitigate climate change.

### Consumers

We believe a successful net-zero transition must meet daily human needs, particularly those of disadvantaged communities, for reliable energy and essential products. By producing low-carbon or net-zero power, fuels, plastics and other products, the technologies we are deploying have the potential to help multiple industry sectors reduce their carbon footprints while they continue to manufacture and deliver affordable essential goods and services to people across the globe.





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## Greenhouse Gas Emissions, Methane and Flaring

Since 2017, Oxy has joined and actively participates in emissions reduction programs through multiple associations, including the climate-focused organizations listed below.

### 2017

The Environmental Partnership (TEP)

### 2018

Oil & Gas Climate Initiative (OGCI) -  
12-member, CEO-led non-profit organization

### 2020

World Bank's Zero Routine Flaring (ZRF)  
by 2030 Initiative - 1st U.S. oil and gas  
company to endorse

### 2023

World Bank's Global Flaring and Methane Reduction  
Partnership - committed \$25MM in funding at COP28

### 2023

Oil & Gas Decarbonization Charter (OGDC) -  
original signatory at COP28

### 2022

Aiming for Zero Methane Emissions  
Initiative - founding member  
of OGCI's initiative

### 2021

Methane Guiding Principles (MGP)

### 2021

Oil and Gas Methane Partnership (OGMP) 2.0 -  
1st U.S.-based operator in the Permian to join







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## Emissions Reduction Programs

We are committed to improving operational performance by implementing practices and technologies designed to reduce emissions and maximize the use of natural gas production. Within our own operations, Oxy's rigorous field development planning incorporates sustainable development including consideration of Scope 1 and 2 emissions reductions, water stewardship, habitat and resource conservation and UN SDGs.

Oxy has embedded emissions reduction and net-zero planning into core business decision-making throughout the organization. Our teams are innovating to find cost-effective ways to reduce emissions while delivering on our other business goals, enabling even more progress. Projects compete internally based on carbon intensity and long-term trajectories, including accounting for carbon sinks. This helps us identify future opportunities to sequester anthropogenic CO<sub>2</sub>. It also incentivizes teams to explore every option for reducing carbon intensity in current and future operations. Oxy has established an Emissions Community of Practice to institutionalize leading practices and provide a framework for internal capacity-building and collaboration around Oxy's net-zero goals. Highlighting the integral nature of sustainability goals in our businesses, more than 100 dedicated, cross-functional representatives have been organized into multiple teams to address specific aspects of emissions management in field development planning.

- Obtained five gas storage permits to minimize flaring during plant and pipeline outages, and completed six gas takeaway projects in U.S. onshore oil and gas operations, which increase optionality for gas sales through existing infrastructure
- Completion of six projects at four OxyChem plants to enhance heat recovery, reduce energy use and increase hydrogen usage
- Deployment of ground-based methane sensors at key facilities to expedite leak detection and repair (LDAR)
- Deployment in several assets of a methane emissions platform with Climate Investment and technology provider SensorUp—the SensorUp Gas Emissions Management Solution (GEMS) platform—to consolidate data from multiple methane detection sources like satellites, flyovers, unmanned aerial vehicles and ground-based sensors.

## Industry Decarbonization

In 2023, Oxy reduced methane emissions by 65.2% since 2019 and 15.9% since 2022. We implemented several key emissions reduction projects in 2023, including:

- Conversion of sixteen facilities to tankless design and consolidation of five facilities in our U.S. onshore oil and gas operations
- Elimination or conversion of all high-bleed pneumatic devices found in U.S. onshore oil and gas operations, and conversion of more than 1,800 other gas-driven pneumatic devices to instrument air or non-emitting

In addition, carbon intensities of anticipated future production are being reduced as field development plans include expanded electrification, utilization of surplus heat to reduce demand for electricity, reduction of overall demand for emitting equipment through optimizations, and incorporation of innovative equipment designs.

A focus on combustion equipment has helped Oxy make strides in reducing CO<sub>2</sub> emissions. In the Midland Basin, the Jaguar compressor station electrification project was selected for a grant by the Texas Commission on Environmental Quality's (TCEQ) New Technology Implementation Grant Program. In 2023, we installed thirty electric compressors in the Permian Basin, and plan to increase our electric compression in 2024.



Where electrical compression is not yet feasible due to electrical infrastructure lead time, lower emitting combustion equipment is being selected and fuel gas meters are informing emissions estimates and performance data. In New Mexico, surplus heat from an electrical compressor station is being utilized to reduce the demand for electric heaters at the centralized processing facility, thus reducing overall electrical demand and Scope 2 emissions.

## Flaring

Oxy achieved a ~67% reduction in routine flaring, as defined by the World Bank's Zero Routine Flaring by 2030 Initiative, in 2023 from our 2020 baseline. Our U.S. oil and gas operations sustained zero routine flaring in 2023. We also commissioned additional compression in our Oman operations. We are implementing a diverse range of projects to capture natural gas that has traditionally been flared, and use it to boost energy production, maintain field pressure or sell for additional income.

Conditions can change at a given facility that affect flaring categories, such as outages of third-party plants or pipelines that provide takeaway capacity, timing of infrastructure permitting and construction, or changes to throughput, gas composition, gas processing equipment or piping. Accordingly, Oxy's facility engineers and air quality engineers periodically review facility operations and, as warranted, design and implement projects to reduce total flaring to maximize beneficial use of methane.

As we continue to progress toward elimination of routine flaring company-wide, we are also pursuing reduction of non-routine flaring such as during planned maintenance, facility upgrades and third-party plant and pipeline outages. Closed-loop gas capture is being successfully deployed for select fields and assets in the Permian Basin to eliminate or reduce the need for flaring, where feasible and safe, during plant and pipeline outages or other temporary operational conditions. Gas is temporarily injected into existing wells instead of flaring gas when shutting down production is not feasible due to surface or subsurface conditions. We expect to scale up this innovative gas management technique across some of our other U.S. onshore

operations. This emissions mitigation technique also complements the installation of tankless facilities, which reduce or eliminate oil storage on well pads and route production fluids by pipeline to central processing facilities.

## Managing Methane

Oxy continues to build on our understanding of emissions and methane management. We are rapidly scaling up measurement and detection deployment, using the SensorUp GEMS platform more widely to reconcile calculated emissions from multiple incoming data sources, devices and technologies. These technologies deliver information daily and generate monthly reconciled reports.

Oxy's Find it/Fix it/Measure it/Predict it practices are helping to eliminate identified sources of methane emissions quickly and efficiently. Our ability to utilize our analytics platform for methane management more broadly is expected to help accelerate our time to repair by quickly deploying and optimizing our field staff, streamlining regulatory reporting and responding to third-party detections. This data is also informing leading practices throughout the company via our Emissions Community of Practice.

We are also bridging the gap between the field and the office. Field staff will be able to view methane emissions histories for high-maintenance equipment or locations, while office staff analyze, troubleshoot and inform future designs. These enhanced capabilities are exciting and create value on all sides of the equation: operational efficiency, trusted and proven reporting, workforce alignment and prioritizing resources.

In the Gulf of Mexico, legacy compressor valves were upgraded to increase compressor reliability and efficiency while reducing Scope 1 emissions. Low-emission pressure packing with a profiled seat and plate is used to significantly boost efficiency, reliability and service life while minimizing emissions. The use of this packing reduces the need for unplanned maintenance in areas where personnel access is limited.

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## Transitioning Drilling and Completion Fuels

In drilling and completion operations, Oxy has successfully transitioned from traditional diesel engines to natural gas engines. This has helped to reduce GHG and criteria compound emissions from these operations by over 50%. In some cases, battery technology has also been deployed, reducing overall Scope 1 and 2 GHG emissions associated with those operations. Where feasible, drilling rigs have transitioned to using high-line power, eliminating combustion emissions from local diesel generation.

## Designed with Sustainability in Mind

We strive to design our development projects to reduce waste and promote efficient utilization of equipment, infrastructure and resources. Our facilities and construction teams plan for maximum recycling and reuse of equipment—redeploying or repurposing existing equipment and infrastructure ranging from pumps, separators, vapor recovery units and lease automatic custody transfer units, to flowlines, instrument air compression, concrete jersey barriers, motor valves and beyond to reduce costs, surface disturbance and lifecycle emissions.

## Other Air Emissions

Oxy's oil and natural gas, midstream and chemical operations generate air emissions, including sulfur oxides, nitrogen oxides, volatile organic compounds (VOCs), carbon monoxide and particulate matter (such as PM<sub>10</sub> and PM<sub>2.5</sub>), among other airborne substances. We monitor operating conditions and work hard to control air emissions from our facilities and oil and gas field activities in compliance with federal, state and local regulations. These air emissions are typically generated from boilers, heaters, engines, flares, compressors and other process sources such as storage tanks, venting, gas boosting activities and pneumatic devices.



Platteville, CO Field Employee: Sound Monitoring

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## Energy Utilization and Efficiency

The ongoing improvement of Oxy's energy efficiency is central to our HSE&S Principles, Net-Zero Strategy and business performance. Oxy has for many years used cogeneration, energy efficiency improvements and focused integration of renewable energy to advance our strategy of realizing both lower costs and lower emissions. Power consumption is the largest driver of Oxy's operating costs. Oxy applies several techniques to improve energy efficiency and reduce emissions while sustaining our production. Our employees take this challenge seriously, and Oxy has invested in efficiency improvements, process changes and the use of lower-carbon power and feedstocks as a result of hands-on, employee-driven innovations.

Guided by the principles of the American Chemistry Council's (ACC) Responsible Care® Energy Efficiency program, OxyChem's plants have successfully implemented innovative energy efficiency enhancements, including cogeneration using combined heat and power (CHP). In addition, OxyChem partnered with the DOE's Better Plants® program to apply leading practices in energy management to help OxyChem advance its 2025 sustainability goals through in-plant engineering, training and development programs at its Pasadena and Battleground, TX facilities. Another example of its energy innovation is the production and use of hydrogen as a non-carbon-based fuel source in OxyChem's operations to reduce natural gas consumption and lower CO<sub>2</sub> emissions. Oxy also provides a variety of demand response products across our facilities in Kansas, Louisiana, Tennessee and Texas. These products help support the reliability of the electric grid. By offering to reduce power consumption at specific facilities when called upon by the grid operator, Oxy provides the electrical grid with a tool that helps maintain grid reliability for end-use customers. We continue to evaluate opportunities to reduce our electricity costs by instituting practices to consume less electricity in high-demand hours, by minimizing electric transmission costs and by increasing our participation in demand response opportunities.

### HIGHLIGHT



### RENEWABLE ENERGY: GOLDSMITH

Oxy operates a solar photovoltaic (PV) facility near Odessa, Texas. The Goldsmith solar facility expands on Oxy's efforts to economically lower GHG intensity by using emissions-free power sources in our operations. The 120-acre field was the first large-scale solar facility of its kind that directly powers oil and gas operations in Texas and features 174,000 PV panels with a total capacity of 16 megawatts, which is enough to power the Goldsmith EOR field.

In 2023, the facility generated over 42,000 MWh of electricity, reducing the Goldsmith EOR field's emissions by nearly 15,000 MT of CO<sub>2</sub> compared to electricity purchased from the grid.

Oxy is collaborating with producers of renewable and nuclear energy to generate significant electricity for our operations well beyond our own solar-powered Goldsmith EOR field.

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## Partnerships to Reduce Energy Consumption

Since 2019, OxyChem has been a partner in the DOE Better Plants® program to help reduce energy consumption across our facilities. OxyChem has held three in-plant training events with the DOE at our Ingleside, Pasadena and Battleground, TX facilities to identify opportunities in energy management and GHG emissions reductions.

OxyChem continues to expand our energy saving efforts beyond the fence line and into the communities where we operate. As part of OxyChem's focus on being an industry leader in sustainability, OxyChem engaged the DOE Industrial Assessment Centers (IAC) at Louisiana State University and Texas A&M University to perform free energy audits to help schools lower their energy costs.

Since 2022, OxyChem has donated over \$120,000 to three schools in St. James Parish, LA and the LaPorte, TX Independent School District to implement the energy saving opportunities identified by the DOE IACs. The estimated energy savings impact from this program has been over 202,000 kWh annually. OxyChem has played a significant role in increasing the energy efficiency of these schools and providing a brighter learning environment.



*In May 2022 and April 2024, the DOE honored OxyChem as a Better Practice Award winner, which recognizes companies for innovative and industry-leading accomplishments in energy management. OxyChem received the recognition for incorporating an engineering, training and development program that led to process changes, resulting in energy savings that reduced CO<sub>2</sub> emissions by 7,000 MT annually. Additionally, OxyChem was recognized for extending its energy management programs beyond the fence line into local communities to help schools reduce their energy consumption.*

### HIGHLIGHT



## COGENERATION, HYDROGEN USE AND INNOVATION AT OXYCHEM

OxyChem prides itself on innovative energy use, heat recovery and efficient operations. For over two decades, several OxyChem plants have used natural gas and steam cogeneration, also known as CHP, to significantly reduce their electrical power usage from the grid, and even to supply substantial surplus electricity to the grid to serve local and regional communities.

OxyChem's Taft, Battleground and Ingleside facilities use hydrogen, a byproduct from the chlor-alkali process, to generate power and reduce their demand for natural gas. Hydrogen substitution has typically reduced OxyChem's CO<sub>2</sub> emissions by approximately 500,000 MT annually. Hydrogen substitution, as a non-carbon fuel source, is an important part of OxyChem's decarbonization strategy. Internal hydrogen recovery and usage contributes to lowering OxyChem's annual CO<sub>2</sub> emissions by about 6%.

OxyChem implemented its first anti-idle locomotive railcar mover at its Pasadena, TX facility. This advancement in technology is expected to reduce annual diesel fuel consumption by 38,000 gallons and each railcar potentially reduces GHG emissions by 388 metric tons per year.



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## Water Stewardship

The production of oil and natural gas, electricity and chemicals requires water and Oxy recognizes the importance of managing water resources responsibly. Our water stewardship program is designed to conserve and protect water resources in communities where we operate by:



- **Optimizing the use of lower-quality water**, including produced water from our oil and gas production



- **Recycling produced water** and process water from our operations



- **Limiting the use of freshwater** and potable water in our operations, where feasible

Oxy's water stewardship program seeks to advance UN SDG 6: Clean Water and Sanitation, UN SDG 9: Industry, Innovation and Infrastructure, and UN SDG 12: Responsible Consumption and Production. We are also aligned with Ipieca Impact Opportunity 5 on biodiversity, land and water stewardship and Ipieca voluntary Impact Pathway 51 which states: "Adopt water stewardship strategies that include collaboration around integrated water resources management, local participation in the collective management of water particularly in areas of water scarcity, and improvement of water quality and re-use of water, where feasible to reduce usage of fresh water."

Oxy's water stewardship focuses on the unique characteristics of the regions where we operate. Through practices that include the treatment and use of produced water, water recycling and efforts to reduce the use of freshwater and potable water supplies, Oxy strives to confirm our water use does not affect the ability of municipalities, ranchers, farmers and other water users near our operations to secure access to water resources.

We routinely assess our water management practices, including those relating to water supply, treatment, reuse, recycling and discharge, to identify opportunities for improvement. Oxy's Water Strategy and Technology Group is a centralized team of engineers and scientists that pursues industry-leading management practices, engages with stakeholders and water users on water management and conservation practices, and designs water treatment and recycling projects across our global operations. In 2022, Oxy established a Water Stewardship Community of Practice, which further supports development plans for our operations in a collaborative manner and involves HSE, water management and engineering professionals within each business unit.



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Oxy works closely with specialized contractors who conduct significant produced water recycling. In 2023, about 86 million barrels of recycled produced water were reused in our hydraulic fracturing operations to reduce the need for other water supplies. In addition, Oxy treated and shared more than 10 million barrels of recycled produced water with other operators for their hydraulic fracturing operations. We are increasing the use of recycling facilities in our U.S. onshore operations, while enhancing the engineering design and operability of these facilities.

We continue to enhance water data gathering and reporting processes throughout our assets. Oxy is transparent about our water management and reports company-wide water metrics in our [ESG Data Summary table](#). We have also reported water data and outcomes from our analysis using the WRI Aqueduct Water Risk Atlas to CDP since the inception of the Water Security Questionnaire. In 2023, according to feedback from CDP, Oxy shows “knowledge of impacts, and of water issues” and is on par with our oil and gas peers.

Oxy considers the longer-term patterns of integrated water resources management, regenerative capacity of ground water and aquifers, population growth, demand shifts and the potential for weather-related impacts in evaluating and mitigating the effects of water risks on key operations, the health, safety and well-being of employees and contractors, and host communities. Oxy’s OMS encompasses programs, policies, standards, procedures, guidelines and operational strategies designed to conserve natural resources, such as improving efficient use, recycling and reuse of water and the quality of water being treated and discharged to surface water bodies.

Oxy applies rigorous HSE risk management and Asset Integrity programs. Our risk-based Asset Integrity program includes several key elements: mechanical integrity inspections and maintenance, corrosion management and quality assurance/quality control. To maintain a high level of equipment and systems integrity throughout our facilities, the HSE risk management and Asset Integrity programs also involve operations, facilities engineering, major projects, construction, supply chain and business planning. For facilities and projects involving significant water usage or produced water

**Oxy supports communities in our concession areas in Oman by delivering supplies of fresh water. In Oman, our Corporate Social Responsibility initiative provides drinking water to over 13,000 people living in remote villages and settlements across our operating areas.**

generation, Oxy’s Water Stewardship Community of Practice and Water Strategy and Technology Group also actively participate.

## OxyChem Water Management

OxyChem, as an ACC Responsible Care® company, is committed to reporting on its water management practices and water stewardship.

OxyChem’s commitment to protecting watersheds and the environment is also reflected in its participation in OCS Blue. OCS Blue is an industry initiative to implement leading practices to prevent and report spills of plastic resin products outside of the manufacturer’s fence line. In addition, OxyChem is working with its transportation partners to implement the OCS Blue program during transportation of PVC resin products. Since 2020, OxyChem has had no reportable spills of PVC resin products across its PVC manufacturing sites.

OxyChem focuses on reducing consumption of water through conserving, recycling and reusing process water, where feasible. In 2023, OxyChem implemented numerous water usage reduction projects throughout its facilities. Seven of these projects resulted in the reduction of about 1.19 million barrels of water usage.

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Two notable Texas projects with large water savings include reconfiguration of steam traps and salt pad fume scrubber brine use. A project at Ingleside redesigned 21 steam traps to recapture condensate and steam in the wastewater treatment plant. This project resulted in reducing freshwater use by about 476,000 barrels annually.

In the second project, OxyChem reconfigured the salt pad fume scrubber at the Battleground chlor-alkali plant in LaPorte, TX. The plant operates a salt pad where used brine is stored and recycled back into the process. The plant had two fume scrubbers that used freshwater. Freshwater in the fume scrubbers was replaced with used brine from the salt pad. This change resulted in several benefits, including increased brine feed strength, improved power factor and reduction of caustic soda in the brine area. Notably, this modification led to freshwater savings of approximately 375,000 barrels annually and achieving an annual energy reduction of 30,700 million BTUs.

## Reuse of Groundwater at OxyChem's Wichita Plant

As a part of OxyChem's commitment to water stewardship, a groundwater treatment and reuse project was initiated in 2015 with the goal of treating and utilizing the treated groundwater in OxyChem's Wichita, KS Plant. In 2023, the plant's treatment systems managed about 10.6 million barrels of groundwater and reused about 4.4 million barrels in its operations. Using

treated groundwater enables the Wichita Plant to reduce its demand for freshwater by almost 40%. Much of the remaining treated groundwater is used to support riparian habitat in the Prairie Wetland Conservation Area.

## Upstream Oil and Gas Water Management

Our oil and gas production operations generate significant quantities of produced water (i.e., saline water from hydrocarbon reservoirs). This produced water would not be generated and available for use without oil and gas production. Since recycled produced water often meets a significant portion of our water needs, produced water helps us to avoid competing for freshwater resources with municipal, agricultural or industrial users.

Throughout our operations, Oxy is increasing the recycling and reuse of water, which decreases our need for both freshwater withdrawals and transportation and disposal of surplus produced water. Oxy has implemented major water treatment, reuse and recycling projects in many locations, including the United States and Oman. Oxy is also developing and enhancing water-related technologies. These include new approaches for the treatment of produced water and wastewater streams. We continue to evaluate new opportunities for beneficial reuse of treated produced water, such as for agricultural, ranching and ecological use or the construction and operation of DAC facilities.





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Oxy's oil and gas operations increasingly replace use of freshwater with non-freshwater sources, including produced water. In 2023, approximately 96% of the total water withdrawn by Oxy's U.S. oil and gas operations came from non-freshwater sources, of which 87% was produced water. Through our water stewardship efforts, we introduced water technologies in recycling and desalination to further reduce freshwater needs, including constructing water recycling facilities in eastern New Mexico starting in 2016 and in west Texas in 2021.

In 2023, we continued to grow our produced water recycling capabilities, looking for ways to replace usage of freshwater with lower-quality produced water. In August 2023, we completed the first produced water recycling pilot in the Powder River Basin. About 1,000 barrels per day of produced water were treated to hydraulic fracturing specifications at a temporary recycling facility. The study's duration was one month and we successfully recycled 30,000 barrels of produced water to support the Woody Pad development. As a result, treated produced water became the primary water source for this development project, reducing our need for freshwater to a supplementary source only. The study provided an opportunity to inform long-term facility and technology evaluation for future produced water recycling opportunities. Based on the expanded data collected during the pilot study and additional insights on recycling processes, we plan to scale up and design a long-term water recycling program in the Powder River Basin.

Also in 2023, we completed a produced water recycling pilot to support the Rainbow Pad development in the DJ Basin. The project allowed multiple treatment technologies to be evaluated while successfully treating and recycling over 600,000 barrels of produced water. To further reduce freshwater consumption in the DJ Basin we implemented recycled water usage in well servicing plug and abandonment (P&A) operations. We started sourcing recycled water from Oxy's Aggregate Recycle Facility for the P&A process, which was piloted in 2023 and is continuing to be implemented with well servicing rigs in the DJ Basin.

**We set a recycling volume record at the Oxy Aggregate Recycle Facility by processing approximately 1,000,000 barrels of E&P material and producing 775,000 barrels of recycled water during 2023. Recycled water from this facility is utilized to offset freshwater needs in completions and well servicing operations.**

**Our operations in the Midland Basin set new records for recycling and utilization of produced water in 2023. About 23 million barrels of recycled produced water were used for field development. Since its inception in early 2021 through the end of 2023, South Curtis Ranch has recycled over 46 million barrels of produced water.**

Furthermore, we have introduced produced water sharing practices and actively collaborate with other operators and water service companies. In our Delaware Basin operations in Texas and New Mexico, we offer our surplus produced water to other operators. In field locations where our own produced water is not available at the time of an operational need, we strive to obtain raw, treated or recycled produced water from third-party sources. This water-sharing approach helps us and other operators to decrease withdrawals of freshwater and non-freshwater. In addition to permanent recycling operations at South Curtis Ranch, we conducted produced water recycling at temporary facilities at two assets in the Midland Basin. We also utilized a third-party recycling facility at another asset for sourcing water and connecting to water midstream gatherers to share and transport our produced water to other operators for their reuse.

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In 2023, our Delaware Basin operations surpassed previous years in recycling produced water. In total, approximately 63 million barrels of recycled produced water were utilized for field development, with approximately 38 million barrels utilized in New Mexico and 25 million barrels utilized in Texas.

In February 2023, Oxy's produced water recycling program in New Mexico surpassed over 100 million barrels of recycled water sent to hydraulic fracturing operations since the program's inception in 2016. In 2023, our Oman South operations treated and recycled approximately 90% of their produced water to generate steam for enhanced oil recovery, while our Oman North operations treated and recycled about 85% of their produced water for water flooding in enhanced oil recovery. The volumes and sources of water required by Oxy vary considerably by local basin and from well to well. Throughout our operations, Oxy is working to increase the recycling and reuse of water, which will decrease our need for both freshwater withdrawals and transportation and disposal of surplus produced water.

## Collaboration with Industry and Academia

Oxy actively participates with local water resource consortia in New Mexico and Texas to collaborate on water recycling and desalination technologies, provide constructive input in the regulatory development process, and proactively engage with regulators and local community members to expand recycling opportunities and beneficial uses for surplus produced water. In 2023, Oxy's Water Strategy and Technical Group worked closely with New Mexico and Texas Produced Water Consortia on multiple topics including leading and participating in Technical Committees.

Our water management expert from our DJ operations was named as a Representative of Experience and Expertise to the Colorado Produced Water Consortium in 2023. This individual is currently advising the consortium on both technical and policy topics and is providing industry insight to support the ongoing Colorado produced water recycling rulemaking.

As a member of Ipieca and IOGP, Oxy specialists contribute by knowledge sharing on water-related topics within these industry groups. In October 2023, two representatives from Oxy participated in a water peer-to-peer workshop organized by Ipieca. The workshop was designed to foster collaboration and knowledge sharing among water and sustainability professionals. The workshop included discussion topics on planning and accounting for the condition of water resources around operational sites, improving water management and practicing water stewardship.

## Oxy's Efforts on Produced Water Desalination

Oxy's Water Strategy and Technology Group is assessing and evaluating different produced water desalination technologies, including a patent-pending Oxy design aimed at reducing disposal volumes and extracting desalinated produced water for beneficial water usage. The potential beneficial use of desalinated produced water includes irrigation to grow dormant seeds, native plants and non-edible crops.



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*Electrochemical cell unit*

## Application of State-of-the-Art Technology to Minimize Freshwater Usage

Oxy's gas processing plants in the Permian Basin require water for cooling process equipment. To minimize freshwater usage, our engineers searched for technology that would be sustainable, efficient and compatible with our existing processes and equipment. Our team evaluated several potential technologies and selected an innovative process that cleans cooling water through electrolysis.

In May 2023, we piloted our first electrochemical cell unit at the Anton Irish Plant. During the pilot project, freshwater use was reduced by approximately 620 barrels per day (20% reduction) with a potential for annual reduction of more than 200,000 barrels. Based on the success of the pilot project, the technology was deployed at other EOR plants. In January 2024, we installed six large-scale electrochemical cells at the Seminole Plant. In addition to reducing the use of freshwater, this system is designed to reduce maintenance and extend the lifecycle of the equipment. This technology has other potential benefits, such as 10-12% energy savings due to increased thermo-transfer and system efficiency.

## Water-On-Demand

Our Water-On-Demand system delivers water for hydraulic fracturing to well sites in the DJ and Powder River Basins through a pipeline network—reducing truck traffic impacts, noise and GHG emissions. More than 180 miles of buried water pipelines in the DJ Basin serve an area of more than 384,000 acres. Produced water, along with varying volumes of drilling muds and fracturing fluids, can be collected and reused in a closed-loop system. Oxy and our service companies employ a range of mitigation techniques to manage the potential environmental impacts of drilling materials and flowback fluids. We work collaboratively with our service companies to improve drilling and production techniques, to enhance the efficiency of water usage, and to minimize the amounts and types of additives required for hydraulic fracturing.

### Several techniques include:

- Re-using drilling fluids to the maximum extent feasible
- Drilling via closed-loop systems in areas with high freshwater tables
- Storing drilling muds, other oily residuals, and flowback water in closed containment systems or tanks for on-site storage, recycling in drilling or completions, and eventual disposal of residuals within our U.S. drilling operations.

Through improved technologies and industry and stakeholder collaboration, Oxy applies water-delivery systems such as Water-On-Demand, water-recycling programs and closed-loop processes to conserve freshwater resources and minimize truck traffic. We work with municipalities and other suppliers to secure recycled water, such as treated wastewater, for use in our operations. When recycled water is not used, non-freshwater sources are obtained as our next priority to further minimize our need for freshwater.

Oxy also uses a comprehensive underground pipeline system to transport production fluid to processing facilities, resulting in smaller tank facilities. This reduces the facility size and creates compact, lower-profile development areas.



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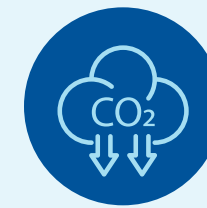
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## Oxy's Water-On-Demand benefits include:



**~ 460 million**

barrels, or over ~19 billion gallons,  
of water moved via pipelines since  
2012



**70+million**

traffic miles (over 100,000  
MT of CO<sub>2</sub> emissions)  
avoided since 2012



**Pipelines**

Temporary pipelines used for  
short distances from trunk lines  
to well pads to provide safe and  
consistent delivery of water



**Storage**

Less reliance on onsite  
water storage tanks

## Water Use for Hydraulic Fracturing

Oxy's water stewardship program includes recycling of flowback water and its reuse in hydraulic fracturing. In 2023, our Permian Basin operations were able to satisfy 57% of our water needs for hydraulic fracturing in the Midland Basin with recycled produced water and 85% of such water needs in our New Mexico operations, resulting in reduced water withdrawals from freshwater and non-freshwater sources. In addition, Oxy partners with other operators to share recycled flowback water for hydraulic fracturing operations, further minimizing freshwater and non-freshwater usage.

Oxy was an early participant and continues to participate in FracFocus®, a website created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission to provide well-specific voluntary disclosure of hydraulic fracturing operations, including the chemical compounds used in fracturing fluids. In addition to serving as a national registry, the website provides accurate information about hydraulic fracturing and groundwater protection.

Oxy is committed to conducting hydraulic fracturing in a manner that does not pose a significant impact to the environment or the communities in which we operate. Oxy and our contractors evaluate and apply a variety of technologies to treat produced water and flowback fluids, including physical treatments, membranes for reverse osmosis and chemical treatments, among others, to enable reuse and recycling of these fluids in our operations.

Oxy assesses surface and subsurface conditions in the vicinity of our hydraulic fracturing operations, including proximity to waterways and other environmental attributes. Our deep knowledge of rock and fluid properties in formations across our acreage helps us to design completions based on geologic parameters that drive productivity in oil and gas formations while isolating those formations from freshwater zones.

## Water Quality and Wastewater

Discharge to surface water bodies requires a permit or authorization from regulatory agencies that sets water quality parameters consistent with the receiving water body and may specify treatment requirements. Additionally, discharges or stormwater runoff from Oxy's operations are evaluated for water quality under applicable regulations and company policies.

In certain locations in the United States, discharges of treated water from Oxy's facilities support riverbank ecosystems by providing a more consistent water flow than would otherwise exist. Oxy monitors and mitigates water discharges based on regulatory standards, permit conditions, leading industry frameworks and wastewater and effluent treatment technologies.

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## HIGHLIGHT



### DOS OCHOS: BRINGING PRODUCED WATER FULL CIRCLE

In 2023, Oxy commissioned the design, construction and operation of a cutting-edge quad cell produced water recycling pond system in Loving County, Texas. This produced water management system, known as Dos Ochos, comprises circular, dual-lined, interconnected quad cell earthen ponds with a water storage capacity of 2.2 million barrels, ground water protection and leak detection. The pond design allows for water storage, continuous circulation of produced water and optimal produced water transfer from cell to cell to promote worksite safety, enhance water quality and minimize chemical treatment expenses associated with stagnant pond water commonly found in conventional rectangular-shaped recycling ponds.

The entire site is fenced around the perimeter for wildlife management and site access security. Construction and initial operations on the 47-acre site commenced in early 2023. During initial operations about 6 million barrels of produced water were treated at Dos Ochos and subsequently reused for the area's well completion operations. Oxy is in the process of patenting the innovative design of the Dos Ochos facility.

In August 2023, Oxy also put into service the El Gordo satellite water handling facility, operated by specialized water treatment contractors, with a capacity of 1.1 million barrels. El Gordo is located 2.5 miles from Dos Ochos and allows for movement of water in both directions, making the two facilities a system of connected polishing ponds for custom treatment and recycling of produced water.

Thanks to the operation of Dos Ochos and El Gordo, Oxy avoided the purchase of more than 6.5 million barrels of non-freshwater and subsequent injection of surplus produced water into permitted saline disposal wells.

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## Waste Management

Responsible waste management practices are integrated into the operation of every Oxy business segment, asset and facility through our HSE&S Principle to “advance the circular economy through waste minimization, reuse and recycling and extending the productive lives of our property, plants and infrastructure. Our HSE&S Principles also align with the UN SDGs pertaining to waste management. These include UN SDG 6: Clean Water and Sanitation, UN SDG 9: Industry, Innovation and Infrastructure, and UN SDG 12: Responsible Consumption and Production. The projects our teams are implementing that support these goals demonstrate our dedication to environmental stewardship, sustainable innovation and meeting stakeholder expectations worldwide.

### • Waste Management Community of Practice

Building upon Oxy’s Water Stewardship Community of Practice, we established a Waste Management Community of Practice (CoP) in 2023. The Waste Management CoP, consisting of subject matter experts from our domestic business units, meets monthly and is Oxy’s primary initiative focused on waste management. Currently the CoP is performing a comprehensive mapping of waste management processes and systems across our organization. The next phases are expected to involve in-depth analysis to enhance data collection methodologies, workflows and tools, and prioritizing waste management resources.

### • Waste Management in Everyday Operations

Our operations implement waste minimization and pollution prevention plans, programs and practices that include tracking the generation, treatment, recycling and disposal of residual materials and wastes. These efforts are designed to maximize the beneficial use, reuse and recycling of natural resources and byproducts and to reduce the amount of waste that we generate and dispose. Waste management plans are designed to comply with applicable regulatory requirements and our HSE&S Policy and to advance our HSE&S Principles.

Oxy’s waste management is informed by leading industry practices through peer organizations, as well as active participation in trade associations such as the API, Ipieca, the Offshore Operators Committee, the IOGP, numerous state oil and gas associations and the Vinyl Sustainability Council (VSC), among others. We perform regular audits and assessments of our waste management practices in an effort to continue to improve.

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ISO standards also play a role in providing guidance and frameworks that we incorporate into our OMS to promote responsible waste management practices. For example, Oxy's Integrated Solid Waste Management facility in Oman, with a comprehensive waste prevention, recycling, composting and disposal program, adheres to and is certified under the ISO 14001 Environmental Management System, which promotes waste management strategies that prioritize environmental protection. Oxy's South Oman operation is also certified under the ISO 50001 Energy Management System that fosters an energy-efficient culture and facilitates our policy objectives for improving energy performance and promoting efficient oil and gas management. ISO 14001 and ISO 50001 jointly provide a holistic approach to waste management and the conservation of natural resources which helps us advance long-term sustainability and improve environmental performance.

Our workforce is engaged in continuous improvement and innovation. Oxy sponsors sustainability challenges across our operations. Teams propose innovative solutions to reduce water, energy and raw material use, emissions and waste generation. Chosen finalists receive funding to implement their projects.

In 2023, new waste management procedures were implemented across ORCM. These new measures helped centralize several waste-related processes, optimizing aspects of waste identification, handling and storage times. Policies, standards, procedures and guidelines were created and deployed for these new processes along with a training matrix, which involves both online and in-person training sessions to enhance implementation.

Our ORCM operations also enhanced their ability to track and manage waste with a new platform in 2023. The dashboard-driven program is a best-in-class solution for digitally enabled waste management, tracking the generation, handling and lifecycle of a variety of waste streams. Oxy's operations and HSE personnel use the system to obtain real-time data to streamline waste management. In addition, in our Gulf of Mexico operations, developers have begun work on a software platform to help enhance data tracking capabilities at offshore operations.



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Oxy has made several project investments to improve the handling and management of waste. These efforts support our HSE&S Principles and help provide jobs and opportunities to local residents in our areas of operation. Among the most notable are two innovative projects set more than 8,000 miles apart:

## Aggregate Recycle Facility

Waste streams are created during various phases of drilling and production, including drilling muds and cuttings and production-related residuals such as tank solids. Strategically located in the DJ Basin, Oxy's Aggregate Recycle Facility (ARF) recycles these residual materials, including liquids and slurries from Oxy's upstream oil and gas operations in the area. Though its focus is primarily on solids recycling, water from the facility is used to offset freshwater needs during well completion operations.

The ARF set another record in 2023, processing 1 million barrels of residual materials and delivering 775,000 barrels of recycled water. In 2023, we began sourcing water from the ARF for portions of the P&A process. Facilities such as the ARF reduce the amount of solid waste, recover valuable materials within cuttings and proppants, and lessen the overall environmental footprint of oil and gas operations.



Aggregate Recycle Facility

## Tasharuk Program

In the Sultanate of Oman, the Tasharuk Program creates in-country value (ICV) and supports Omani small and medium-sized enterprises (SMEs). First established in 2013, Tasharuk, which means "collaboration" in Arabic, was launched in response to Oman Royal Directives during an SME Development Symposium and in alignment with UN SDG 8: Decent Work and Economic Growth. The symposium emphasized the importance of developing SME businesses in Oman and identified the challenges faced by regional SMEs seeking ways to support their growth.

The Tasharuk program is rolling out in phases, with each phase emphasizing a different area of contribution. The current phase (Phase 6) focuses on responsibly managing consumer waste within Oxy's Oman operations. The project is targeting waste that includes wood, plastic, containers, paper, organic waste, water bottles, shopping bags and more, categories that have traditionally been sent to landfills or incinerators.

The Tasharuk Recycling Waste initiative is expected to be the first project within Oxy Oman operations to holistically reduce the quantity of multiple types of waste. The Management of Recycling Waste initiative was awarded to a local Omani-owned SME with a multi-year contract. Waste recycling also has a significant role to play in reducing GHG emissions.

Oxy aims to develop innovative solutions to advance a low-carbon future, in alignment with our Net-Zero Strategy and the the Sultanate's Oman Vision 2040 plan to achieve further economic diversification in the country. The Tasharuk program is designed to allow local SMEs to fill the gap needed to develop the waste recycling sector in Oman, grow their business, increase competitiveness and job creation, and support sustainable development in Oman. We hope the project will inspire others and will be replicated across Oman.



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## Supporting Leading-Edge PVC Recycling Research



The U.S. vinyl industry has set an ambitious goal to recycle 160 million pounds of post-consumer PVC by 2025.

In accordance with our HSE&S Principles, OxyChem supports circularity and stewardship of this high-demand product. OxyChem's Avon Lake, Ohio Technical Center is leading cutting-edge research in the recyclability of rigid PVC products. Preliminary results from studying the recyclability of recovered PVC pipe that was buried in ground in 1998 show it can be mechanically recycled without additives at least 10 times without compromising its mechanical properties. Avon Lake continued its PVC recycling research in 2023, with the aim of helping the U.S. vinyl industry meet its ambitious recycling goal.

In addition to its own efforts, OxyChem made a 2023 contribution to the Vinyl Institute's VIABILITY™ post-consumer recycling grant program. Working in conjunction with other leading domestic PVC producers, the grant funded five different post-consumer PVC recycling groups across the United States to assist with the costs of research and development, equipment and other support to accelerate PVC recycling.

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## Spill Prevention

Oxy's investments in HSE risk management, maintenance and our Asset Integrity program emphasize our efforts to safeguard people and the environment. This means investment in inspection and maintenance activities, projects to upgrade or replace facilities and pipelines in environmentally sensitive areas—especially watersheds and freshwater bodies—and automated control systems to detect, report and mitigate leaks and spills.

### We have addressed spill prevention in four primary ways:

- Adopting tankless designs at new facilities and upgrades of existing facilities to transport more fluid directly by pipelines and reduce the potential for fluid releases or emissions at tanks (which has a benefit of reducing air emissions as well as the potential for spills)
- Leveraging automation to expand the monitoring of facilities from central locations, as well as deployment over time of multi-sensory monitoring devices that can detect fluid releases to the air or the ground at remote sites
- Re-evaluating our Spill Prevention, Control, and Countermeasure (SPCC) Plans and consolidating leading practices
- Rapidly deploying our spill response teams of employees and contractors to contain and capture liquids and commence surface cleanup.

We believe these activities can reduce the number of reportable spills and the volume of material spilled, as well as mitigate their effects.

Reportable spills include releases of listed substances to land or water above a level stipulated by regulatory agencies. We track those events, including our ability to respond promptly to spills and contain and recover spilled fluids in liquid form. Oxy also takes proactive measures to identify, report and resolve compliance issues in cooperation with government agencies.

Collaboration is at the heart of Oxy's approach toward spill prevention. It takes a variety of skills, data sets, teams, tools and diverse perspectives to prevent and mitigate spills. As part of continuing improvement efforts, in 2022 we established a multidisciplinary Spill Reduction Team (SRT) for ORCM focused on reducing both the number of reportable events and the volume of material spilled in the Permian Basin. The group is composed of almost 50 members, including six core team leads and over 40 regular contributors.

**In 2023, the SRT ramped up participation and made significant progress on its mandates. The team's efforts focus on four areas:**

- **Spill recording**
- **Geographic Information System (GIS) data integration**
- **Root Cause Analysis (RCA)**
- **Resource allocation**

**Spill recording involves timeliness, clear protocols, thorough documentation, sound data management and an eye for spotting trends. GIS data is used to overlay other data sources in the search for actionable correlations. RCA findings are used to inform preventive measures, including prioritization of maintenance, repair or replacement of assets or infrastructure, to reduce the potential for significant spills.**

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## Research, Development and Deployment of New Technology

Technology plays a specific role in spill prevention, enabling efforts that range from early detection and monitoring to asset integrity, process control and analytics. In 2023, Oxy performed research into a variety of new spill prevention technologies, including AI systems used for field and facility monitoring and intelligent cameras that can detect leaks and spills. Within Oxy's ORCM business unit, dedicated university interns performed innovative pilot projects involving a variety of promising spill prevention technologies.

Oxy rolled out a new platform in 2023 for advanced spill dynamics and simulation. To supplement distance calculations from water bodies, this new system accounts for variables including site-specific topography, heat transfer, evaporation and oil properties. This is important for several reasons, including enabling our SPCC facilities to anticipate locations of potential spills more accurately. This analysis allows our operational teams to conduct focused inspections that augment our maintenance and prevention efforts to help minimize potential impacts to the environment. Using state-of-the-art technology helps to provide our operations, engineering and HSE professionals with the best possible data to help prevent discharges into waterways.

**Teamwork. Technology. Operational excellence.**

**Oxy's new facility designs, our enhanced spill prevention program and our cross-industry collaboration reflect our respect for people and sensitive ecosystems.**



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## Biodiversity, Land Use and Remediation

Guided by our HSE&S Principle to conserve natural resources, including biodiversity, wildlife, habitat, water and energy—and manage resources responsibly—we significantly expanded these activities in 2023. Our efforts to actively promote habitat conservation, protect biodiversity, use land prudently and decommission sites responsibly once our work is done can take many forms.

Oxy's teams of multidisciplinary specialists apply their in-depth understanding of applicable ecological protection requirements and take a proactive role in protecting the habitats and well-being of numerous species. Our approach to helping preserve and manage natural ecosystems in our operating areas is guided by a comprehensive framework integrating leading-edge assessments and practices with input from scientists, regulators and community members.

**Our surface planning and environmental teams review potential well and facility locations to evaluate habitat quality, including factors such as vegetation structure and composition, the presence of natural shelter or breeding sites for various animal species, microhabitat diversity, availability of natural food sources and existing disturbance levels.**

This biodiversity baseline—performed in conjunction with experts and regulatory bodies—allows Oxy teams to plan operations in a way that optimizes for minimal species impact. The company strives to avoid affecting species and their habitats where possible and, where not feasible, to minimize such effects through focused operational strategies and mitigation measures.

While there are often standardized requirements for protecting the natural resources, plants and animals surrounding our operations, there are few one-size-fits-all solutions for how to accomplish this. As a result, surface access and other plans are tailored to site-specific attributes, ecology and location. Whether operating on the private land of a community member or federal or state lands, we strive to go beyond compliance with comprehensive conservation strategies that include habitat enhancement, species monitoring and other data-driven proactive protection measures. Oxy also takes a total project lifecycle approach toward stewardship, reflecting the needs of the surrounding area before, during and after operations.



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## Protecting Endangered Species

We continue to support conservation programs to reduce or offset impacts to native species where we operate, whether endangered, threatened or prevalent. Since 2011, Oxy has enrolled more than 1.6 million acres under various conservation agreements in Texas and New Mexico for species that include:

<b>The lesser prairie-chicken</b>	<b>The dunes sagebrush lizard</b>	<b>The Texas hornshell mussel</b>	<b>The Rio Grande cooter</b>	<b>The gray redhorse</b>	<b>The blue sucker</b>	<b>The Pecos springsnail</b>
<i>Tympanuchus pallidicinctus</i>	<i>Sceloporus arenicolus</i>	<i>Popenaias popeii</i>	<i>Pseudemys gorzugi</i>	<i>Moxostoma congestum</i>	<i>Cycleptus elongatus</i>	<i>Pyrgulopsis pecosensis</i>

These conservation agreements promote collaborative on-the-ground conservation and restoration initiatives on federal, state and private lands to help protect these species and their habitats.

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## Extensive Surface Planning

Rigorous surface planning protocols and processes help us preserve the land and its denizens. Oxy's surface planning teams work closely with in-house experts to evaluate potential operating locations and their distinct ecosystems and conservation needs. Depending on the specific location and landowner, this could include:

- Review of what species have the potential for occurrence in the project area, including federally listed endangered or threatened species, migratory birds, eagles or other raptors and pollinators
- Biological field studies to help determine the presence of sensitive habitats, migration corridors or endangered or at-risk species
- Mapping and deployment of remote sensors to assess topography, soil composition, hydrology, vegetation cover and other site considerations
- Careful review of existing infrastructure that can be leveraged to help minimize our operational footprint.



Based on this assessment, the team creates a site-specific conservation plan that considers everything from optimal location, sound barriers and wildlife-focused site design to reclamation and revegetation plans. Additionally, the plan includes what workers should do if species are encountered during construction or operation of the location to avoid and protect them.

## Use of Existing Infrastructure

One of Oxy's most powerful tools to protect biodiversity is to reuse existing oil and gas infrastructure and previously disturbed surface where feasible, rather than to build facilities on undisturbed surface. We believe that using existing production infrastructure to recover additional oil and natural gas from mature fields provides significant lifecycle environmental benefits. In many cases, this also avoids the need for additional surface disturbance such as new roads, pipelines or processing facilities.

Co-locating secondary facility development to leverage existing infrastructure uses less land, fragments fewer acres of species habitat, helps preserve migration corridors and reduces what are known as "edge effects," ecological changes that can occur in the edges of a disturbed area. This practice can also create operational efficiencies and attractive economics, lowering capital expenditures and operating expenses and accelerating time to market. By planning to minimize these impacts through co-location, Oxy can produce the energy the world needs while protecting species and preserving land.

**In the Delaware Basin, we reduced our surface footprint for construction of new wells and facilities by an average of 26% from 2022 using co-located wells and facilities and this practice is being applied in other business units.**

# PLANET

Environmental Stewardship

Accelerating Carbon Innovation

Greenhouse Gas Emissions,  
Methane and Flaring

Other Air Emissions

Energy Utilization and Efficiency

Water Stewardship

Waste Management

Spill Prevention

**Biodiversity, Land Use  
and Remediation**

## Restoration after Surface Use

For decommissioning of facilities and fields after production ceases, the company develops a custom plan that involves site surveys, risk assessments, prioritization, mitigation, management and documentation to minimize risks to people and the environment and to enable productive future use of existing infrastructure and beneficial use of the land surface. When a well's production is completed and it is no longer needed for future use, the well is decommissioned. The well bore is safely and permanently sealed with multiple cement barriers using carefully regulated methods in compliance with applicable federal, state and local requirements. Once the well plug and abandonment (P&A) process is complete, Oxy's restoration efforts begin, and involve some or all of the following steps, depending on the location, regulations and surrounding ecosystems:

- **Equipment Removal:** Unless slated for use in future operations by Oxy, other operators or the landowner, surface equipment and facilities are removed and subsurface facilities like pipelines are safely sealed in place.
- **Site Surveys:** Thorough site surveys are conducted for potential sampling locations to identify areas that may warrant soil removal or specialized treatment. This step helps guide subsequent actions.
- **Potential restoration actions:**
  - **Soil Restoration:** Soil restoration techniques may be used to improve soil quality and promote natural processes. This may involve adding organic matter, adjusting pH levels and enhancing soil structure.
  - **Regrading and Contouring:** The site might be regraded or contoured to match its original topography, including drainage to prevent water accumulation or erosion.
  - **Revegetation:** Carefully selected plants and seed mixtures may be applied to the site to help restore vegetative cover and create habitat for wildlife.
  - **Monitoring and Documentation:** The completion of the overall process, and each step within it, is monitored and documented for return of the site to the property owner.



*Painesville, OH Conservation Area*

## Glenn Springs Holdings

Glenn Springs Holdings, an affiliate of OxyChem, manages former operating locations and other properties in accordance with our HSE&S Principles to help safeguard people and the environment. Since 2012, Glenn Springs has earned numerous national habitat awards from the Wildlife Habitat Council (WHC), National Wild Turkey Federation, Pheasants Forever and Ducks Unlimited. The scientists, engineers and project managers at Glenn Springs employ environmentally sound methods and innovative site restoration solutions in cooperation with stakeholders. Through engagement with relevant agencies and local communities and development and application of standardized processes and tools, Glenn Springs has taken a leadership role at many sites to achieve significant improvements in environmental quality in industrial, mining and commercial settings.

As of year-end 2023, Glenn Springs participated in or monitored remedial activities or proceedings at 160 environmental sites on behalf of OxyChem as well as certain other subsidiaries of Oxy. The environmental remediation program is described in our [Annual Report on Form 10-K](#).

The following ongoing projects highlight Glenn Springs' approach of combining remediation and beneficial use of sites in a manner that helps improve environmental quality and advance community interests.



## Montague, Michigan Shoreline Habitat Restoration

Glenn Springs and the Muskegon Conservation District have partnered on numerous conservation projects since the early 2000s, including collaborations that directly led to the 2014 removal of White Lake in Muskegon County, MI from the Great Lakes list of Areas of Concern. An ongoing example of this partnership is work that began in 2010 on a portion of OxyChem's property to replace the hardened shoreline of concrete and other materials with valuable riparian and wetland habitats. Invasive species were also removed from the area and bio-engineering techniques were used to stabilize and improve habitat on over 3,000 feet of shoreline.

OxyChem entered into a voluntary conservation easement with the Muskegon Conservation District to protect the restored shoreline in perpetuity to benefit many species. The restored riparian habitat is used for nesting and foraging by many native birds, fish and rare turtles. Glenn Springs and the Conservation District protect and maintain this important habitat with ongoing care including hand-pulling invasive plants, nurturing desirable species and educating the public about the restoration work through outreach and signage.



# PLANET

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**Biodiversity, Land Use  
and Remediation**

## Belle, West Virginia Habitat Creation

OxyChem's property in Belle, WV achieved Gold certification status in early 2024 from the WHC. Key to earning this certification was Glenn Springs' implementation of a series of biodiversity and habitat creation projects, as well as engagement with local residents to help monitor these new habitats. Projects focused on developing additional nesting platforms for various types of birds, reducing invasive species and enhancing wildlife habitats in the adjacent riparian areas and across the site's grasslands.

A home on the National Register of Historic Places sits adjacent to the site, from which visitors can enjoy views of the habitat's pollinator beds and avian nesting projects focusing on bluebirds, purple martins, wood ducks and American kestrels. An adjacent green space provides direct access for local residents to the Kanawha River and serves as a recreational area for visitors to enjoy nature and the waterfront.

### Supporting Non-Profit Partnerships

Doing the right thing takes the right team. Oxy works closely with a number of non-profit conservation organizations, actively participating in membership and providing extensive support. These include the National Fish and Wildlife Foundation (NFWF), the Gulf of Mexico Alliance and the WHC. Glenn Springs and OxyChem have received Gold Conservation Certification® from the WHC at five facilities in Kansas, Ohio, Tennessee and West Virginia, and Silver certification for a sixth facility in Louisiana.



## Prairie Wetland Conservation Area

OxyChem's Wichita Plant, in conjunction with Glenn Springs, operates a water treatment facility to support a groundwater remediation project for the plant. The treated water is either utilized at the Wichita Plant as process water or to support riparian habitat. In addition to the groundwater treatment and reuse benefits, a conservation project known as the Prairie Wetland Conservation Area (PWCA) exists on much of the area where groundwater remediation activities take place. The PWCA project entailed the restoration and creation of wetlands and native mixed grass prairie habitats. Today, the PWCA consists of approximately 104 acres of wetland, 326 acres of grassland and 10 acres of woodland. The current objective of this project is to maintain the wetland and prairie habitats by enhancing and preserving the native plant communities, which provide habitat and food sources for local wildlife. The PWCA was initially certified by the WHC in 2004, and OxyChem and Glenn Springs have retained this certification for the past 20 years. In December 2023, the PWCA achieved Gold certification from the WHC, which is the highest tier in its certification program.

# PLANET

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and Remediation**

## Supporting Comprehensive Study of Wyoming Raptors

### HIGHLIGHT



Wyoming's Converse County is home to one of the nation's most dense populations of breeding raptors in the Western United States. These include eagles, hawks, kestrels, harriers, falcons and more. Some of these raptors, such as the ferruginous hawk and outsized golden eagle, are listed by the State of Wyoming as Species of Greatest Conservation Need.

Converse County is also undergoing rapid growth in its energy and natural resources sector with significant oil and gas, wind, solar, coal and uranium development underway. Oxy is working with other operators, consultants, regulators and community leaders to study raptor nesting. In ornithology, nesting refers to breeding behavior, and the study plans to assess raptor breeding before, during and after new project development. In the initial phase of the survey, almost 900 raptor nests were discovered—representing six different species.

Oxy is donating \$100,000 to help support the study. In coordination with existing raptor monitoring efforts, its goal is to assess population-level relationships between energy development and nesting raptors. This data is expected to help inform development and wildlife planning in the area using science-based guidelines. The Wyoming Game and Fish Department also contributed funds to support the project's planning phase, as well as the first year of field surveys.

"We're a key operator in the Powder River Basin," said Kimberly Mendoza-Cooke, Oxy's Director of U.S. Onshore Policy and External Affairs, "So this kind of study is important to us. Raptors play a big role in helping regulate prey species. They are also sensitive to environmental change, and a good indicator of overall ecosystem health. The team hopes to come out of this study with a clearer picture of leading practices surrounding raptor nest protections, and how this data could inform Oxy's future operating practices in the region."

# PLANET

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## HIGHLIGHT



### PROMOTING A HEALTHY, RESILIENT COAST THROUGH THE GULF OF MEXICO ALLIANCE

Oxy served as a 2023 Gulf Star Partner for the Gulf of Mexico Alliance. The Alliance is dedicated to working on issues common to the five-state Gulf region. The Gulf Star Program leverages contributions from agencies and businesses to fund projects that enhance the Gulf in four areas: coastal community resilience, environmental education, habitats and wildlife and clean water.

Projects that Oxy supported in 2023 included a diamondback terrapin (*Malaclemys terrapin*) habitat study by researchers from Texas A&M University in Corpus Christi, TX as well as studies to reduce bird entanglement at a pier and rookery near Tampa Bay, FL.

### Environmental Costs

Oxy discloses our estimated environmental capital expenditures, operating expenses and remediation expenses, as well as significant environmental proceedings, in our [Annual Report on Form 10-K](#). In addition, we report in our ESG Data Summary the amount of HSE fines or penalties paid to government agencies under notices of violation or proceedings such as administrative orders, consent orders or agreements or court actions brought by or on behalf of government agencies to enforce environmental laws or regulations.

## HIGHLIGHT



### PROTECTING PRONGHORN MIGRATION IN THE ROCKIES

Colorado's Cervi Ranch, with nearly 70,000 acres located in Weld County, is an important part of the state's winter rangeland for pronghorn antelope (*Antilocapra americana*)—the fastest land animal in the Western Hemisphere. These animals are a preservation success story, having been hunted to just 40,000 in North America by the 1920s. Today, through responsible wildlife management, there are more than a half-million in the Western United States.

While migration distance varies, pronghorn can travel hundreds of miles in herds of 300 or more during winter. Oxy worked closely with the ranch owner and the Colorado Division of Wildlife to help establish a 640-acre conservation easement which permanently restricts surface disturbances on that land. This aims to sustain a long-term winter migration route for pronghorn.



# PROSPERITY

**Oxy contributes to vibrant communities, as we seek to create value and opportunities everywhere we operate.**

In 2023, Oxy continued working with communities around the world to help give back through local hiring, regional investment and community support; all while working closely with area leaders and stakeholders to ensure productive, impactful development.

- Direct Investment in Regional Infrastructure
- High-Impact Support for Social Services
- Creating New In-Country Value Overseas
- Continued Community Engagement
- Investment in Tomorrow's Global Citizens

**> \$25**  
**MILLION**

Social investments worldwide

**~\$3.9**  
**BILLION**

Taxes contributed

**>23,000**  
**JOBS**

Employee and contractor jobs in Oman

**211+**  
**PARTNERSHIPS**

Community and philanthropic partnerships



# PROSPERITY

Community Engagement  
and Social Investment

Managing Our  
Supply Chain

Industry Engagement  
and Leadership

## Prosperity

We seek to strengthen economies where we operate through our local hiring, investments in our operations and infrastructure, and contributions to non-profit organizations that help communities to develop and thrive. That means taking time to listen to local leaders and neighbors, understand the regions where we operate, and engage in partnerships that address community needs and create economic opportunity and inclusive social development.

By investing our time and resources in programs and initiatives that support the areas surrounding our operations, where our employees live and work, we seek to advance our relationships with neighboring communities and promote mutually beneficial outcomes.



*Wish for Wheels bike build event*

### Our Focus

Community Engagement

Social Investment

Managing our Supply Chain

Operating as a Partner of Choice®

## PROSPERITY

### Community Engagement and Social Investment

#### Managing Our Supply Chain

#### Industry Engagement and Leadership

# Community Engagement and Social Investment

Oxy's community engagement and social investment efforts start with listening to our local employees, community leaders, partners, civic groups and neighbors to develop local understanding and appreciation of the community and its challenges. Then we put that understanding to work to serve as an employer, neighbor and Partner of Choice®, creating jobs, building infrastructure, improving lives and investing in a better future for everyone.

From putting the ideals of the UN SDGs into action to addressing unique local needs, we seek to bring sustainable and inclusive growth and opportunity to each of our host communities. In 2023, Oxy paid approximately \$3.2 billion in U.S. federal, state and local income, property, sales, payroll and severance taxes, out of a total of approximately \$3.9 billion paid in taxes globally. In 2023, we invested more than \$25 million directly toward community and social investments, above and beyond our robust investments in our workforce, assets and infrastructure. Our Employee Volunteer Time Away program helps to promote volunteerism by allotting employees paid time during regular working hours to volunteer at eligible organizations or company-sponsored events. We also have a Matching Gift Program for eligible employees and members of the Board of Directors that matches qualified donations on a dollar-for-dollar basis, thereby doubling their gift value.

## Community Engagement

Oxy's employees and contractors and their families live and work in the areas in which we operate. Therefore, we take pride in playing an active role in engaging with local residents, governments, regulators, conservation groups and other community stakeholders. Our approach to community engagement is built on the foundation of Oxy's core values and our HSE&S Principles and is an integral component of our broader sustainability strategy.

It is important to us that neighbors, community leaders and local governments are informed and have the opportunity to provide input regarding our operations and development plans. Before, during and after a significant project, we work hard to provide transparency and open lines of communication. That means engaging with others on their terms, translating information into several languages as applicable, providing multiple contact methods, being responsive to outreach and extending our working hours to help enable members of the community to participate in community events while still fulfilling the demands of their everyday lives.



# PROSPERITY

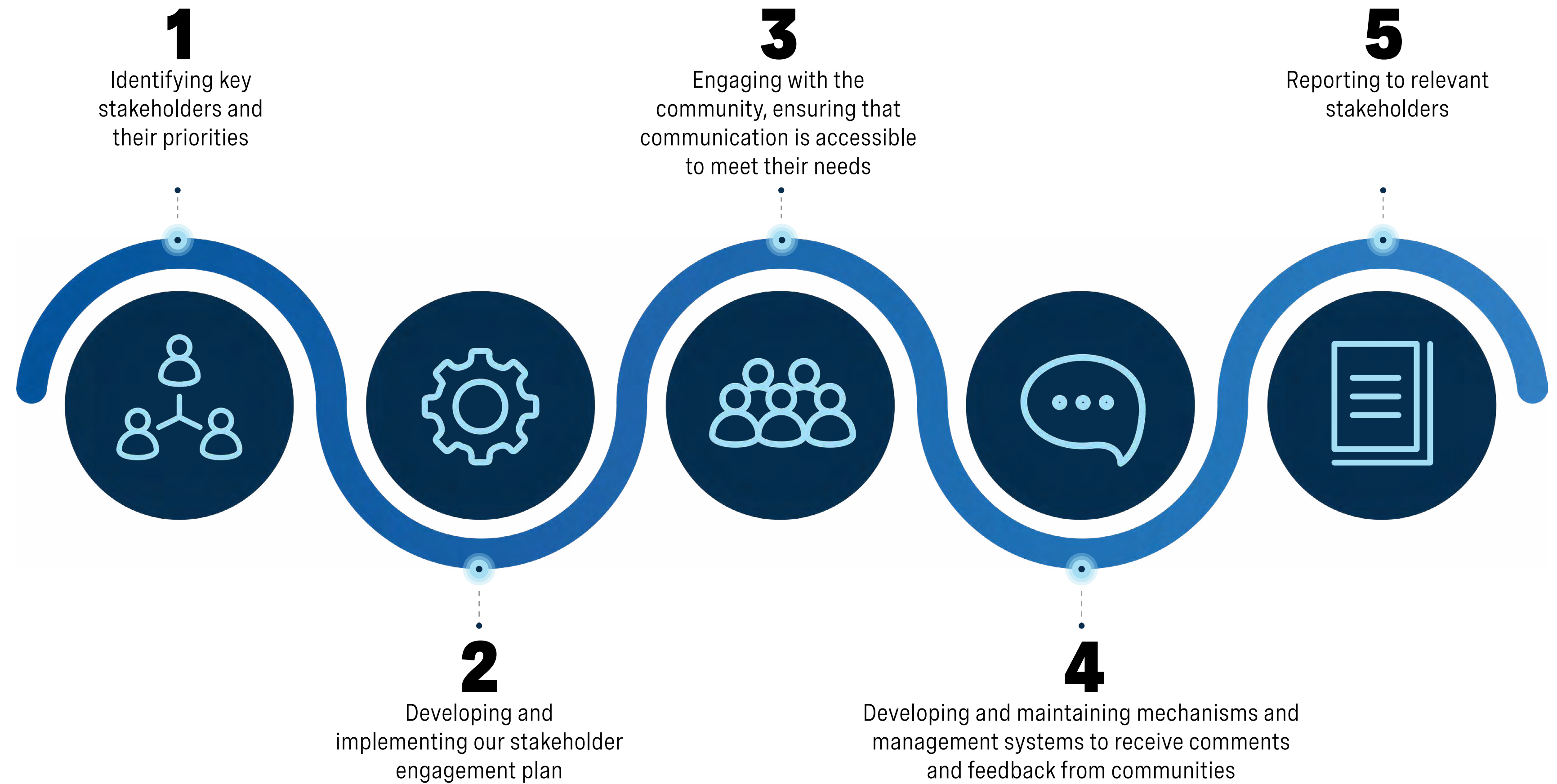
Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Stakeholder Engagement Process

Key to this effort is our Community Consultation Framework, which provides the foundation for organized and thoughtful stakeholder engagement within communities where we operate. Our five-step stakeholder engagement process includes:



Our Community Consultation Framework is guided by leading international practices and is tailored to the unique socio-economic, cultural and environmental conditions, regulatory requirements and varying government ownership structures among our domestic and international locations.

# PROSPERITY

## Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Engagement for All

Oxy is dedicated to creating opportunities for conversations with those who live or work near our operations. These conversations facilitate our understanding of the communities we operate in and help us provide fair treatment and meaningful involvement to all people regardless of race, color, national origin, gender or socio-economic level. We work closely with and learn from disadvantaged communities to understand their unique needs. We strive to incorporate environmental and social considerations obtained from screening tools and community input into company decision-making and processes, including the design of our projects. To amplify the benefits of our social and capital investments, we seek to invest our time and resources in programs and initiatives that support the areas surrounding our operations, to advance our relationships with neighboring communities, and to promote mutually beneficial outcomes. Improving the quality of life and the environment in underserved communities is central to the UN SDGs and many national, state and local programs in the United States and other countries where we operate. In addition to our workforce, social and capital investments, we engage in policy discussions with NGOs and leading businesses across industry sectors to help support our host governments in strengthening disadvantaged communities.





## PROSPERITY

Community Engagement  
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Managing Our  
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and Leadership

### Oxy's Stakeholder Relations Team

Developed in 2014, the Stakeholder Relations team is a dedicated resource for those who live near our operations. This team meets regularly with community members and posts updates on websites to proactively provide information about our operations. We are committed to transparency and regularly sharing HSE data with community members and regulators, including air quality monitoring summaries and operational notices.

By prioritizing community engagement, we are sharing information and we are listening. Whether hearing from individuals through our local Response Lines, in community meetings, or through community-specific engagement tools, we collaborate with diverse community stakeholders to tailor operations to unique situations. We consider this information in facility siting, design and operating plans, with the aim of promoting responsible uses of land.

In addition to our regular community leaders and stakeholders, community members may confidentially report potential issues related to compliance with laws, regulations, our Code of Business Conduct, company policies or procedures, and ethical conduct to us through the [Oxy Integrity Helpline](https://www.oxy.com/Integrity-Helpline) (1-800-699-7702). These reports may be made anonymously.





# PROSPERITY

Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Stakeholder Relations Framework



### Focused on solutions

The Stakeholder Relations team excels in planning, developing and operating with communities in mind. Our leading management practices to avoid, minimize and mitigate potential impacts help set us up for success. When issues arise, we communicate quickly with stakeholders, outline a plan, make recommendations and collaborate with internal teams to implement solutions.



### Experienced in eliciting feedback

The Stakeholder Relations team brings decades of expertise in robust and inclusive community engagement. The team works closely with and solicits input from neighbors, local governments and community organizations to build trusting relationships. This trust allows the team to uncover interests and concerns that many times stakeholders are unclear about themselves. By understanding the root of concerns and identifying priorities, the team applies strategies to collaborate with stakeholders in a way that enhances our projects.

### WHAT PEOPLE SAY

*I just want to applaud [the Oxy Stakeholder Relations Team] for the engagement that was done in this Development Plan, and for this information and how it's presented. You've done a good job of outreach to the folks that are nearby.*

Colorado Energy and Carbon Management Commissioner

# PROSPERITY

## Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership



## Investing in the Local Workforce

The local workforce is the foundation of regional community engagement. By investing in workforce development programs, job training initiatives and educational opportunities for community members, we are building a stronger business while working to foster a better life for residents of our operating areas. We believe this investment pays off for everyone in the form of greater opportunities, increased prosperity for the region, stronger community relationships and operations that are aligned with Oxy's core values and HSE&S Principles.

## Participative Community Engagement

Oxy employees enjoy active participation in our community outreach activities. As a Partner of Choice® in our communities, we keep employees informed about local public policy issues as well as legislative and regulatory proposals so that they may voluntarily utilize their personal expertise and express opinions in public hearings, written comments or community meetings.

For those wanting to take outreach to the next level in their community, Oxy offers an Advocate and Ambassador training program to our employees that prepares them to engage and speak with public constituents about Oxy, and the industry in general, at community events and public forums. A lack of information can lead to misunderstanding or concern about energy production. This program helps our workforce share Oxy's values, Operating Management System and standards, community contributions and their own personal experiences working in the industry.

## Engagement in the Sultanate of Oman

In Oman, we consider community needs, the number of residents in communities surrounding our operations (including both the portion who are employed in our operations and the portion of residents with greater needs), availability of healthcare facilities, educational level, cultural and social norms, and environmental and climate conditions. Based on these factors, we identify the communities where we believe our engagement can provide the most benefit and where our operations can play a role in regional sustainability. We regularly solicit and incorporate feedback from the Ministry of Energy and Minerals on our social responsibility program and projects.

Our communication channels with stakeholders include official correspondence and regular meetings, including direct communication with our Corporate Social Responsibility team. On a weekly basis, the team evaluates requests received from stakeholders and reports back to them. Our comprehensive reporting system helps confirm that relevant information is shared with stakeholders and their questions or concerns are addressed. Matters of common interest are routinely discussed with local governments and the Ministry of Energy and Minerals, as warranted.

# PROSPERITY

## Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## OxyChem Community Advisory Panels



*OxyChem Battleground, TX*

Community engagement efforts at OxyChem are well established, with the majority of OxyChem plants hosting active Community Advisory Panels (CAPs) that provide a regular forum for community members to learn about OxyChem's operations, HSE&S programs and performance, development projects and local hiring opportunities. They also allow the public to raise questions or concerns. The CAPs include residents from the local community and typically meet quarterly. OxyChem representatives often include the plant manager, HSE and Human Resources managers, as well as other teams, depending on the topics on the agenda.

Some of the CAPs include other industrial neighbors. Most of OxyChem's plants either have standing CAPs that meet as warranted or host ad hoc community meetings, such as when new projects are proposed at the plant, there is a change of plant manager, or if community questions arise. In addition to CAPs, community input is solicited during the permitting process associated with OxyChem's capital projects such as building new facilities or modifying existing facilities, as well as other permit renewals or amendments.

# PROSPERITY

## Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Social Investment

Oxy's dedication to community and social investment focuses on economic and social well-being for all, and particularly for those most in need. Our local partnerships, charitable initiatives and organizational support all help promote human development throughout the communities in which we operate. Operating under the core value of Commit to Good, Oxy is proud to support the social initiatives of our partners as well as the volunteer efforts of our employees. We focus on seven key areas that aim to positively affect the communities where our team members build lives, raise families and make lifelong friendships and lasting bonds with their neighbors.

**Our social investment programs are designed with the needs of the community and the UN SDGs in mind and focus on:**



Health and Safety



Education



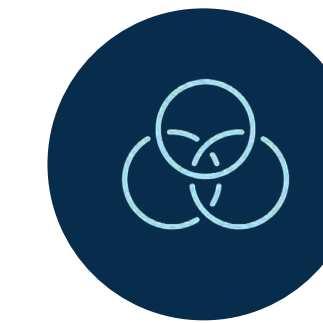
Social Services



Military and Veterans



Environment



Arts, Culture and Sport



Community Vitality





# PROSPERITY

Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Committing to Good: By the Numbers

**1B**

Gallons of Clean Drinking Water with Water Mission



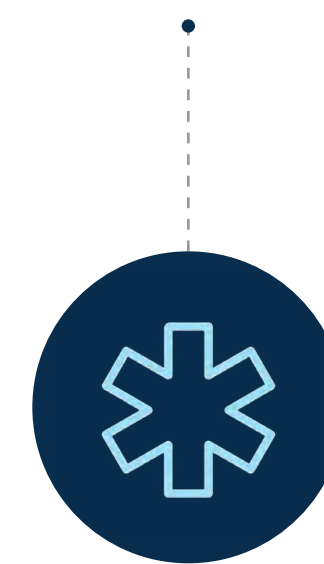
**\$10MM**

Houston Medical Scholars Program



**\$3MM**

for First Responders



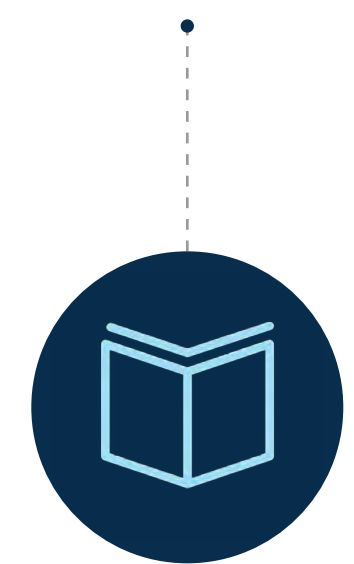
**\$1MM**

to the American Red Cross



**72,000+**

Books for Students



**\$2MM**

to Feeding America network of food banks



**6,000+**

Students Sponsored for Arts Education



**650+**

Veteran Employees



**2,500+**

Children's Bicycles and Helmets Donated

Please note that the figures above are only a few examples of our contributions, many of which are international and span multiple years.



# PROSPERITY

Community Engagement and Social Investment

Managing Our Supply Chain

Industry Engagement and Leadership

## Health and Safety

Our dedication to the well-being of our employees extends to the communities where they live and work. These initiatives focus primarily on supporting local hospital systems, health-focused charities and the efforts of first responders and disaster relief workers.

# \$10MM

### Donated to Medical Scholars Program

Oxy has contributed \$10 million to the Occidental Petroleum + Houston Methodist Scholars Program since 2015. The program has expanded to include cardiology, ophthalmology, hematology, oncology, palliative care, pulmonology, endocrinology and nephrology.

# \$3MM

### For First Responders

Since 2017, Oxy has donated \$3 million to volunteer fire departments, law enforcement agencies and emergency medical services in our communities to buy rescue vehicles, safety gear and life-saving equipment.

# \$1MM

### To American Red Cross

Oxy has donated more than \$1 million to the American Red Cross in support of domestic and international relief efforts. In 2022, Oxy funded emergency shelter and supplies for thousands of first responders and evacuated residents during Colorado and New Mexico wildfires, and led an employee giving campaign to support international crisis relief for families in Ukraine.

## Supporting Health and Safety in the Sultanate of Oman

### Women's Empowerment Program

Offered employment opportunities in healthcare to Omani women in local communities.

### Ministry of Health

Funded virtual reality (VR) headsets to be used in local hospitals for pediatric and adult cancer patient treatments.

### Dar Al Hanan

Funded a villa rented by the Oman Cancer Association to accommodate families of children with cancer.

### Haima Hospital

Supported with up-to-date emergency room equipment and an ambulance.

### Oman Cancer Association

Leased equipment which helps improve genetic testing in cancer patients.

### Association of Early Intervention Rehabilitation

Supported a group which helps Omani children with disabilities and rare diseases, including training for their families.

## PROSPERITY

### Community Engagement and Social Investment

#### Managing Our Supply Chain

#### Industry Engagement and Leadership

## Education

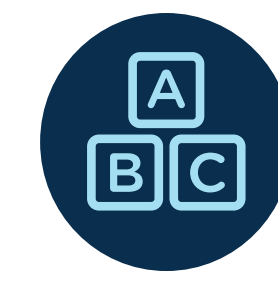
We know that the future of our company, our society's energy security and our planet depends on educating the generations that will one day lead us. Oxy is keenly focused on providing educational opportunities across the communities where we live and work. Our efforts range from supporting science, technology, engineering and math (STEM) programs to initiatives aimed at raising literacy and graduation rates within economically disadvantaged and underserved communities.



# 72,000+

### Books Provided to Students

By distributing over 72,000 books to students in underserved school districts in Greater Houston and the Permian Basin, Oxy volunteers have provided disadvantaged children with their own books for home and family reading. In addition to promoting literacy, Oxy also supports access to STEM education for thousands of elementary, secondary and university students through our sponsorship of virtual and on-campus academic programs, workshops and externship opportunities.



# 2023

### Began Preschool Support Program

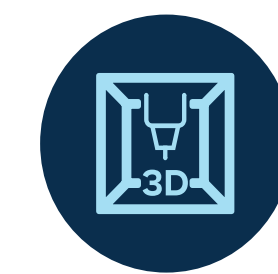
Oxy funded the education of students aged five and six in two schools in Haima that did not have a preschool program. Thanks to this support, the schools are now equipped with educational resources and supplies, including the annual salary of the teachers. Fifty children attended these preschool classes in 2023.



# 600+

### Benefitted Students

In Oman, Oxy has supported honoring ceremonies for high-performing students since 2012, as well as the top 100 General Education Diploma Graduate students, since 2019. These endeavors benefit approximately 600 students per year, including those who are visually and hearing impaired. The Ministry of Education has confirmed an improvement in overall academic performance since the start of this program.



# 2021+

### Supporting 3D Printing Technologies

Since 2021, Oxy has sponsored Oman's AWTAD 3D Printing Program, in collaboration with the Ministry of Education and an Omani SME company, Innotech. This program aims to build and develop skills in the field of 3D printing technologies, and is targeted toward high school students and teachers, with a special workshop focused on job seekers.



## PROSPERITY

### Community Engagement and Social Investment

### Managing Our Supply Chain

### Industry Engagement and Leadership

## Social Services

Part of Oxy's social empowerment strategy includes analyzing social and economic demographics in communities to identify locations of greatest need. We aim to align our resource programs with community needs to help address food insecurity, affordable housing, education and the support of underserved children and families.

Since 2018, Oxy has donated over \$2 million to food banks within the Feeding America network, providing thousands of meals for disadvantaged children, families, seniors and veterans. We also sponsor fleet trucks and mobile outreach pantries with our partner food banks as they deliver fresh food and produce to remote communities and underserved school districts.

Through our partnership with Wish for Wheels, Oxy volunteers have assembled and delivered more than 2,500 new bikes and helmets to children in Houston, the Rockies, and the Permian Basin school districts, helping share the joy of bike ownership.

Oxy is also a member company of the Permian Strategic Partnership (PSP), where we work together to enable the fulfillment of the Permian Basin's economic potential and improve the well-being of its residents. Oxy and PSP, along with the thousands of member company employees who live and work in the Permian Basin, are committed to safe and environmentally responsible operations and participate in projects that aim to improve the quality of life in the Permian. PSP has invested in educational capacity, workforce training, expanded healthcare access and improved transportation safety and infrastructure across the region.



## PROSPERITY

### Community Engagement and Social Investment

#### Managing Our Supply Chain

#### Industry Engagement and Leadership

In Oman, excitement is growing around continued construction of the first-of-its-kind linear park in Al Maabilah. Oxy is sponsoring the development of Green Walk Park in Muscat, which will provide a valuable recreational outlet for the people of Al Maabilah and Muscat Governorate. The park is planned to offer amenities that include walkways, a bike lane, a children's playground, an outdoor gym, multipurpose courts, coffee shops and more. More than 250,000 people live in proximity to the park, which is positioned to be a prominent local landmark and source of pride.

Oxy's commitment to enhancing quality of life in the communities where we operate has also led to collaboration with the Haima Social Committee, allowing us to help contribute new air conditioners, refrigerators and cookers for low-income families in the region. This important program has enabled Oxy to demonstrate our dedication to the welfare of the less fortunate while helping improve health, promote food security, strengthen relationships and advance our core values and HSE&S Principles.

Water is also a precious resource. Oxy supports communities in our concession areas in Oman by delivering supplies of fresh water. In Oman, our Corporate Social Responsibility initiative provides drinking water to over 13,000 people living in remote villages and settlements across our operating areas. Through 31 water haulage contracts maintained by local residents and supervised by the local government, tankers deliver water to individual homes and izbas for household use and livestock watering. This initiative helps cover water shortages in concession areas to improve the standard of living in these villages, as well as raise economic standards for the residents living in and around these areas. This project began in 2008 and has expanded over the years, delivering drinking water from groundwater and desalinated sources annually to users at distances up to 200 kilometers. In Oman, our commitment to this project demonstrates our efforts to improve the lives of local communities near our operations.

In Abu Dhabi, we have partnered with the Emirates Foundation in multiple social responsibility programs. In 2023, Oxy Abu Dhabi volunteers participated in the Emirates Foundation's "The Joy of Eid" initiative to prepare and distribute boxes of donated clothes to families in need.



# PROSPERITY

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Industry Engagement and Leadership

## August 2023 Hunger Action Month



In August 2023, Oxy employees volunteered a total of nearly 1,300 hours, donated and packed over 210,000 pounds of food, and provided over 395,000 meals for children, families, seniors and veterans in need.

**371**

Oxy volunteers



**1,298**

Volunteer hours



**210,000**

Pounds of food packed and donated



**395,000**

Total meals provided





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## Military and Veterans

Oxy strongly believes in honoring those who have helped protect our freedoms through their military service. Our commitment to the veteran community includes collaboration with American Corporate Partners (ACP), a national nonprofit organization focused on helping veterans find their next career through active and engaging mentoring, networking and online career development. Since this partnership began, more than 300 Oxy employees have mentored over 650 veterans as they transition to the civilian workforce.

Military veterans and their families receive a salute to service from Oxy at every Houston Astros home game, where honorees receive complimentary tickets, military member seating and a standing ovation from stadium attendees in recognition of their service. Oxy also provides military appreciation seating signage and recognition of our honored veterans at every Midland RockHounds home game, and sponsors First Responder Night, providing special recognition of our employee and community military veterans and first responders.

Furthering our commitment to the Gulf Coast, Oxy sponsors the U.S. Coast Guard Foundation's Full Mission Support Fund, which supports a variety of public needs including emergency response for hurricane relief.



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## Environment

Our commitment to a low-carbon future means leading with passion in supporting organizations dedicated to protecting our environment. From reducing waste and supporting recycling in our communities to protecting natural resources in the oceans and on land, Oxy's ongoing efforts are guided by the UN SDGs, which help us prioritize time and resources in our environmental initiatives.

### Supporting organizations dedicated to protecting our environment.



#### National Fish and Wildlife Foundation

Working with the NFWF's Pecos Watershed Conservation Initiative as a founding partner to enhance and restore natural wildlife habitats in New Mexico and west Texas.

#### Water Mission

Helping more than one million people, in 18 countries or territories, gain access to safe drinking water since 2016.

#### Keep Midland Beautiful

Supporting this dedicated organization in recycling, water conservation and beautification initiatives.

#### Gulf of Mexico Alliance

Helping fund the Diamond Terrapin Conservation Action Plan, foster sustainable seafood production and support thriving coastal communities.

#### Oxy World Cleanup Day

Oxy Abu Dhabi volunteers collected and managed miscellaneous waste from the UAE Onshore Block 3 Concession.

#### Wildlife Habitat Council

Working with the WHC to help advance biodiversity and restore land to its natural state in multiple locations nationwide.

*Please note that the organizations above are only a few examples of the many organizations we support.*

# PROSPERITY

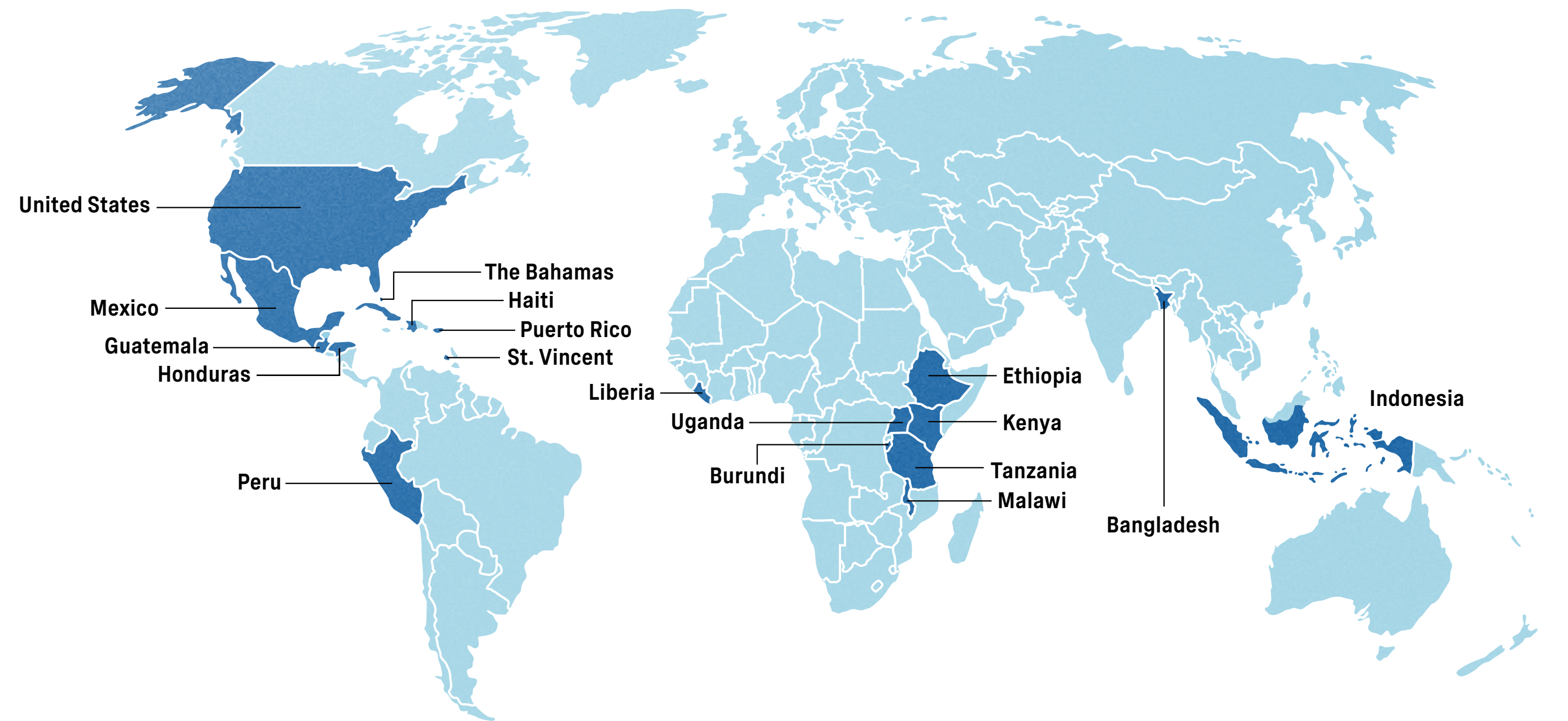
Community Engagement and Social Investment

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## Water Mission

### HIGHLIGHT



### Verified impacts of water projects in Tanzania

**Traveling for water**  
average daily time savings of 1 to 1.5 hours per household

**Clean water**  
Providing 95,000 people with access to clean drinking water

**Solar energy produced**  
>79,000 kWh produced over two years in providing this water supply

**Reduction in carbon emissions**  
>69,000 metric tons of CO<sub>2</sub>e reduced over two years

In alignment with UN SDG 3: Good Health and Well-Being and UN SDG 6: Clean Water and Sanitation, OxyChem has partnered with Water Mission since 2016, helping more than one million people, in 18 countries or territories, gain access to safe drinking water. OxyChem has donated over 160,000 pounds of ACL® water disinfection tablets that Water Mission has used to produce more than one billion gallons of clean drinking water. In recognition, OxyChem was honored for its Water Mission partnership in 2020 with the Sustainability Leadership Award from the American Chemistry Council and in 2021 with the Social Impact Award from the Vinyl Sustainability Council.

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## Arts, Culture and Sport

Sponsoring the arts, cultural endeavors and sporting organizations allows Oxy to help communities remain vibrant, fostering a sense of belonging and increasing opportunities for social interaction. These efforts include engagement with the visual and performing arts, supporting educational resources and sponsoring scholarships and social programs for the youth in our communities.

Oxy is the title sponsor of the Ellen Noël Art Museum's Art 2 Go mobile arts program, providing Texas Essential Knowledge and Skills (TEKS) Grade 2 level skills in fine arts, creativity, reading comprehension and visual literacy for more than 6,000 students in Permian Basin school districts. Oxy is proud to support arts and cultural organizations throughout the United States, including the National Museum of African American History and Culture, the Houston Museum of Natural Science and the Houston Symphony.

Oxy plays a major role in supporting local sports in Oman. Camel racing is an important part of Omani culture and was inscribed onto the United Nations Educational, Scientific and Cultural Organization (UNESCO) Representative List of the Intangible Cultural Heritage of Humanity in 2020. Since 2014, Oxy has supported camel racing events, directly impacting over 1,500 people in 2023. We are also renovating the Hamra Al Drooa Camel Racetrack, replacing 12 kilometers of guardrail, and constructing outdoor sport courts for four schools in the Al Wusta Governorate, benefiting over 900 students.

Oxy was the exclusive sponsor of Ibri Club for the 2023/2024 Oman Pro League football season and funded their youth sport activities and tournaments. The club, located near Oxy's operations, has a membership of over 18,000 youths in a variety of sports and activities. With Oxy's support, Ibri Club participated in Oman's premier football tournament.

In addition, Oxy Oman was the exclusive sponsor of the North Al Sharqiya Football Tournament near Oxy's newest exploration site. The tournament, which started in December 2023, hosted 20 local football teams and drew a large audience of youths and sports enthusiasts with the aim of promoting positive recreation and sports culture in the community.

Our support of sports and culture in Oman has earned Oxy recognition from the Sultanate. Oxy was recently awarded third place for our accomplishments in supporting sports initiatives through our Corporate Social Responsibility program. The award acknowledges Oxy's efforts to foster the growth and development of sports. The award ceremony was hosted under the auspices of H.E. Sibaa Al Sadi, the Secretary-General of the General Secretariat for National Celebrations, and organized by the Minister of Culture, Sports and Youth.



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## Community Vitality

The civic organizations Oxy supports are more varied and diverse than ever. From citywide business development initiatives such as the Downtown Denver Partnership, Inc. (DDP) to statewide industry groups such as the New Mexico Cattle Growers Association, as well as local events such as the Albuquerque Balloon Fiesta, these partnerships allow us to engage meaningfully across the varied interests of the communities where we operate.

Oxy also sponsors numerous agricultural events throughout the Rockies and Southwestern United States, including the National Western Stock Show in Denver, the Greeley Stampede and Rodeo, the Colorado State Fair Jr. Livestock Auction, the Natrona County Fair Livestock Auction, and the Wyoming State Fair. These events give Oxy the opportunity to engage with local communities while providing support for longstanding civic institutions.

Our commitment to vibrant communities also includes our proud support of treasured sports institutions, including the Midland RockHounds and Houston Astros baseball teams. In addition to being a sponsor of these teams, Oxy also supports the charitable initiatives of the Astros Golf Foundation, assisting their objective to support the Houston community through park improvements, charitable fundraising and investment in youth programs.

Oxy is also investing in the entrepreneurial support of Oman's future business leaders. In the 2022-2023 school year, our partnership with the Photo Society of Sultan Qaboos University enabled 200 talented students to chase their passion in photography, providing comprehensive training while covering project expenses for the full academic year.

Our Women Empowerment Program, Tamkeen, is another testament to our commitment. This initiative, in collaboration with the Transformation Management Institute, is currently offering 100 women from various regions training in tailoring, sewing and design, empowering them to become financially independent and pass their skills to future generations. These skilled women have already showcased their work at local markets like Souq es Sabt in Muscat.

The flagship Oxy Program for Entrepreneurial Development in Frontier Technology, DotNxt Jadeer, is closing the education-to-employment gap. This pioneering program, now in its fifth year, engages Omani students, graduates and job seekers in a three-phase learning journey. From online courses to a summer camp focused on frontier technology, the program encourages participants to compete and collaborate on project ideas. With over 5,000 applications, the annual intake of up to 1,200 demonstrates the high demand for such innovative education.

Furthermore, our exclusive sponsorship of the DotNxt GIG platform supports DotNxt Jadeer graduates and freelancers in securing jobs aligned with their skills. This ongoing project, started in 2022, underscores our dedication to fostering entrepreneurial spirit and career development in Oman.





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## Oxy Hosts Second Ultramarathon in Oman



Oxy is dedicated to supporting programs that promote well-being for individuals and communities. As part of this effort, we exclusively sponsor the Oxy Ultramarathon in Oman, which is organized in collaboration with the Ministry of Culture, Sports and Youth.

Employees and representatives of Oxy were among the 1,200 participants in the event, which consisted of a 50-kilometer ultramarathon, a 10-kilometer race and a children's race. Oxy also hosted a dedicated race for individuals with disabilities. All events took place over a three-day period in Wadi Al Khoudh, Muscat Governorate.

The closing ceremony was held on the third day of the event, under the auspices of H.E. Azzan Qassim Al Busaidi, Undersecretary of the Ministry of Heritage and Tourism. Steven Lauver, Oxy Oman's President and General Manager, attended and represented the company at the awards ceremony.

"We're excited to collaborate with the Ministry of Culture, Sports and Youth to host the Oxy Ultramarathon for the second time, as Oxy continues to champion community engagement and well-being through our social responsibility initiatives. We're especially thrilled to witness the enthusiasm and sportsmanship of participants from diverse backgrounds, including our own employees and families. We hope that the event empowers people toward active living, and continues support for sports development and excellence in Oman," said Steven.



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# Managing Our Supply Chain

Oxy retains suppliers and contractors for their specialized skills in providing high-quality, reliable goods and services to our operations at a competitive price in a manner that complies with applicable legal and contractual requirements and the highest standards of ethical conduct. We choose to work with suppliers and contractors that adhere to policies, standards and procedures for their organizations that are aligned with our core values, Code of Business Conduct (Code) and key policies, such as those governing human rights, ethical business conduct, HSE&S and our OMS.

We systematically assess new suppliers and contractors prior to retention to verify that they are aligned with Oxy's values and in a position to abide by laws, regulations, licensing or permitting requirements, our Code and applicable company policies. In addition to assessing the proposed supplier's or contractor's statement of qualifications and bid package, the qualification process usually consists of:

Corporate Security background check, which includes government lists or databases regarding corruption, sanctions and human rights

Review of the supplier's or contractor's HSE&S certifications, programs and performance applicable to its scope of work, including its Contractor Safety Questionnaire and its HSE&S commitments

Additional diligence for specific roles such as specialized HSE&S, construction and engineering services, security personnel and non-U.S. consultants under applicable policies

During contract negotiation, we routinely share Oxy's Code, OMS and key policy provisions with the supplier or contractor and encourage them to incorporate applicable provisions into their management systems. In addition, we incorporate them into our contracts in the following ways:

- Our standard agreements with suppliers and contractors require their compliance with:
  - Applicable laws and regulations, including those with respect to HSE&S, anti-corruption, employment and human rights
  - Oxy's policies, standards and procedures applicable to their work on our behalf and/or at our facilities, such as for job safety analyses, permits to work, incident reporting and Stop Work Authority.
- The supplier or contractor must provide necessary HSE&S training, equipment and procedures and appropriate supervision for its own employees and subcontractors in the performance of their work for Oxy.
- Agreements with suppliers and contractors also include, where applicable, HSE&S performance standards, such as for safeguards, monitoring and emission controls to reduce and manage risks and the environmental footprint of projects.

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Oxy maintains ongoing engagement with our suppliers and contractors, involving Oxy's Operations, Supply Chain and HSE&S teams. These normally include:

- Sharing updates of our OMS and applicable policies and procedures
- Collaborating on HSE&S innovation, training and collateral materials, such as our Life-Saving Rules and Stop Work Authority practices to reduce hazards
- Holding periodic meetings with supplier and contractor management to discuss HSE&S topics and project performance
- Maintaining our Safety Engagement and Management Program scorecard with our on-site suppliers and contractors to share HSE&S performance data and lessons learned, identify opportunities for improvement and elevate potential issues for resolution
- Conducting Contractor Field Audits of HSE&S performance with tracking of action plans to address findings
- Pursuing contractual remedies, potentially including contract termination, for non-compliance by a supplier or contractor with laws, regulations, key policies or contractual requirements
- Conducting a periodic internal review among Operations, Supply Chain and HSE&S teams regarding our supplier and contractor management program to promote continuous improvement.

OxyChem's Supplier Code of Conduct conveys the compliance standards expected from contractors and suppliers and includes applicable internationally recognized environmental, social and corporate governance standards and the American Chemistry Council's Responsible Care® program.

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### Diverse Business Inclusion Program

Oxy's holistic approach to Diversity, Inclusion and Belonging extends to our suppliers. Our Diverse Business Inclusion Program focuses on identifying opportunities to include diverse businesses in our supply chain, and Oxy encourages our sourcing teams to view the marketplace broadly and consider certified minority-, woman-, veteran-, LGBTQ+- and disabled-owned businesses.

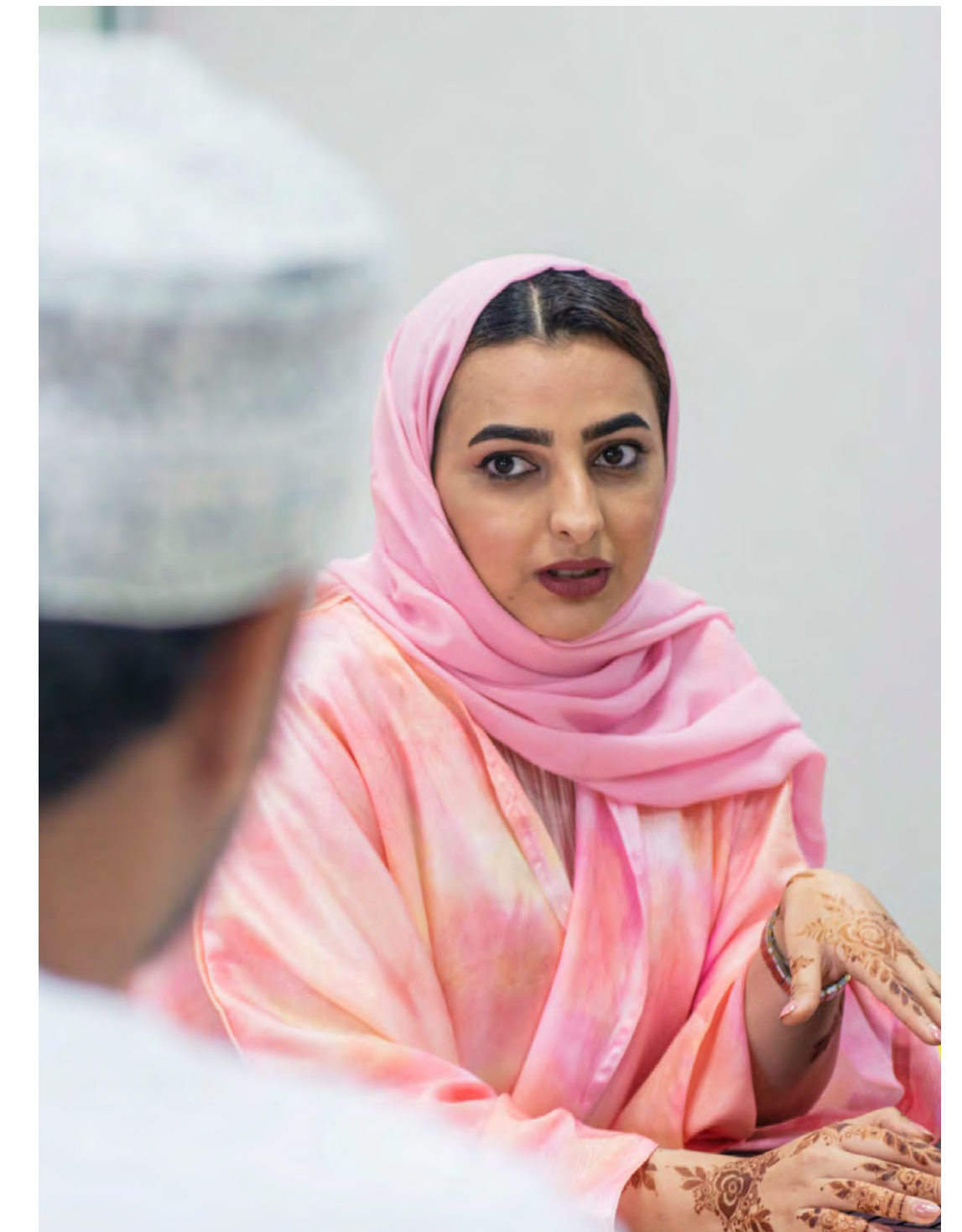
We believe that a diverse supply chain, just like a diverse workforce, contributes to our success and growth. Oxy has established partnerships with six regional and national certifying agencies that cover these diversity strands and provide us with direct access to a broad network of suppliers. We also partner with API and the Greater Houston Partnership and serve on the Supplier Diversity Task Force for each. We are also actively engaged with Ipieca working groups and other industry groups focused on supplier diversity in the oil and gas and chemical sectors.

### Local Supply Chain Management

Oxy is proudly marking 40 years in the Sultanate of Oman, where we have forged an enduring partnership with the Omani Government, as well as local communities and business partners. Our in-country value (ICV) strategy is dedicated to fostering the local production of Omani goods and services, boosting Omanization and championing local businesses. We have collaborated closely with small- and medium-sized enterprises (SMEs) in Oman to promote prosperity through strong relationships and workforce skills development.

As part of our ICV strategy, we provide substantial support for the development of local vendors, invest significantly in local businesses, and offer a number of major manufacturing opportunities. To further deliver ICV, we focus our spending on local goods, services and labor with our Omani contractors. We also monitor our spending on Omani SMEs.

By the end of 2023, our Oman ICV was 36% of total supply chain expenditure, and we spent approximately 22% on Omani SMEs. As a result of these efforts, Oxy's operations in Oman contribute to more than 20,000 jobs locally, through contractors and suppliers, in addition to more than 3,300 direct employees. We also have a specialized program in support of SMEs called Tasharuk, which has undergone six phases designed to develop and advance the capabilities of participating SMEs.





## Industry Engagement and Leadership

Oxy's experience in managing natural resources and CO<sub>2</sub>, coupled with our sustainability strategy, has enabled us to create partnerships with a diverse set of key stakeholders who work toward improved business and sustainability-related goals. Oxy is an active participant in the following leading organizations, including:



OxyChem received the industry's highest Sustainability Leadership Award from the ACC in 2020 for its partnership with Water Mission, which facilitates access to clean drinking water for refugees and disaster areas around the world.



ACC's Responsible Care® Awards Program recognizes chemical industry leaders for exceptional commitments to HSE performance, sustainability and sound chemicals management. For 2023 performance, OxyChem earned 37 Responsible Care® awards in safety, waste minimization and energy efficiency categories. The Texas Chemistry Council recognized OxyChem with 19 awards for safety and environmental performance, and OxyChem received awards from the Vinyl Institute and the Chlorine Institute. In addition, OxyChem plants in Pedricktown, NJ and New Johnsonville, TN received environmental performance awards from the New Jersey and Tennessee Governors, respectively.



A partnership between the Global Maritime Forum, the Friends of Ocean Action and the World Economic Forum, this coalition brings together global decision-makers from across the maritime shipping value chain with key stakeholders from the energy sector and governments. Their goal is to reduce shipping-related emissions by at least 50% by 2050.



OGCI is a CEO-led initiative composed of twelve of the world's leading energy companies, producing around a third of global oil and gas. OGCI focuses on leading the industry's response to climate change and accelerating action toward a net-zero future consistent with the goals of the Paris Agreement.



OxyChem is certified +Vantage Vinyl™ Gold and the only PVC resin manufacturer to score 100% in all five sustainability categories.



Ipieca is the global oil and gas association dedicated to advancing environmental and social performance across the industry. It brings together members and stakeholders to lead in integrating sustainability by advancing climate action, environmental responsibility and social performance across oil, gas and renewables activities.



OxyChem is a member of the Vinyl Institute and serves on its VSC, supporting strong policies focused on product innovation, stewardship and water infrastructure. The VSC serves as the subject matter leader on sustainability issues pertaining to the vinyl industry in North America. The VSC champions science-based improvement practices to meet the needs of current and future generations as well as its members' sustainability efforts through educational programs and company- or product-specific sustainability assessments, reporting and goals development.

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OxyChem's knowledge and expertise in water disinfection has made OxyChem a key partner in the Global Water Center®. OxyChem has donated over 160,000 pounds of our ACL® product to Water Mission for use in water disinfection and \$250,000 to the Global Water Center to support water education materials and exhibits.



As part of the DOE's Better Plants® Program, OxyChem partnered with the Industrial Assessment Centers (IACs) to perform energy audits at our facilities and help local schools lower their energy costs with efficiency improvements funded by OxyChem. The Department of Energy recognized OxyChem for these efforts with Better Practice awards in 2022 and early 2024.



API is a national trade association that sponsors the Energy Excellence program to accelerate safety and environmental progress across the oil and gas industry, while meeting global demand for affordable, reliable and cleaner energy.



The members of the Gulf of Mexico Alliance include state and federal agencies, tribal governments, communities, academic organizations, businesses and NGOs in the region. The Alliance provides a forum for collaboration, develops tools to address regional issues, enables strategic partnerships and tracks restoration efforts.



Oxy is an active member of the Carbon Capture Coalition, comprising over 100 stakeholder members from diverse industries, unions and NGOs working to support federal legislation, regulations and policies to incentivize CCUS.



OxyChem earned a Bronze rating in 2023 from EcoVadis, an organization that provides sustainability ratings on more than 130,000 companies globally, placing OxyChem in the top quartile of global chemical companies.



Oxy is a member of the Marine Preservation Association (MPA), the leading organization supporting the development and maintenance of a broadly funded, effective spill response capability in the United States. Through the MPA, Oxy helps set the highest standards for prevention of oil spills in the marine environment.



CDP, formerly the Carbon Disclosure Project, is a non-profit organization that maintains a comprehensive dataset on corporate and municipal action on climate change, water security and other environmental matters. In 2023, Oxy earned an "A-" score from CDP for climate disclosure at CDP's Leadership Level, tied for the top score in the global E&P industry.



IOGP is the global trade association for the oil and gas industry that focuses on excellence in safe, efficient and sustainable energy supply and serving as an enabling partner for a low-carbon future.



# ABOUT THIS REPORT



## About this Report

Oxy's sustainability reporting and strategy align with the World Economic Forum's (WEF) four pillars of stakeholder capitalism: principles of governance, people, planet and prosperity. Each pillar represents a key focus area as Oxy continues to implement and enhance sustainable business practices and programs. Oxy was the first U.S. oil and gas company to endorse the WEF's Stakeholder Capitalism Metrics, a global framework that promotes transparency with investor and stakeholder engagement.

Our sustainability reporting processes are also informed by the Sustainability Accounting Standards Board (SASB), Ipieca's Sustainability Reporting Guidance, and the recommended disclosure frameworks adopted in the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD), which are organized based on governance, strategy, risk management and metrics and targets. Further, Oxy's quantitative ESG metrics are mapped to relevant topics in the Global Reporting Initiative (GRI) Universal Standards 2021 and applicable GRI topic-specific and Oil and Gas sector-specific standards, as well as the ACC's Responsible Care® initiative and the API's Energy Excellence® program.

Oxy's sustainability reporting and strategy deliver value to our shareholders by being directly tied to our service as an employer, neighbor and Partner of Choice®.

### We aim, as a responsible corporate citizen, through our operations and investments to:

- Create shared value for our shareholders, workforce, communities, customers and suppliers
- Help to meet society's needs for reliable energy and essential products
- Protect the environment and conserve natural resources
- Meet the needs of our stakeholders through ethical business practices, environmental stewardship, community investment and fair treatment of our workforce around the world.

## Additional Oxy Reporting Guidance

Complementing the WEF's pillars of stakeholder capitalism and the reporting guidance from the organizations noted above, seven reporting principles guide the structure and content of Oxy's reporting process.

### Relevance

The content represents stakeholder perspectives on the most relevant sustainability issues and the topics that Oxy considers most significant to our business operations and our stakeholders. We generally align reported indicators to the SASB Standards and with the Ipieca Sustainability Reporting Guidance, both of which were developed to establish consistent industry-specific disclosure and facilitate communication among companies, investors and other key stakeholders. Our reporting is also informed by the TCFD and TNFD recommendations to address governance, strategy, risk management and metrics and targets.

### Scope

Our reporting provides information on our global operations across our oil and gas, chemical and midstream and marketing segments, as well as sustainability and community programs and their effects on our stakeholders, including shareholders, employees, contractors and suppliers, customers, joint venture partners, NGOs, governments and the communities where we operate.

### Boundary

Oxy applies operational control as our primary organizational boundary for climate and sustainability reporting. Oxy's operated assets include those in the oil and gas, chemical and midstream and marketing segments, with Oxy Low Carbon Ventures (OLCV) included within the midstream and marketing segment, and other operated assets where applicable that are not part of the foregoing segments. Unless otherwise indicated, quantitative performance data are based on Oxy's operational control and do not include outside-operated joint ventures or facilities, customers or end users of Oxy's products.





## Integration and Alignment

The Board is engaged to oversee the strategy established by executive leadership, including on sustainability, and associated external reporting on certain strategic matters. The Board's S&SE Committee is responsible for oversight of Oxy's external reporting on ESG and sustainability matters, including climate-related risks and opportunities. The Board's EH&S Committee oversees Oxy's Operating Management System (OMS), which sets consistent worldwide expectations for managers and employees throughout our operations to assess and manage performance and risks.

## Credibility

The reported indicators are based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and definitions, assumptions, data sources and estimates or measurements that are subject to change, including from rulemakings. Our reporting on these indicators is based on data compiled by our business units and corporate functions, which typically include estimates. We internally review and evaluate the data and supporting information, including definitions, assumptions, data sources and the basis for estimates or measurements, and update those if we believe warranted. In addition, we have commissioned an independent, external limited assurance verification process for key GHG emissions estimates for several years. We strive to enhance our reporting processes based on reporting guidance and our dialogue with shareholders and other stakeholders.

## Transparency

We aim to provide clear, understandable information to address topics about which our key stakeholders have expressed an interest and to continue improving our associated processes.

## Timeliness

We report on annual performance indicators and data and our activities through year-end 2023, except where indicated.

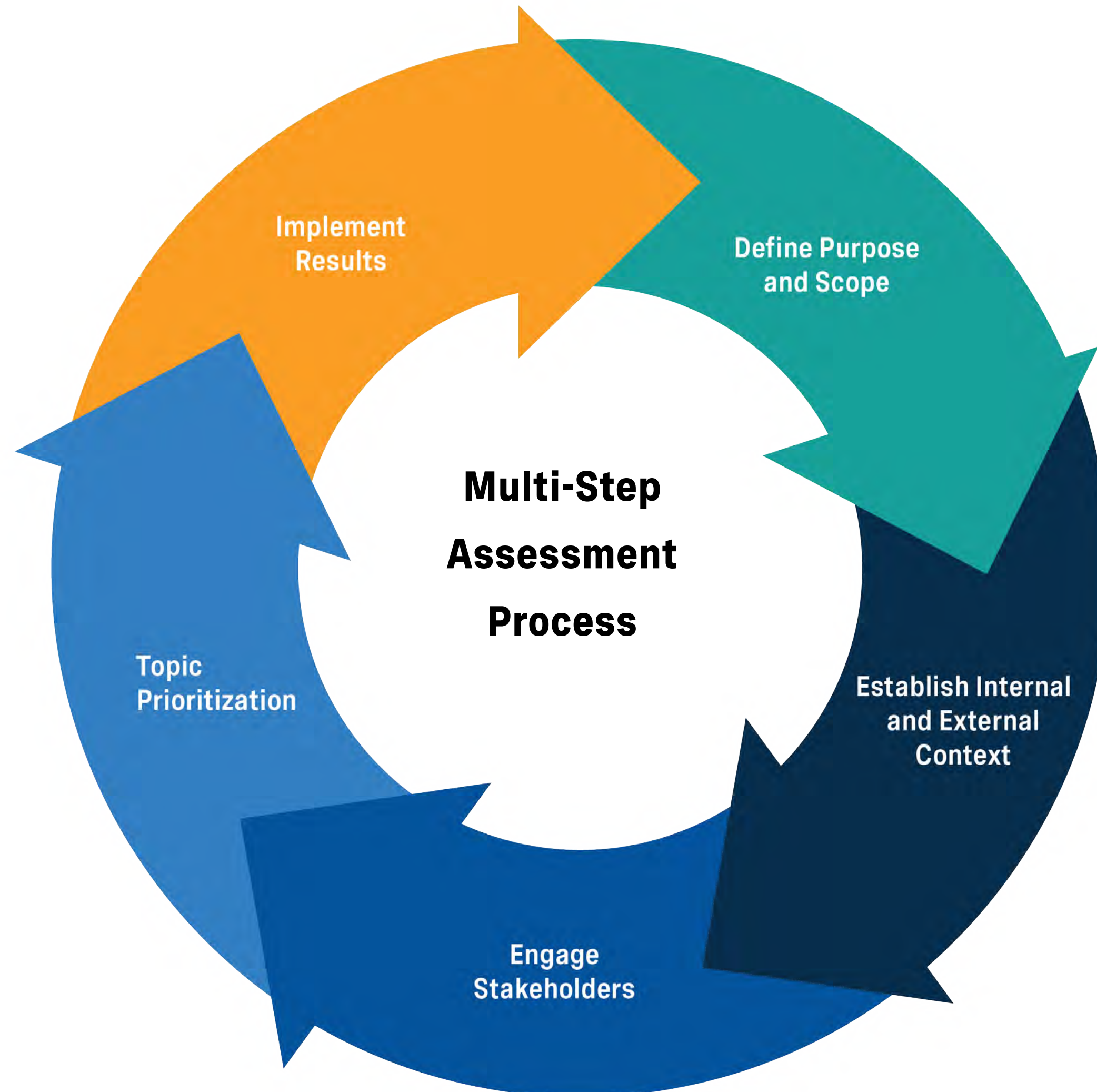
*<sup>1</sup> This sustainability topic prioritization assessment process is sometimes called a materiality assessment by other organizations. As a U.S. public company, Oxy's financial reporting is governed by U.S. securities laws and regulated by the U.S. Securities and Exchange Commission. These laws and regulations and associated court decisions define materiality for financial reporting in a manner that differs from the way that term is used in sustainability or ESG reporting standards, frameworks and/or guidance from the organizations noted elsewhere in this document. Inclusion of information in our Sustainability and Climate Reports, our website or other public forums does not necessarily indicate such information is material to an investor in our securities, so we use the term Topic Prioritization Assessment.*

## Sustainability Report Topic Prioritization

Our topic prioritization assessment<sup>1</sup> process is generally consistent with approaches provided by sustainability standards, frameworks and guidelines developed by voluntary sustainability standards boards and industry-specific organizations.

We use a multi-step approach to our assessment process, beginning with defining the objectives of the assessment. Potential topics of relevance are identified by establishing internal and external context, including using methods such as reviewing our business strategy, reviewing relevant topics in our Enterprise Risk Management (ERM) program, peer benchmarking, value chain mapping and consulting leading standards and frameworks. Relevant stakeholder groups are identified through stakeholder mapping. We engage with our key internal and external stakeholders (including shareholders, communities, employees, regulatory agencies, customers, suppliers and professional organizations) through multiple platforms to gauge the significance of relevant sustainability topics. Data obtained from the stakeholder engagement process is transformed into a quantitative score and used to prioritize the topics and integrate the outcomes into our corporate sustainability strategy and define the boundaries of our sustainability reports.

The topics on which we focus our sustainability reporting are reviewed periodically based on, among other things: guidance from our Board of Directors; feedback from our shareholders during our engagement process and on the latest reports; input from other key stakeholders such as communities where we operate, our workforce and the organizations with which we collaborate; information from our OMS and our HSE&S, Human Resources, ERM and other programs; developments in our company strategy and businesses; relevant ESG and sustainability frameworks and standards; and industry-specific guidance and trends.



## Define Purpose and Scope

- Identify objectives and audience of the assessment

## Establish Internal and External Context

- Consider overall business strategic priorities, strategic investments and operating areas
- Review the topics under our Enterprise Risk Management program
- Identify potential topics from sustainability partnerships and organizations
- Identify and analyze key ESG/sustainability megatrends for relevancy to Oxy
- Consult relevant frameworks and standards (SASB Standards, GRI Standards, TCFD, TNFD, Ipieca Sustainability Reporting Guidance, WEF Stakeholder Capitalism Metrics, UN SDGs)
- Sector benchmarking
- Value Chain Impact Mapping
- Identify potential topics of interest to sustainability rating agencies

## Engage Stakeholders

- Key internal and external stakeholder engagement through multiple platforms and feedback mechanisms
- Document significance and relevance of topics to business and stakeholders

## Topic Prioritization

- Assess results of research and stakeholder engagement
- Prioritize topics based on relevance and importance to our business and to shareholders and other key stakeholders

## Implement Results

- Integration of topic prioritization results into corporate strategy
- External reporting on progress



# APPENDICES



*Lucius Truss Spar, Gulf of Mexico*



# OXY 2019–2023 ESG DATA SUMMARY

## PLANET

METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Greenhouse Gas (GHG) Emissions (million metric tons CO <sub>2</sub> equivalent) – Total Oxy (Oil & Gas, OxyChem, and Other Operations) <sup>[1] [2]</sup>										
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	17.37 *	17.60 *	18.50 *	19.02	21.62	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1	EM-EP-110a.1 EM-MD-110a.1 RT-CH-110a.1	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2) operated basis *Item verified by ERM CVS	4.55 *	4.90 *	4.84 *	4.81	5.91	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C2	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	21.91 *	22.5 *	23.34 *	23.83 *	27.53 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHGs (Scope 1) equity basis	15.27	15.28	14.54	14.85	15.96	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1	EM-EP-110a.1 EM-MD-110a.1 RT-CH-110a.1	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2) equity basis	3.44	3.65	3.87	3.86	4.74	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C2	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) equity basis	18.71	18.93	18.41	18.71	20.70	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Scope 1 and 2 GHG Emissions (million metric tons CO <sub>2</sub> equivalent) – Oil & Gas [1] [2]										
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	11.15 *	11.35 *	13.08 *	12.91	15.41	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	EM-EP-110a.1 EM-MD-110a.1	GRI 305-1	11.1.5
Indirect GHGs (Scope 2) operated basis *Item verified by ERM CVS	2.93 *	3.20 *	3.17 *	3.16	4.01	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-2	11.1.6
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	14.08 *	14.55 *	16.25 *	16.07 *	19.42 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.1.5 11.1.6
Direct GHGs (Scope 1) equity basis	9.07	9.03	9.13	8.75	9.75	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	EM-EP-110a.1 EM-MD-110a.1	GRI 305-1	11.1.5
Indirect GHGs (Scope 2) equity basis	1.82	1.94	2.20	2.22	2.85	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-2	11.1.6

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METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Total GHGs (Scope 1 and 2) equity basis	10.89	10.97	11.33	10.97	12.60	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.1.5 11.1.6
Scope 3 GHG Emissions (million metric tons CO <sub>2</sub> equivalent) — Oil & Gas [1] [2] [3]										
Scope 3 GHG emissions – operated basis, Transportation, Refining and Use of Sold Products *Item verified by ERM CVS[2]	234 *	217 *	212 *	226	259	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: A2, A7	Not Applicable	GRI 305-3	11.1.7
Scope 3 GHG emissions – equity basis, Transportation, Refining and Use of Sold Products *Item verified by ERM CVS[2]	184 *	175 *	176 *	196	151	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: A2, A7	Not Applicable	GRI 305-3	11.1.7
Scope 1 and 2 GHG Emissions (million metric tons CO <sub>2</sub> equivalent) — OxyChem										
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	6.20 *	6.25 *	5.41 *	6.10	6.21	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2) operated basis *Item verified by ERM CVS	1.61 *	1.70 *	1.67 *	1.64	1.89	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	7.82 *	7.95 *	7.08 *	7.74 *	8.10 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Scope 1 and 2 GHG Emissions (million metric tons CO <sub>2</sub> equivalent) — Other Operations[4]										
Direct GHGs (Scope 1) operated basis	0.011	0.003	0.003	0.004	0.007	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2), operated basis	0	0	0.007	0.007	0.006	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2), operated basis *Item verified by ERM CVS <sup>4</sup>	0.011 *	0.003 *	0.010 *	0.011	0.013	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e/BOE) — Oil & Gas [1] [2]										
Direct GHG intensity (Scope 1) operated basis	0.0213	0.0233	0.0275	0.0254	0.0266	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Indirect GHG intensity (Scope 2) operated basis	0.0056	0.0066	0.0067	0.0062	0.0069	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Total GHG intensity (Scope 1 and 2) operated basis	0.0269	0.0299	0.0342	0.0316	0.0335	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Direct GHG intensity (Scope 1) equity basis	0.0203	0.0213	0.0214	0.0186	0.0271	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Indirect GHG intensity (Scope 2) equity basis	0.0041	0.0046	0.0052	0.0047	0.0079	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8

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METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Total GHG intensity (Scope 1 and 2) equity basis	0.0244	0.0259	0.0266	0.0233	0.0350	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e/MT Production) — OxyChem										
Direct GHG intensity (Scope 1)	0.551	0.528	0.467	0.551	0.515	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Indirect GHG intensity (Scope 2)	0.144	0.144	0.144	0.148	0.157	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Total GHG intensity (Scope 1 and 2)	0.695	0.672	0.611	0.699	0.672	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Total GHG intensity (Scope 1 and 2) excluding power sales to the grid	0.513	0.506	0.489	0.526	0.508	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Methane Emissions (CH <sub>4</sub> ) (thousand metric tons)										
Methane Emissions (Scope 1 and 2) - Oil & Gas, operated basis *Item verified by ERM CVS	38.01 *	45.22 *	76.21 *	113.96	109.25	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-5: C1	EM-EP-110a.1 EM-MD-110a.1	Not Applicable	11.1.5
Methane Emissions (Scope 1 and 2) - OxyChem, operated basis *Item verified by ERM CVS	0.20 *	0.22 *	0.19 *	0.22	0.23	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-5: C1	Not Applicable	Not Applicable	Not Applicable
Methane Emissions (Scope 1 and 2) - Total Oxy, operated basis *Item verified by ERM CVS	38.21 *	45.44 *	76.40	114.18	109.48	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-5: C1	EM-EP-110a.1 EM-MD-110a.1	Not Applicable	Not Applicable
Methane Emissions (CH <sub>4</sub> ) Intensity										
Methane Emissions Intensity from Operated Oil & Gas Production (% of operated wet gas production for market) [5]	0.20	0.26	0.45	0.62	0.56	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity from Operated Gas Production (% of operated wet gas production for market) [5]	0.10	0.13	0.21	0.26	0.23	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity from Operated Oil & Gas Production (metric ton CH <sub>4</sub> /BOE)	0.00007	0.00009	0.00016	0.00022	0.00019	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity - OxyChem (metric ton CH <sub>4</sub> /Thousand metric tons of production)	0.0179	0.0182	0.0163	0.0196	0.0195	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Gas Flaring — Oil & Gas [6]										
Emissions from flaring (million metric tons CO <sub>2</sub> e)	0.87	1.08	1.81	1.94	2.32	Not Applicable	CCE-7: C4	EM-EP-110a.2	Not Applicable	11.1.5
Flaring emissions intensity (metric tons CO <sub>2</sub> e/BOE)	0.00166	0.00222	0.00381	0.00382	0.00401	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Volume of routine gas flared (MMscf)	3,736	6,527	13,670	11,630	11,586	Not Applicable	CCE-7: A2	Not Applicable	Not Applicable	Not Applicable



METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Volume of non-routine gas flared (MMscf)	7,171	7,897	13,964	11,079	22,064 [7]	Not Applicable	CCE-7: A2	Not Applicable	Not Applicable	Not Applicable
Volume of safety gas flared (MMscf)	4,519	3,988	4,837	5,830		Not Applicable	CCE-7: A2	Not Applicable	Not Applicable	Not Applicable
Volume of total gas flared (MMscf)	15,415	18,412	32,472	28,539		33,649	Not Applicable	CCE-7: C1	Not Applicable	Not Applicable
<b>Other Air Emissions — Oil &amp; Gas [8]</b>										
Nitrogen oxides (NOx) (thousand metric tons)	31.24	30.38	26.44	45.24	47.25	Planet, Expanded: Air Pollution	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Sulfur oxides (SOx) (thousand metric tons)	1.50	1.89	3.88	4.12	3.78	Planet, Expanded: Air Pollution	ENV-5: C1	EM-EP-120.a1 EM-MD-120a.1	GRI 305-7	11.3.2
Carbon monoxide (CO) (thousand metric tons)	35.35	35.92	31.00	39.99	40.42	Planet, Expanded: Air Pollution	ENV-5: A1	Not Applicable	GRI 305-7	11.3.2
Volatile Organic Compounds (VOCs) (thousand metric tons)	66.96	67.11	139.69	141.32	150.15	Planet, Expanded: Air Pollution	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Particulate Matter (PM) (thousand metric tons)	2.50	2.93	2.94	1.77	1.97	Planet, Expanded: Air Pollution	ENV-5: A1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Hazardous Air Pollutants (HAPs) (thousand metric tons)	1.72	1.47	1.88	NA	NA	Planet, Expanded: Air Pollution	ENV-5: A1	Not Applicable	GRI 305-7	11.3.2
<b>Other Air Emissions — OxyChem</b>										
Nitrogen oxides (NOx) (thousand metric tons)	2.62	2.75	2.27	2.25	2.28	Planet, Expanded: Air Pollution	ENV-5: C1	RT-CH-120a.1	GRI 305-7	Not Applicable
Sulfur oxides (SOx) (thousand metric tons)	0.03	0.03	0.02	0.02	0.02	Planet, Expanded: Air Pollution	ENV-5: C1	RT-CH-120a.1	GRI 305-7	Not Applicable
Carbon monoxide (CO) (thousand metric tons)	0.76	0.85	0.65	0.65	0.68	Planet, Expanded: Air Pollution	ENV-5: A1	Not Applicable	GRI 305-7	Not Applicable
Volatile Organic Compounds (VOCs) (thousand metric tons)	0.39	0.38	0.33	0.34	0.36	Planet, Expanded: Air Pollution	ENV-5: C1	RT-CH-120a.1	GRI 305-7	Not Applicable
Particulate Matter (PM) (thousand metric tons)	0.74	0.88	0.75	0.73	0.76	Planet, Expanded: Air Pollution	ENV-5: A1	Not Applicable	GRI 305-7	Not Applicable
Hazardous Air Pollutants (HAPs) (thousand metric tons)	0.16	0.24	0.20	0.18	0.19	Planet, Expanded: Air Pollution	ENV-5: A1	RT-CH-120a.1	GRI 305-7	Not Applicable
Ozone Depleting Substances (ODS) (thousand pounds)	12.61	16.79	17.95	26.04	11.31	Planet, Expanded: Air Pollution	ENV-5: A1	Not Applicable	GRI 305-7	Not Applicable
<b>Energy, Electricity and Hydrogen Utilization</b>										
Total energy consumption (GJ) - Total Oxy [9]	317,796,099	255,214,750	250,157,753	151,444,601	274,902,302	Not Applicable	CCE-6: C1	RT-CH-130a.1	GRI 302-1	Not Applicable
Total energy intensity (MMBtu/metric ton) - OxyChem	10.14	9.73	9.49	10.43	9.85	Not Applicable	CCE-6: A2	Not Applicable	GRI 302-3	Not Applicable

METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Total purchased electricity consumption (MWh) -Total Oxy	10,972,332	11,323,187	13,162,023	17,409,724	14,333,909	Not Applicable	Not Applicable	RT-CH-130a.1	GRI 302-1	Not Applicable
Total renewable electricity on-site generation (MWh) - Total Oxy [10]	43,273	43,324	40,447	37,358	14,730	Not Applicable	CCE-3: A4	RT-CH-130a.1	GRI 302-1	Not Applicable
Total renewable electricity on site consumption (MWh) - Total Oxy [11]	31,678	33,855	33,050	34,134	14,730	Not Applicable	CCE-6: C1	RT-CH-130a.1	GRI 302-1	Not Applicable
Total hydrogen combusted as non-carbon fuel (MMBtu) - OxyChem	9,787,195	10,740,919	10,537,151	10,391,539	9,308,493	Not Applicable	CCE-3: A4	Not Applicable	Not Applicable	Not Applicable
<b>Spills to Land or Surface Water and HSE Fines</b>										
Reportable spills, crude - volume (bbl)	6,997	13,890	2,330	2,114	1,901	Not Applicable	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Reportable spills, crude - normalized volume (bbl/MMBOE)	13.4	30	5	4	3	Not Applicable	ENV-6: C2	Not Applicable	GRI 306-3	11.8.2
Reportable spills, crude - number	105	126	103	30	73	Not Applicable	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Spilled crude, recovered - volume (bbl)	5,544	12,627	1,844	1,166	1,291	Not Applicable	ENV-6: A1	EM-EP-160a.2 EM-MD-160a.4	Not Applicable	11.8.2
Reportable spills, produced water - volume (bbl)	49,426	55,981	6,553	10,493	18,677	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, produced water - number	83	96	75	11	67	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - mass (lbs) - OxyChem [12]	24,452	30,450	57,425	4,440	53,234	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - number - OxyChem	5	10	8	3	5	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	GRI 306-3
Spills, vinyl resin - mass (lbs) [13]	0	0	0	0	0	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Spills, vinyl resin - number [13]	0	0	0	0	0	Not Applicable	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
HSE fines (US\$)	275,834	679,234	237,765	186,855	186,446	Not Applicable	Not Applicable	Not Applicable	GRI 2-27	Not Applicable
<b>Hydraulic Fracturing</b>										
Hydraulically fractured wells for which there is public disclosure of frac-fluid chemicals used (%)	100	100	100	100	100	Not Applicable	Not Applicable	EM-EP-140a.3	Not Applicable	Not Applicable
Hydraulically fractured sites where ground or surface water quality deteriorated compared to baseline (%)	0	0	0	0	0	Not Applicable	Not Applicable	EM-EP-140a.4	Not Applicable	Not Applicable
<b>Water</b>										
Total water withdrawn (megaliters) [14]	471,837	470,121	480,579	419,680	610,579	Not Applicable	ENV-1: C1 ENV-1: A4"	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4





METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Total freshwater withdrawn (megaliters)	108,698	118,648	140,585	145,853	257,770	Planet, Core: Freshwater availability Water consumption and withdrawal	ENV-1: C1	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4
Total non-freshwater withdrawn (megaliters)	363,139	351,473	339,994	273,827	352,809	Not Applicable	ENV-1: A4	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4
Total freshwater consumption (megaliters)	31,936	37,216	55,997	41,480	47,448	Planet, Core: Freshwater availability Water consumption and withdrawal	ENV-1: C2	RT-CH-140a.1	GRI 303-5	11.6.6
Total wastewater discharged (megaliters)	183,728	179,306	188,471	196,596	295,536	Not Applicable	ENV-2: A5	EM-EP-140a.2.	GRI 303-4	11.6.5
Total produced/flowback water recycled/reused (megaliters) [15]	226,716	223,851	226,134	234,959	247,837	Not Applicable	ENV-2: A5	EM-EP-140a.2	Not Applicable	Not Applicable
Produced/flowback water recycled/reused (%) [15]	48	48	47	52	41	Not Applicable	ENV-2: A5	EM-EP-140a.2	Not Applicable	Not Applicable
<b>Waste [16]</b>										
Hazardous waste generated (thousand tons) - Oil & Gas	114	200	105	NA	NA	Not Applicable	ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Hazardous waste generated (thousand tons) - OxyChem	51	58	62	48	50	Not Applicable	Not Applicable	RT-CH-150a.1	GRI 306-3	Not Applicable
Non-hazardous waste generated (thousand tons)	204	190	103	80	58	Not Applicable	ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Total waste recycled (thousand tons)	225	249	92	85	120	Not Applicable	ENV-7: C3	RT-CH-150a.1	GRI 306-4	11.5.5
Total waste to landfill (thousand tons)	125	76	73	61	46	Not Applicable	ENV-7: C3	Not Applicable	GRI 306-4 GRI 306-5	11.5.5
<b>Biodiversity and Habitat Conservation</b>										
Land under management, including Candidate Conservation Agreements, Candidate Conservation Agreements with Assurances and Conservation Easements (acres) [17]	1,601,684	861,913	805,766	811,820	812,187	Not Applicable	Not Applicable	Not Applicable	GRI 304-3	11.4.4
Designated habitats protected - number [18]	14	13	12	14	12	Not Applicable	Not Applicable	Not Applicable	GRI 304-3	11.4.4
Wildlife Habitat Council Certified sites - number [19]	6	5	5	5	5	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

**PEOPLE**

<b>Fatalities</b>										
Employees	0	0	0	0	0	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10

METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Contractors	1	5	1	0	0	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
Total Fatalities	1	5	1	0	0	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
<b>Injuries and Safety Incidents</b>										
Total Recordable Injury Rate (TRIR), employees only [20] (injuries per 200,000 work-hours)	0.21	0.26	0.24	0.16	0.36	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9 GRI 403-10	11.9.10 11.9.11
Total Recordable Injury Rate (TRIR), employees and contractors (injuries per 200,000 work-hours)	0.34	0.33	0.25	0.17	0.29	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9 GRI 403-10	11.9.10 11.9.11
Days Away Restricted and Transfer (DART) Rate, employees only, excluding Covid cases (incidents per 200,000 work-hours)	0.14	0.16	0.22	0.12	0.17	People, Core: Health and well-being Health and safety	SHS-3: C1, A1	Not Applicable	Not Applicable	Not Applicable
<b>Process Safety Incidents</b>										
Tier 1 process safety events [21]	149	137	128	148	182	Not Applicable	SHS-6: C1	EM-EP-540a.1 RT-CH-540a.1	Not Applicable	11.8.3
Reportable incidents on operated DOT-regulated pipelines - number [22]	0	0	0	0	0	Not Applicable	Not Applicable	EM-MD-540a.1	Not Applicable	Not Applicable
<b>Employee Diversity</b>										
Total Employees - number [23]	12,570	11,973	11,678	11,764	14,350	Not Applicable	Not Applicable	Not Applicable	GRI 2-7	Not Applicable
U.S. Employees - number	8,854	8,167	7,944	8,108	10,290	Not Applicable	Not Applicable	Not Applicable	GRI 2-7	Not Applicable
Female Employees, U.S. Total (%)	23	22	22	22	22	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C2	Not Applicable	GRI 2-7 GRI 405-1	11.11.5
Minority Employees, U.S. Total (%)	35	34	34	33	30	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Contractors - number	26,620	24,942	23,563	21,179	40,158	People, Core: Dignity and Equality Diversity and Inclusion	Not Applicable	Not Applicable	GRI 2-8	Not Applicable
Women in Professional Positions, U.S. Total (%)	30	30	30	31	31	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Women in Management Positions, U.S. Total (%)	22	22	21	22	21	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C3	Not Applicable	GRI 405-1	11.11.5

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METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
Minorities in Professional Positions, U.S. Total (%)	38	36	36	35	29	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Minorities in Management Positions, U.S. Total (%)	26	25	24	23	24	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C3	Not Applicable	GRI 405-1	11.11.5
Local/National Employees Compared to Expatriate Employees in Management Positions (%)	95	95	95	99	99	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C3 SOC-15: C1	Not Applicable	GRI 202-2	11.11.2
<b>Board Director Diversity [24]</b>										
Independent Directors (%)	90	90	91	91	89	Governance, Core: Quality of Governing Body Governance Body Composition	Not Applicable	Not Applicable	GRI 2-9	Not Applicable
Women on Board (%)	30	30	18	18	33	Governance, Core: Quality of Governing Body Governance Body Composition	GOV-1: A1	Not Applicable	GRI 2-9 GRI 405-1	11.11.5
Minorities on Board (%)	30	30	27	18	11	Governance, Core: Quality of Governing Body Governance Body Composition	GOV-1: A1	Not Applicable	GRI 2-9 GRI 405-1	11.11.5
<b>Employee Turnover</b>										
Voluntary Employee Turnover (%)	3.4	5.1	3.6	7.8	15.8	Prosperity, Core: Employment and wealth generation Absolute number and rate of employment	SOC-6: A1	Not Applicable	GRI 401-1	11.10.2
Non-voluntary Employee Turnover (%)	0.9	2.1	2.4	5.5	5.6	Prosperity, Core: Employment and wealth generation Absolute number and rate of employment	SOC-6: A1	Not Applicable	GRI 401-1	11.10.2
<b>Workforce Training</b>										
Workforce Training, total avg hrs./year, per U.S. Total Employees [25]	12.8	21.9	22.2	25.3	30.3	People, Core: Skills for the future Training provided	SOC-7: C2	Not Applicable	GRI 404-1	11.10.6
<b>Workforce HSE Training</b>										
Workforce HSE Training, total avg hrs./year, per global Total Employees [26]	26.9	36.3	15.4	35.7	NA	People, Core: Skills for the future Training provided	SOC-7: C2	EM-EP-320a.1	GRI 404-1	11.10.6
<b>Percent of Employees Unionized</b>										
Employees Unionized, U.S. Total (%)	4.7	5.1	6.1	6.6	5.3	People, Expanded: Dignity and Equality Freedom of association and collective bargaining	Not Applicable	Not Applicable	GRI 2-30	Not Applicable



**PROSPERITY**

METRIC	2023	2022	2021	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/ GRI Topic Standard	GRI Oil & Gas Sector Standard
<b>Total Taxes Paid</b>										
Taxes Paid, US (US\$, millions)	3,172	3,255	1,569	1,654	2,169	Prosperity, Expanded: Community and social vitality Total tax paid for significant location	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
Taxes Paid, Non-US (US\$, millions)	714	1,074	712	516	1,678	Prosperity, Expanded: Community and social vitality Total tax paid for significant locations	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
Total Taxes Paid (US\$, millions) [27]	3,886	4,330	2,280	2,170	3,847	Prosperity, Core: Community and social vitality Total tax paid	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
<b>Total Social Investments</b>										
Total Social Investments, global (US\$, millions) [28]	25.3	24.2	22.5	27.2	38.8	Prosperity, Expanded: Community and social vitality Total social investment	SOC-13: C2	Not Applicable	GRI 201-1	11.21.2
<b>Total Annual Capital Expenditures</b>										
Total Annual Capital Expenditures (US\$, millions)	6,170	4,497	2,870	2,535	6,367	Prosperity, Core: Employment and wealth generation Financial investment contribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>Total Production</b>										
Production of Crude (Mbbbl) operated - Gross	363,491	338,238	329,049	348,127	410,057	Not Applicable	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Production of Natural Gas (MMcf) operated - Gross	963,669	889,453	876,996	957,282	1,014,439	Not Applicable	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Total Production of Oil & Natural Gas (MBOE) operated - Gross	524,103	486,480	475,215	507,674	579,130	Not Applicable	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Production of Chemicals (metric tons)	11,286,878	11,825,554	11,571,432	11,080,612	12,062,219	Not Applicable	Not Applicable	RT-CH-000.A	Not Applicable	Not Applicable
<b>Total Production Sites</b>										
Onshore operated oil and gas basins or regions	5	5	5	5	7	Not Applicable	Not Applicable	EM-EP-000.C	Not Applicable	Not Applicable
Offshore operated oil and gas platforms	9	10	10	10	10	Not Applicable	Not Applicable	EM-EP-000.B	Not Applicable	Not Applicable
Chemical manufacturing plants	23	23	23	24	24	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable



## FOOTNOTES AND EXPLANATIONS TO ESG DATA SUMMARY

NA = Not Available

\* These estimates have been verified by ERM Certification and Verification Services, Inc. (ERM CVS) per the Independent Assurance Statements posted on [Oxy.com/Sustainability](https://www.oxy.com/Sustainability).

Data in *Italics* reflect updated estimates for a prior reporting period based on our review of data sources and methodologies.

[1] Oxy applies operational control as our organizational boundary and primary approach to reporting. We include within this boundary the operated oil and gas assets of Oxy, the assets operated by Occidental Chemical Corporation (OxyChem) or its affiliates in the chemical segment, and certain assets not part of oil and gas or chemical operations such as Carbon Engineering ULC and company-operated aircraft; we exclude operated assets that are sold in a given year. Oxy continues to refine our processes and systems, including those with respect to equipment inventories and estimation or measurement of GHG emissions. Totals may not equal the sum of components due to independent rounding. We also provide estimates of certain production and emissions data on an equity basis, where data are available, excluding assets that are sold in a given year. Our equity emissions estimates currently reflect our proportionate equity interest in our operated oil and gas and chemical assets and our third-party operated international joint ventures. They do not reflect our equity interests in third-party operations in the U.S., either onshore or offshore Gulf of Mexico, or passive equity investments, because we do not currently have consistent access to such data from those operators. We are evaluating processes to estimate GHG emissions from third-party U.S. operators and expect to be in a position to provide more information on those interests in the future. Equity-based production data reflect oil and gas production presented in our annual Form 10-K.

[2] Oxy has commissioned limited assurance verifications by ERM CVS annually since 2021, covering emissions during 2019 through 2023. For 2019

and 2020, these included Total Scope 1 and 2 GHG emissions from operated assets company-wide and by business segment. For 2021 through 2023, these included company-wide and business segment Scope 1, Scope 2, Total Scope 1 and 2, and methane emissions from operated assets, and Scope 3 GHG emissions for transportation, refining and use of oil and gas products (Category 9, 10 and 11, respectively), our most relevant categories, on an operated basis and equity basis. See Independent Assurance Statements posted on [Oxy.com/Sustainability](https://www.oxy.com/Sustainability).

[3] Oxy's Scope 3 estimates address the three most relevant categories in our downstream oil and gas value chain - the transportation, refining and use of our sold oil and gas products (Category 9, 10 and 11, respectively), applying the 2009 and 2021 API Compendium and U.S.-based emission factors and the EPA/IPCC AR4 GWP to our production on an operated and equity basis. The estimates for transportation and refining reflect our production entirely as oil on a BOE basis with further transportation of the refined products, rather than reflecting transportation and processing of natural gas or natural gas liquids (NGLs) that would be expected to generate lower emissions. The estimates for use of our sold products assume 100% combustion of oil, NGLs, natural gas and downstream products and ignore non-emitting uses. Equity-based Scope 3 emissions estimates reflect oil and gas production presented in our annual Form 10-K.

[4] Other Operations primarily include Carbon Engineering ULC and company-operated aviation.

[5] Oxy calculates methane emissions intensity in two ways, both presented as a percentage of our wet natural gas produced from our operated assets for market. Our primary method, which we are currently using to evaluate progress toward our methane intensity target, compares the total estimated volume of our methane emissions from our operated oil and gas assets (without distinguishing between methane emissions attributable to oil production vs. gas production) to the volume of our operated wet gas production. Oxy also assesses methane intensity using the Natural Gas

Sustainability Initiative (NGSI) method, which was published in 2021 and divides estimated methane emissions attributed solely to gas production by our operated wet gas production. Since our primary method reflects methane emissions from both oil and gas production, it yields higher intensities than the NGSI method.

[6] In 2020, Oxy endorsed the World Bank's Initiative for Zero Routine Flaring by 2030 and began applying the World Bank's classification of routine flaring to company-specific data from our oil and gas operations and estimating routine, non-routine and safety flaring volumes separately. In 2019, Oxy estimated the combined volume of non-routine and safety flaring and did not differentiate between those categories.

[7] In 2019, Oxy estimated the combined volume of non-routine and safety flaring and did not differentiate between those categories.

[8] Since 2021, NO<sub>x</sub>, SO<sub>x</sub>, CO, VOCs, and PM estimates have been based on standard emission factors and equipment inventories for Oil and Gas and OxyChem. For 2019 and 2020, OxyChem and international Oil and Gas estimates were calculated in the same manner, while U.S. Oil and Gas estimates were based on operated production and throughput volume and historical emission intensities of respective constituents.

[9] The estimation methodology for energy consumption was modified for 2023 and is based on GRI 302-1 (2016). Fuel consumption was converted to GJ using standard conversion factors.

[10] This metric represents estimates of renewable solar electricity generated on site. Oxy operates the Goldsmith solar facility near Odessa, Texas. Oman operations employ a solar hybrid power system to power electric submersible pumps at remote production wells.



[11] The Goldsmith facility generates electricity for the needs of Oxy's nearby Goldsmith EOR field and the surplus power is supplied to the Texas grid. All renewable electricity generated in our international operations is consumed on site.

[12] Includes spills from OxyChem operated plants only to land or surface water above a regulatory reportable quantity threshold for a chemical listed under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA). Reportable releases to air from OxyChem are included in the Other Air Emissions - OxyChem entries in this summary.

[13] Annualized release of plastic pellets, flakes, or granules from containment to land or surface water outside of OxyChem facilities and estimated to be greater than 0.5 liters or 0.5 kilograms per incident, per the American Chemistry Council's Operation Clean Sweep® Blue Protocol.

[14] Total water withdrawn is defined as total fresh and non-fresh sources (surface, municipal, groundwater, produced water and third-party water sources). Fresh water defined as Total Dissolved Solids (TDS) <1,000 ppm.

[15] Produced/flowback water recycled/reused is defined as treated and/or untreated produced water used for completions, re-injection for improved or enhanced oil recovery or for other beneficial reuse.

[16] Since 2021, waste data, excluding wastewater, are from OxyChem and International Oil and Gas operations only. 2019 and 2020 estimates for waste are from OxyChem operations only.

[17] Candidate Conservation Agreements (CCA), Candidate Conservation Agreements with Assurances (CCAA) and Conservation Easements for U.S. operations. A conservation easement is a voluntary, legal agreement that permanently limits uses of the land in order to protect its conservation value. CCA is a voluntary agreement on federal lands and CCAA is a voluntary agreement on non-federal lands. These agreements promote collaborative on-the-ground conservation for species and their habitats. In addition, Oxy participates in conservation initiatives with the National Fish and Wildlife

Foundation and other organizations on other public and private lands; however, this metric excludes the associated acreage from these initiatives.

[18] Designated protected areas are defined by a U.S. Army Corps of Engineers (USACE) permit, Ipieca or the International Union for Conservation of Nature (IUCN).

[19] Oxy manages these voluntary Wildlife Habitat Council Conservation Certified sites for biodiversity enhancement and conservation education activities.

[20] Total Recordable Injury Rate (TRIR) provides a measure of recordable workplace injuries (excluding illnesses) applying the definitions and guidance of the U.S. Occupational Safety and Health Administration (OSHA) for Oxy's U.S. and international employees and contractors.

[21] Tier 1 Process Safety Events are defined by API Recommended Practice 754 and per SASB EM-EP-540a.1 and RT-CH-540a.1 metrics.

[22] Reportable incidents in this metric are those that require submission to the U.S. Department of Transportation's (DOT) Pipeline and Hazardous Materials Safety Administration (PHMSA) of "incident reports" under 49 CFR Parts 191.15 and 191.3 for regulated gas pipeline systems and certain related facilities or "accident reports" under 49 CFR Part 195.50 and 195.54 for regulated liquid pipeline systems.

[23] Per Oxy's Annual Reports on Form 10-K, including U.S. and international employees. Employee diversity values approximate the self-reported gender and ethnicity, excluding non-specified ethnicities, of Oxy's U.S. leadership and other U.S. employees as of December 31, 2023.

[24] The Board's composition reflects Board members active as of December 31, 2023.

[25] For 2023, the U.S. workforce training metric reflects mandatory on-line or in-person training recorded in Oxy's Learning Management System only

and does not include on-the-job training, intern and new hire orientation or rotation programs, participation in external seminars or professional societies or continuing education programs. This metric excludes HSE training.

[26] The global HSE training metric reflects mandatory on-line or in-person HSE training recorded in Oxy's Learning Management System only and does not include HSE training provided during pre-job safety meetings, on-the-job training, intern and new hire orientation or rotation programs, participation in external seminars or professional societies or continuing education programs.

[27] The estimates include U.S. federal, state and local income, property, sales, payroll and severance taxes and similar taxes paid to other national, regional and local governments, and exclude royalty payments to government entities.

[28] This metric includes charitable, community or social responsibility contributions made in U.S. and in our international locations, including in countries where we participate in joint ventures operated by third parties. U.S. charitable contributions are made to entities approved by the U.S. Internal Revenue Service (IRS) as tax-exempt charitable organizations under Section 501(c)(3) or to qualified federal, state or local organizations under Section 170(c) of the U.S. Internal Revenue Code.



## CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS AND DATA

This report contains forward-looking statements based on management's current expectations relating to Oxy's operations, strategies, outlook and business prospects. Words, and variations of words, such as "estimate," "project," "predict," "will," "would," "should," "could," "may," "might," "likely," "anticipate," "advance," "progress," "commit," "strategy," "initiative," "plan," "seek," "strive," "intend," "believe," "expect," "aim," "ambition," "goal," "target," "objective," "work" and similar expressions that convey the prospective nature of events or outcomes generally indicate forward-looking statements. You should not place undue reliance on these forward-looking statements, which speak only as of the date of this report. Actual outcomes or results may differ from anticipated results, sometimes materially, and reported results should not be considered an indication of future performance. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and definitions, assumptions, data sources and estimates or measurements that are subject to change in the future, including future rulemaking. Factors that could cause results to differ from those projected or assumed in any forward-looking statement include, but are not limited to: general economic conditions, including slowdowns and recessions, domestically or internationally; our indebtedness and other payment obligations, including the need to generate sufficient cash flows to fund operations and development initiatives; our ability to successfully monetize select assets and repay or refinance debt and the impact of changes in our credit ratings or future increases in interest rates; assumptions about energy markets; global and local commodity and commodity-futures pricing fluctuations and volatility; supply and demand considerations for, and the prices of, our products and services; development, financing and deployment of technology necessary to execute our strategy; having sufficient land and appropriate joint venture partners to execute on our strategies; actions by the Organization of the Petroleum Exporting Countries (OPEC) and non-OPEC oil producing countries; results from operations and competitive conditions; future impairments of our proved and unproved oil and gas properties or equity investments, or write-downs of productive assets, causing charges to earnings; unexpected

changes in costs; inflation, its impact on markets and economic activity and related monetary policy actions by governments in response to inflation; availability of capital resources, levels of capital expenditures and contractual obligations; the regulatory approval environment, including our ability to timely obtain or maintain permits or other government approvals, including those necessary for drilling and/or development projects; our ability to successfully complete, or any material delay of, field developments, expansion projects, capital expenditures, efficiency projects, acquisitions or divestitures; risks associated with acquisitions, mergers and joint ventures, such as difficulties integrating businesses, uncertainty associated with financial projections, projected synergies, restructuring, increased costs and adverse tax consequences; uncertainties and liabilities associated with acquired and divested properties and businesses; uncertainties about the estimated quantities of oil, natural gas and NGL reserves; lower-than-expected production from development projects or acquisitions; Oxy's ability to realize the anticipated benefits from prior or future streamlining actions to reduce fixed costs, simplify or improve processes and improve Oxy's competitiveness; exploration, drilling and other operational risks; disruptions to, capacity constraints in, or other limitations on the pipeline systems that deliver our oil and natural gas and other processing and transportation considerations; volatility in the securities, capital or credit markets, including capital market disruptions and instability of financial institutions; governmental actions, war (including the Russia-Ukraine war and conflicts in the Middle East) and political conditions and events; health, safety and environmental (HSE) risks, costs and liability under existing or future federal, regional, state, provincial, tribal, local and international HSE laws, regulations and litigation (including related to climate change or remedial actions or assessments); legislative or regulatory changes, including changes relating to hydraulic fracturing or other oil and natural gas operations, retroactive royalty or production tax regimes, and deep-water and onshore drilling and permitting regulations; our ability to recognize intended benefits from our business strategies and initiatives, such as our low-carbon ventures businesses or announced GHG emissions reduction targets or net-zero goals; climate change and other macro events that cannot be predicted

over the next 30 years; potential liability resulting from pending or future litigation, government investigations and other proceedings; disruption or interruption of production or manufacturing or facility damage due to accidents, chemical releases, labor unrest, weather, power outages, natural disasters, cyber-attacks, terrorist acts or insurgent activity; the scope and duration of global or regional health pandemics or epidemics, and actions taken by government authorities and other third parties in connection therewith; the creditworthiness and performance of Oxy's counterparties, including financial institutions, operating partners and other parties; failure of risk management; our ability to retain and hire key personnel; supply, transportation and labor constraints; reorganization or restructuring of our operations; changes in state, federal or international tax rates; actions by third parties that are beyond our control; and the factors set forth in Part I, Item 1A "Risk Factors" of Oxy's Annual Report on Form 10-K for the fiscal year ended December 31, 2023 and in Oxy's other filings with the U.S. Securities and Exchange Commission (SEC). Unless legally required, Oxy does not undertake any obligation to update, modify or withdraw any forward-looking statements as a result of new information, future events or otherwise. Targets and expected timing to achieve targets and strategies are subject to change without notice due to a number of factors. Inclusion of information in this report does not necessarily indicate such information is material to an investor in our securities.

Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. Oxy assumes no liability for the content contained on the referenced third-party websites.



## ABOUT OUR GHG EMISSIONS ESTIMATES

The GHG emissions estimates described in this report are derived from a combination of direct measurement and calculated values using activity-based parameters and established emission factors as of December 31, 2023. Oxy applies operational control as our organizational boundary and primary approach to reporting. We include within this boundary the operated oil and gas assets of Oxy, the assets operated by Occidental Chemical Corporation (OxyChem) or its affiliates in the chemical segment, and certain assets not part of oil and gas or chemical operations such as Carbon Engineering ULC and company-operated aircraft; we exclude operated assets that are sold in a given year. We use industry standards and practices for estimating GHG emissions, including guidance from the GHG Protocol, IPCC, Sustainability Accounting Standards Board (SASB), U.S. Environmental Protection Agency (EPA), American Petroleum Institute (API) and Ipieca and their specified calculations and source categories. Oxy has endeavored to estimate direct GHG emissions from our operations (Scope 1), including carbon dioxide (CO<sub>2</sub>), methane, nitrous oxide and refrigerants which we consider the GHGs relevant to our businesses; indirect CO<sub>2</sub> emissions associated with the generation by others of electricity, steam or heat that we purchase for use in our operations (Scope 2), and the three categories of CO<sub>2</sub> emissions generated by others in our downstream oil and gas value chain (Scope 3) that we believe are most relevant—downstream transportation and distribution of our oil and gas products (Category 9), processing and refining of our oil and gas products (Category 10), and use of our sold oil and gas products by Oxy's customers and the ultimate consumers (Category 11). We continue to refine our processes and systems, including those with respect to equipment inventories and estimation or measurement of GHG emissions. Uncertainties associated with emissions estimates include, but are not limited to, variation in processes and operations, the availability of sufficient representative data, the quality of available data, and the methodologies used for measurement and estimation. Oxy does not currently expect to update our GHG emissions estimates for prior years unless there are significant discrepancies or omissions identified with respect to a prior year's estimates, a significant change has occurred in our organizational boundaries such as a significant acquisition or divestiture, or a significant change has occurred to regulations

or protocols that, in each case, would cause GHG emissions to differ from the prior estimate by more than 5% of our company-wide Scope 1 and 2 emissions estimate in the relevant year. Because no such significant changes to our total Scope 1 and 2 GHG annual emissions estimates for 2019 through 2022 have been identified in this reporting period, this report incorporates the data for those years that were presented in our 2023 Climate Report. Even as techniques for emissions estimation and measurement are refined, our Scope 1 and 2 net-zero goal and ambition are intended to cover substantially all (greater than 95% of) source types of GHG emissions, emissions avoidance, reductions and removals at facilities that we operate.

Oxy also provides estimates of certain emissions and production data on an equity basis, where available, excluding assets that are sold in a given year. Our equity emissions estimates currently reflect our proportionate equity interest in our operated oil and gas and chemical assets and our third-party operated international joint ventures. They do not reflect our equity interests in third-party operations in the U.S., either onshore or offshore Gulf of Mexico, or passive equity investments, because we do not currently have consistent access to such data from those operators. We are evaluating processes to estimate GHG emissions from third-party U.S. operators and expect to be in a position to provide more information on those interests in the future. Equity-based production data reflect oil and gas production presented in our annual Form 10-K, and equity-based Scope 3 emissions estimates reflect that total equity production.

Oxy's Scope 3 estimates address the three most relevant categories in our downstream oil and gas value chain—the transportation, refining and use of our sold oil and gas products (Category 9, 10 and 11, respectively), applying the 2009 and 2021 API Compendium and U.S.-based emission factors and the EPA/IPCC AR4 GWP to our production on an operated and equity basis. The estimates for transportation and refining reflect our production entirely as oil on a BOE basis with further transportation of the refined products, rather than reflecting transportation and processing of natural gas or NGLs that would be expected to generate lower emissions. The estimates for use

of our sold products assume 100% combustion of oil, NGLs, natural gas and downstream products and ignore non-emitting uses. While we believe the downstream oil and gas value chain comprises the Scope 3 categories most relevant to Oxy, we are continuing to assess methodologies to estimate emissions associated with these and other Scope 3 categories with respect to our oil and gas, chemical and other operations and products. Reporting of estimated emissions generated by others helps to evaluate the lifecycle emissions associated with our operations and products and to aid in expressing the magnitude of our net-zero goals and ambitions and does not indicate an acceptance by Oxy of responsibility for the emissions of others.

There are multiple proposed or recently adopted changes to various GHG reporting regulations and protocols, including from the EPA, the SEC, the GHG Protocol, certain countries, political and economic unions and states, as well as for additional controls, fees or taxes on emissions. Given the potential significance of these changes for estimation and reporting, Oxy may update or modify our reported emissions and our current suite of GHG goals and targets to reflect new regulations and protocols, although we expect to retain our overarching net-zero goals and ambitions and to continue to implement emissions reduction plans that we believe will complement our investments in DAC, CCUS and other low-carbon technologies and infrastructure.





# 2023 INDEPENDENT ASSURANCE STATEMENT



## Independent Limited Assurance Report to Occidental Petroleum Corporation

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Occidental Petroleum Corporation (“Oxy”) to provide limited assurance in relation to the selected information set out below and presented in Oxy’s Climate Report, Sustainability Report, and the annual ESG Data Summary on Oxy’s website (together the ‘Reports’) for the 2023 reporting period.

Engagement Summary	
<b>Scope of our assurance engagement</b>	<p>Whether the 2023 data for the following selected disclosures are fairly presented in the Reports, in all material respects, in accordance with the reporting criteria.</p> <ul style="list-style-type: none"> <li>• Total Scope 1 GHG emissions – [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total Scope 2 (location-based) GHG emissions [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total GHG emissions (Scope 1 and Scope 2 (location-based)) [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total methane emissions [thousand metric tonnes CH<sub>4</sub>]</li> <li>• Total methane emissions [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total Scope 3 GHG emissions<sup>1</sup> for the following organizational boundaries [million metric tonnes CO<sub>2</sub>e]:                             <ul style="list-style-type: none"> <li>• Operated basis; and</li> <li>• Equity basis.</li> </ul> </li> </ul> <p>Our assurance engagement with respect to 2023 GHG emissions does not extend to information regarding earlier periods or any other information included in the Reports.</p>
<b>Reporting period</b>	1st January 2023 to 31st December 2023
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009 &amp; 2021</li> <li>• IPCC Guidelines for National Greenhouse Gas Inventories, 2006</li> <li>• US EPA Mandatory Greenhouse Gas Reporting Rule</li> <li>• World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard</li> </ul>

<sup>1</sup> ERM CVS assured total Scope 3 GHG emissions for oil and gas products comprised solely of the following categories: Category 9: Downstream Transportation and Distribution; Category 10: Processing of Sold Products; and Category 11: Use of Sold Products.



<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
<b>Respective responsibilities</b>	<p>Oxy is responsible for preparing the Reports and for the collection and presentation of the information within them, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Reports.</p> <p>ERM CVS' responsibility is to provide a conclusion to Oxy on the agreed scope based on our engagement terms with Oxy, the assurance activities performed, and exercising our professional judgment.</p>

**Our conclusion**

Based on our activities, as described below, nothing has come to our attention to indicate that the following 2023 GHG emissions data for the disclosures listed under 'Scope' above are not fairly presented in the Reports, in all material respects, in accordance with the reporting criteria:

**2023 (Total Oxy)**

- Scope 1 GHG emissions: 17.37 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG emissions (location-based): 4.55 million metric tonnes CO<sub>2</sub>e
- Total GHG emissions (Scope 1 & 2 (location-based)): 21.91 million metric tonnes CO<sub>2</sub>e
- Total methane emissions: 38.21 thousand metric tonnes CH<sub>4</sub>
- Total methane emissions: 0.96 million metric tonnes CO<sub>2</sub>e

*By Business Unit*

**2023 (Oxy Oil & Gas)**

- Scope 1 GHG emissions: 11.15 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG emissions (location-based): 2.93 million metric tonnes CO<sub>2</sub>e
- Total GHG emissions (Scope 1 & 2 (location-based)): 14.08 million metric tonnes CO<sub>2</sub>e
- Total methane emissions: 38.01 thousand metric tonnes CH<sub>4</sub>
- Total methane emissions: 0.95 million metric tonnes CO<sub>2</sub>e



- Total Scope 3 GHG emissions<sup>1</sup> (operated basis): 234 million metric tonnes CO<sub>2</sub>e
- Total Scope 3 GHG emissions<sup>1</sup> (equity basis): 184 million metric tonnes CO<sub>2</sub>e

#### 2023 (OxyChem)

- Scope 1 GHG emissions: 6.20 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG emissions (location-based): 1.61 million metric tonnes CO<sub>2</sub>e
- Total GHG emissions (Scope 1 and Scope 2 (location-based)): 7.82 million metric tonnes CO<sub>2</sub>e
- Total methane emissions: 0.20 thousand metric tonnes CH<sub>4</sub>
- Total methane emissions: 0.005 million metric tonnes CO<sub>2</sub>e

#### 2023 (Other Operations<sup>2</sup>)

- Total GHG emissions (Scope 1 & 2 (location-based)): 0.011 million metric tonnes CO<sub>2</sub>e

#### Emphasis of matter

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by Oxy in the Reports relating to the assumptions applied to calculate the Scope 3, Categories 9, 10, and 11 GHG emissions with respect to its oil and gas products.

#### Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but were not restricted to the following:

- Evaluating the appropriateness of the reporting criteria for the Reports;
- Interviewing management representatives responsible for managing the selected disclosures;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting visits to the following Oxy facilities to review source data and local reporting systems and controls:
  - Oxy DJ Basin operations – Platteville Integrated Operations Center (IOC) and DB Farms production facility, Greeley County, Colorado, USA (in-person)
  - Occidental Chemical Corporation – Ingleside cogeneration and ethylene cracking facilities, Ingleside, Texas, USA (in-person)

<sup>1</sup> ERM CVS assured total Scope 3 GHG emissions for oil and gas products comprised solely of the following categories: Category 9: Downstream Transportation and Distribution; Category 10: Processing of Sold Products; and Category 11: Use of Sold Products.

<sup>2</sup> Other Operations include company-operated aviation and Carbon Engineering.



- Oxy Oman – Muscat HQ, Blocks 53, 9, 27, and 62 field operations, Sultanate of Oman (virtual)
- Reviewing a desk-based sample of 2023 source data for Scope 1 emissions in the Permian Basin;
- Reviewing a sample of purchased power invoices for Scope 2 emissions at selected facilities throughout Oxy operations including the Permian Basin;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the scope of our work in the Reports to ensure consistency with our findings.

**The limitations of our engagement**

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

**Our independence, integrity and quality control**

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence, and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial, and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical, and health and safety information, systems, and processes, and provides no consultancy-related services to Oxy in any respect.

Heather I. Moore  
Partner, Corporate Assurance  
Malvern, PA

August 7, 2024

On behalf of:

ERM Certification & Verification Services Incorporated  
[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)



# 2022 INDEPENDENT ASSURANCE STATEMENT



## Independent Limited Assurance Report to Occidental Petroleum Corporation

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Occidental Petroleum Corporation (“Oxy”) to provide limited assurance in relation to the selected information set out below and presented in Oxy’s Climate Report, Sustainability Report, and annual summary of ESG performance indicators on Oxy’s website (together the ‘Reports’) for the 2022 reporting period.

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2022 data for Oxy’s operations are fairly presented in the Reports, in all material respects, in accordance with the reporting criteria.</p> <ul style="list-style-type: none"> <li>• Scope 1 GHG Emissions [million metric tonnes CO<sub>2</sub>e]</li> <li>• Scope 2 GHG Emissions (location-based) [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total GHG Emissions (Scope 1 and Scope 2 (location-based)) [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total Methane Emissions [thousand metric tonnes CH<sub>4</sub>]</li> <li>• Total Scope 3 GHG Emissions<sup>1</sup>, covering the following organizational boundaries [million metric tonnes CO<sub>2</sub>e]:                             <ul style="list-style-type: none"> <li>• Operated basis; and</li> <li>• Equity basis.</li> </ul> </li> </ul>
Reporting period	January 1, 2022 – December 31, 2022
Reporting criteria	<ul style="list-style-type: none"> <li>• American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009 &amp; 2021</li> <li>• IPCC Guidelines for National Greenhouse Gas Inventories, 2006</li> <li>• US EPA Mandatory Greenhouse Gas Reporting Rule</li> <li>• WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG Emissions</li> </ul>
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board (IAASB).</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Oxy is responsible for preparing the Reports and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Reports.</p> <p>ERM CVS’ responsibility is to provide conclusions to Oxy on the agreed scope based on our engagement terms with Oxy, the assurance activities performed and exercising our professional judgement.</p>

<sup>1</sup> ERM CVS assured total Scope 3 GHG emissions for oil and gas products comprised of only the following categories: Category 9: Downstream Transportation and Distribution, Category 10: Processing of Sold Products, and Category 11: Use of Sold Products.



**Our conclusion**

Based on our activities, as described below, nothing has come to our attention to indicate that the following 2022 GHG emissions data for the disclosures listed under ‘Scope’ above are not fairly presented in the Reports, in all material respects, in accordance with the reporting criteria:

**2022 (Total Oxy)**

- Scope 1 GHG Emissions: 17.60 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 4.90 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 22.50 million metric tonnes CO<sub>2</sub>e
- Total Methane Emissions: 45.44 thousand metric tonnes CH<sub>4</sub>

**2022 (Other Operations<sup>2</sup>)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 0.0032 million metric tonnes CO<sub>2</sub>e

*By Business Unit*

**2022 (Oxy Oil & Gas)**

- Scope 1 GHG Emissions: 11.35 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 3.20 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 14.55 million metric tonnes CO<sub>2</sub>e
- Total Methane Emissions: 45.22 thousand metric tonnes CH<sub>4</sub>
- Total Scope 3 GHG Emissions<sup>3</sup> (operated basis): 217 million metric tonnes CO<sub>2</sub>e
- Total Scope 3 GHG Emissions<sup>3</sup> (equity basis): 175 million metric tonnes CO<sub>2</sub>e

**2022 (OxyChem)**

- Scope 1 GHG Emissions: 6.25 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 1.70 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 7.95 million metric tonnes CO<sub>2</sub>e
- Total Methane Emissions: 0.22 thousand metric tonnes CH<sub>4</sub>



### Emphasis of matter

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by Occidental in the Reports relating to the assumptions applied to calculate the Scope 3, Categories 9, 10, and 11 GHG emissions with respect to its oil and gas products.

### Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Reports.
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- In-person visits to the following facilities and offices to interview relevant staff, discuss the reported 2022 facility-level data, and collect/review underlying documentary evidence:
  - Oxy Permian Plants – Salt Creek Field Gas and Wasson CO<sub>2</sub> Recovery Plants, USA;
  - Oxy Chemical Corporation – Geismar Plant, USA; and
  - Oxy Oman – Block 53 Mukhaizna field operations and the Muscat office, Sultanate of Oman;
- Multiple discussions with key stakeholders, data owners and operational staff to review activity data sources, data acquisition methods including but not limited to meter management, emission calculations, and internal and external data quality controls.
- Desk-based review of a sample of 2022 source data for purchased electricity for selected facilities within the Permian Basin, USA.
- Confirming conversion and emission factors and assumptions used.
- Reviewing the presentation of information relevant to the scope of our work in the Reports to ensure consistency with our findings.

### The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information. It is important to understand our assurance conclusions in this context.

### Our independence, integrity, and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).



ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence, and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems, and processes, and provides no consultancy related services to Oxy in any respect.

Beth Wyke  
Head of Corporate Assurance Services  
Malvern, PA

August 23, 2023

ERM Certification & Verification Services Incorporated  
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# 2021 INDEPENDENT ASSURANCE STATEMENT



## Independent Assurance Statement to Occidental Petroleum Corporation

ERM Certification and Verification Services, Inc. ('ERM CVS') was engaged by Occidental Petroleum Corporation ('Occidental') to provide limited assurance in relation to selected greenhouse gas (GHG) emissions data set out below and presented in its Climate Report, Sustainability Report and annual summary of ESG performance indicators on Occidental's website (together the 'Reports') for the selected reporting periods.

Engagement summary	
<b>Scope of our assurance engagement</b>	<p>Whether the data associated with Occidental's operations for the following selected indicators are fairly presented in the Reports, in all material respects, in accordance with the reporting criteria:</p> <p>2021</p> <ul style="list-style-type: none"> <li>• Scope 1 GHG Emissions [million metric tonnes CO<sub>2</sub>e]</li> <li>• Scope 2 GHG Emissions (location-based) [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total GHG Emissions (Scope 1 and Scope 2 (location-based)) [million metric tonnes CO<sub>2</sub>e]</li> <li>• Total Methane Emissions [thousand metric tonnes CH<sub>4</sub>]</li> <li>• Total Scope 3 GHG Emissions<sup>1</sup>, covering the following organizational boundaries [million metric tonnes CO<sub>2</sub>e]:                             <ul style="list-style-type: none"> <li>• Operated basis;</li> <li>• Operated-equity basis; and</li> <li>• Equity basis.</li> </ul> </li> </ul> <p>2020</p> <ul style="list-style-type: none"> <li>• Total GHG Emissions (combined Scope 1 and Scope 2 (location-based)) [metric tonnes CO<sub>2</sub>e]<sup>2</sup></li> </ul> <p>2019</p> <ul style="list-style-type: none"> <li>• Total GHG Emissions (combined Scope 1 and Scope 2 (location-based)) [metric tonnes CO<sub>2</sub>e]<sup>2</sup></li> </ul>
<b>Reporting periods</b>	<ul style="list-style-type: none"> <li>• January 1, 2021 – December 31, 2021</li> <li>• January 1, 2020 – December 31, 2020</li> <li>• January 1, 2019 – December 31, 2019</li> </ul>
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009 &amp; 2021</li> <li>• IPCC Guidelines for National Greenhouse Gas Inventories, 2006</li> <li>• US EPA Mandatory Greenhouse Gas Reporting Rule</li> <li>• WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG Emissions</li> </ul>
<b>Assurance standard</b>	International Standard on Assurance Engagements ISAE 3000 (Revised).
<b>Assurance level</b>	Limited assurance.
<b>Respective responsibilities</b>	<p>Occidental is responsible for preparing the Reports and for the collection and presentation of the information within it.</p> <p>ERM CVS' responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.</p>

<sup>1</sup> ERM CVS assured total Scope 3 GHG emissions for oil and gas products for the following categories only: Category 9: Downstream Transportation and Distribution, Category 10: Processing of Sold Products, and Category 11: Use of Sold Products.

<sup>2</sup> ERM CVS were engaged to re-assure 2019 and 2020 Total GHG emissions (combined Scope 1 and Scope 2 (location-based)) due to enhanced emissions estimations applied by Occidental during 2022 for the calculation of 2019 and 2020 Total GHG emissions (combined Scope 1 and Scope 2 (location-based)). Please note that ERM CVS reviewed supporting documentation for the 2019 and 2020 scope during the 2020 limited assurance engagement, which was conducted during 2021.



**Our conclusions**

Based on our activities, as described below, nothing has come to our attention to indicate that the following GHG emissions data associated with Occidental's operations are not fairly presented, in all material respects, with the reporting criteria:

**2021 (Total Occidental)**

- Scope 1 GHG Emissions: 18.50 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 4.84 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 23.34 million metric tonnes CO<sub>2</sub>e

**2020 (Total Occidental)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 23.83 million metric tonnes CO<sub>2</sub>e

**2019 (Total Occidental)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 27.53 million metric tonnes CO<sub>2</sub>e

**2021 (Other Operations<sup>3</sup>)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 0.01 million metric tonnes CO<sub>2</sub>e

*By Business Unit*

**2021 (Occidental Oil & Gas)**

- Scope 1 GHG Emissions: 13.08 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 3.17 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 16.25 million metric tonnes CO<sub>2</sub>e
- Total Methane Emissions: 76.21 thousand metric tonnes CH<sub>4</sub>
- Total Scope 3 GHG Emissions<sup>4</sup> (operated basis): 212 million metric tonnes CO<sub>2</sub>e
- Total Scope 3 GHG Emissions<sup>4</sup> (operated-equity): 153 million metric tonnes CO<sub>2</sub>e
- Total Scope 3 GHG Emissions<sup>4</sup> (equity basis): 176 million metric tonnes CO<sub>2</sub>e

**2021 (OxyChem)**

- Scope 1 GHG Emissions: 5.41 million metric tonnes CO<sub>2</sub>e
- Scope 2 GHG Emissions (location-based): 1.67 million metric tonnes CO<sub>2</sub>e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 7.08 million metric tonnes CO<sub>2</sub>e
- Total Methane Emissions: 0.19 thousand metric tonnes CH<sub>4</sub>

**2020 (Occidental Oil & Gas)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 16.07 million metric tonnes CO<sub>2</sub>e

**2020 (OxyChem)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 7.74 million metric tonnes CO<sub>2</sub>e

**2019 (Occidental Oil & Gas)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 19.42 million metric tonnes CO<sub>2</sub>e

**2019 (OxyChem)**

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 8.10 million metric tonnes CO<sub>2</sub>e

<sup>3</sup> Other Operations include company-operated aviation and property management.

<sup>4</sup> ERM CVS assured total Scope 3 GHG emissions for oil and gas products for the following categories only: Category 9: Downstream Transportation and Distribution, Category 10: Processing of Sold Products, and Category 11: Use of Sold Products.



### Emphasis of matter

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by Occidental in the Reports relating to the assumptions applied to calculate the Scope 3, Categories 9, 10, and 11 GHG emissions with respect to its oil and gas products.

### Our assurance activities

A multi-disciplinary team of sustainability and assurance specialists performed a range of assurance procedures which varied across the disclosures covered by our assurance engagement, as follows:

- Virtual and in-person interviews with relevant staff to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected 2019, 2020 and 2021 data;
- In-person visits to the following facilities and offices to interview relevant staff, discuss the reported 2021 facility-level data, and collect/review underlying documentary evidence:
  - Occidental Corporate Headquarters, USA;
  - OxyChem – Battleground Cogeneration Plant, USA;
  - Occidental Permian Plants – Seminole and DUCRP Plants, USA; and
  - Occidental Oman – Safah operations in Block 9 and the Muscat office, Sultanate of Oman;
- Desk-based review of a sample of 2021 source data for purchased electricity for selected facilities within the Permian Basin, USA;
- Desk-based review of a sample of 2021 source data for Other Operations associated with company-operated aviation and property management;
- Discuss process and calculation changes of 2019 and 2020 data with Occidental's corporate reporting team;
- An analytical review of the year-over-year data and confirmation of calculations, conversion factors, and assumptions used for 2019, 2020 and 2021 data; and
- Review the presentation of information relevant to the scope of our work in the Reports to ensure consistency with our findings.

### The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information, and it is important to understand our assurance conclusions in this context.

### Our independence

ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS and the staff that have undertaken work on this assurance exercise provide no consultancy related services to Occidental Petroleum Corporation in any respect.

Beth Wyke  
 Partner, Head of Corporate Assurance, Malvern, PA  
 October 17<sup>th</sup>, 2022  
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# WEF STAKEHOLDER CAPITALISM METRICS INDEX

This table presents Oxy's activities within the context of the WEF Stakeholder Capitalism Metrics (Core Metrics). References in this index are reported or discussed further in the 2023 Annual Report, 2024 Proxy Statement, Oxy 2019-2023 ESG Data Summary, 2023 Climate Report, 2024 Sustainability Report and on [oxy.com/sustainability](https://oxy.com/sustainability).

PILLAR	THEME	TITLE	DISCLOSURE	OXY REFERENCE(S)
<b>Principles of Governance</b>	Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders	<a href="#">2024 Proxy page 4</a>
	Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	<a href="#">2024 Proxy pages 10, 20</a>
	Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged	2024 Sustainability Report pages <a href="#">10, 111, 136-138</a>
	Ethical behaviour	Anti-corruption	Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region	2024 Sustainability Report page <a href="#">24</a>
			Total number and nature of incidents of corruption confirmed during the current year but related to previous years	No reportable instances of violations of anti-corruption law
			Total number and nature of incidents of corruption confirmed during the current year, related to this year	No reportable instances of violations of anti-corruption law
			Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	2024 Sustainability Report pages <a href="#">10, 24-26</a>
			Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for Seeking advice about ethical and lawful behaviour and organizational integrity; Reporting concerns about unethical or lawful behaviour and organizational integrity
	Risk and opportunity oversight	Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship	<a href="#">2023 Annual Report 10-K pages 10-25</a>

PILLAR	THEME	TITLE	DISCLOSURE	OXY REFERENCE(S)
People	Dignity and equality	Diversity and inclusion (%)	Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity)	<a href="#">2019-2023 ESG Data Summary</a> <a href="#">2022 EEO-1 Report</a>
		Pay equality	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	Not reported
		Wage level (%)	Ratios of standard entry-level wage by gender compared to local minimum wage	Not reported
			Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	<a href="#">2024 Proxy page 68</a>
		Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk	2024 Sustainability Report pages <a href="#">25-26</a>
	Health and wellbeing	Health and Safety (%)	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked GRI:2018 403 - 6 (a)	<a href="#">2019-2023 ESG Data Summary</a>
			An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	2024 Sustainability Report pages <a href="#">42-43</a> , <a href="#">47</a> <a href="#">2023 Annual Report 10-K pages 4-5</a>
	Skills for the future	Training provided (#)	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees)	<a href="#">2019-2023 ESG Data Summary</a>
			Average training and development expenditure per full time employee	Not reported
			Effectiveness of the training and development through increased revenue, productivity gains, employee engagement and/or internal hire rates	2024 Sustainability Report pages <a href="#">40-41</a> , <a href="#">44-46</a>
Planet	Climate change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions	<a href="#">2019-2023 ESG Data Summary</a>
			Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate	<a href="#">2019-2023 ESG Data Summary</a>
		TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement - to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C - and to achieve net-zero emissions before 2050	<a href="#">2023 Climate Report</a> <a href="#">2023 CDP Climate Change Questionnaire</a>
	Nature loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	<a href="#">2023 CDP Climate Change Questionnaire</a>
	Fresh water availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool	<a href="#">2023 CDP Water Security Questionnaire</a>
Estimate and report the same information for the full value chain (upstream and downstream) where appropriate			<a href="#">2023 CDP Water Security Questionnaire</a>	

PILLAR	THEME	TITLE	DISCLOSURE	OXY REFERENCE(S)		
<b>Prosperity</b>	Employment and wealth generation	Absolute number and rate of employment	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region	2024 Sustainability Report pages 37, 39 <a href="#">2019-2023 ESG Data Summary</a>		
			Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	<a href="#">2019-2023 ESG Data Summary</a>		
		Economic Contribution	Direct economic value generated and distributed (EVG&D) - on an accrual basis, covering the basic components for the organization's global operations, ideally split out by: EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government	Revenue	2023 Annual Report 10-K	
				Operating costs		
				Employee wages and benefits		
				Payments to providers of capital		
				Payments to government		
				Community investment		<a href="#">2019-2023 ESG Data Summary</a>
				Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period		Not Reported
		Financial investment contribution disclosure		Total capital expenditures (CapEx) - Depreciation supported by narrative to describe the company's investment strategy	<a href="#">2023 Annual Report 10-K</a>	
	Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders		<a href="#">2023 Annual Report 10-K</a>			
	Innovation of better products and services	Total R&D expenses (\$)	Total costs related to research and development	Not Reported		
	Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	<a href="#">2019-2023 ESG Data Summary</a>		

# SASB INDEX

This table presents Oxy's activities within the context of the Sustainability Accounting Standards Board (SASB) Oil & Gas - Exploration & Production Industry Standard (version 2023-12) and the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard (version 2023-12). Disclosures that are common across the relevant sectors are represented by their respective sectoral codes. References in this index are reported or discussed further in the 2023 Annual Report, Oxy 2019-2023 ESG Data Summary, 2023 Climate Report, 2024 Sustainability Report and on [oxy.com/sustainability](https://oxy.com/sustainability).

Topic	Metric	Code	Oxy Reference(s)
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1 RT-CH-110a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	EM-EP-110a.2	<a href="#">2019-2023 ESG Data Summary</a>
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110a.3 RT-CH-110a.2	<a href="#">2023 Climate Report</a>
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM <sub>10</sub> )	EM-EP-120a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1 RT-CH-140a.1	<a href="#">2019-2023 ESG Data Summary</a> <a href="#">2023 CDP Water Security</a>
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	<a href="#">2019-2023 ESG Data Summary</a> <a href="#">2023 CDP Water Security</a> Hydrocarbon content in discharged water - Not reported
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	<a href="#">2019-2023 ESG Data Summary</a>
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	<a href="#">2019-2023 ESG Data Summary</a>
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.2	<a href="#">2023 CDP Water Security</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	2024 Sustainability Report pages <a href="#">86-93</a>
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	<a href="#">2024 Sustainability Report</a> pages <a href="#">70, 100-107</a>
	(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	EM-EP-160a.2	(1), (2), (5) <a href="#">2019-2023 ESG Data Summary</a> (3) Not applicable (4) Not reported
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Not reported
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	Oxy Sustainability Report 2024 pages <a href="#">70, 99-102</a>
	(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	EM-EP-160a.2	(1), (2), (5) <a href="#">2019-2023 ESG Data Summary</a> (3) Not applicable (4) Not reported
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Not reported

Topic	Metric	Code	Oxy Reference(s)
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Not reported
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	Not reported
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-EP-210a.3	2024 Sustainability Report pages 24-26, 110-116 Human Rights Policy Statement
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1 RT-CH-210a.1	2024 Sustainability Report pages 24-26, 110-116
	(1) Number and (2) duration of non-technical delays	EM-EP-210b.2	Not reported
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	EM-EP-320a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	2024 Sustainability Report pages 31-36, 54-63
	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	2024 Sustainability Report pages 31-36, 43, 47, 54-69
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	<a href="#">2023 Climate Report</a>
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	<a href="#">2023 Climate Report</a>
	Amount invested in renewable energy, revenue generated by renewable energy sales	EM-EP-420a.3	Not reported
	Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	EM-EP-420a.4	<a href="#">2023 Climate Report</a>
Business Ethics & Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Zero
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	2024 Sustainability Report pages 24-26
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1	<a href="#">Oxy Climate Advocacy and Engagement</a> <a href="#">Oxy Climate Policy Positions</a> 2024 Sustainability Report pages 27-30
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	2024 Sustainability Report pages 8, 19-20, 22-23, 31-33, 62-63 2023 Annual Report 10-K pages 10-25
Activity Metric	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	<a href="#">2019-2023 ESG Data Summary</a>
	Number of offshore sites	EM-EP-000.B	<a href="#">2019-2023 ESG Data Summary</a>
	Number of terrestrial sites	EM-EP-000.C	<a href="#">2019-2023 ESG Data Summary</a>



APPENDIX VIII CONT. - SASB INDEX

Topic	Metric	Code	Oxy Reference(s)
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	<a href="#">2019-2023 ESG Data Summary</a>
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	<a href="#">2019-2023 ESG Data Summary</a>
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Not reported
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Not reported
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	2024 Sustainability Report page <a href="#">66-67</a> , <a href="#">69</a> , <a href="#">98-99</a> , <a href="#">133-134</a>
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Zero
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	<a href="#">2019-2023 ESG Data Summary</a>
	Number of transport incidents	RT-CH-540a.2	<a href="#">2019-2023 ESG Data Summary</a> 2024 Sustainability Report pages <a href="#">66-67</a>
Activity Metric	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	<a href="#">2019-2023 ESG Data Summary</a>
	Number of offshore sites	EM-EP-000.B	
	Number of terrestrial sites	EM-EP-000.C	
	Production by reportable segment	RT-CH-000.A	



# GLOSSARY

Throughout this report, “Oxy,” “company,” “we” and “our” refer to Occidental Petroleum Corporation and/or one or more entities in which it owns a controlling interest.

## A

**ACC:** American Chemistry Council. Trade association that represents all aspects of America’s chemical industry.

**ACI:** Annual Cash Incentive.

**AI:** Artificial intelligence.

**API:** American Petroleum Institute. Trade association that represents all aspects of America’s oil and natural gas industry.

## B

**Bbl:** Barrel of oil. 1 bbl = 42 gallon, 1 mmbbl = 1,000,000 bbl.

**BBS:** Behavior-Based Safety.

**BOE:** Barrel of oil equivalent is the energy released by burning one barrel of oil, and is used to express the energy contained in other hydrocarbon streams in barrels. For example, Oxy uses a conversion of 6,000 cubic feet of natural gas = 1 BOE. 1 mmBOE = 1,000,000 BOE.

## C

**CAP:** Community Advisory Panel.

**CapEx:** Capital Expenditures. Funds used by a company to acquire or upgrade assets such as property, buildings or equipment with the purpose of creating future benefits.

**CCA and CCAA:** A Candidate Conservation Agreement (CCA) and Candidate Conservation Agreement with Assurances (CCAA). Both the CCAA and the CCA are formal agreements between the U.S. Fish and Wildlife Service and one or more parties to address the conservation needs of at-risk species before they become listed as endangered or threatened. Federal and state agencies, tribes and landowners voluntarily commit to enhance, restore or maintain habitat to benefit the species with the goal that listing may become unnecessary. A CCAA differs from a CCA in that the agreement can only be made with state or private property owners.

**CCUS:** Carbon capture, utilization and storage.

**CDP:** A non-profit organization that manages a system for disclosing environmental impacts. Formerly known as the Carbon Disclosure Project [www.cdp.net](http://www.cdp.net).

**CDR:** Carbon dioxide removal credit.

**CH<sub>4</sub>:** Methane or natural gas.

**CHP:** Combined Heat and Power. A power plant that, while generating electricity via a gas turbine, uses surplus heat to make steam to generate additional electricity via a steam turbine. Enhances the efficiency of the plant.

**CO:** Carbon monoxide.

**CO<sub>2</sub>:** Carbon dioxide.

**CO<sub>2</sub>e:** Carbon dioxide equivalent. Obtained by converting a mixture of GHGs to a single number based on the global warming potential of each individual GHG in the mixture.

**CO<sub>2</sub> EOR:** Carbon dioxide enhanced oil recovery. Oxy is an industry leader in applying CO<sub>2</sub> EOR, which can increase ultimate oil recovery by 10 to 25% in the fields where it is employed.

**Condensate:** Mixture of hydrocarbons that are in a gaseous state under reservoir conditions and become liquid as the temperature and pressure are reduced.

## D

**DAC:** Direct Air Capture. DAC pulls CO<sub>2</sub> directly from the atmosphere and delivers it in a pure, compressed form so it can be used in processes like enhanced oil recovery to create low-carbon fuels and products or permanent carbon removal through carbon sequestration. DAC technology allows for collection of atmospheric CO<sub>2</sub>, making it a key solution for addressing difficult to capture, and historical, emissions.

**Delaware Basin:** The Delaware Basin, the western sub-basin of the Permian Basin, is a geologic depositional and structural basin in West Texas and southern New Mexico that contains large oil fields.

**DIB:** Diversity, Inclusion and Belonging.

**DJ Basin:** Denver-Julesburg Basin in the U.S. Rockies.

## E

**EH&S Committee:** Environmental, Health and Safety Committee of the Board of Directors.

**EOR:** Enhanced Oil Recovery, a technique to increase oil production through the injection of water, steam or carbon dioxide.

**EPA:** U.S. Environmental Protection Agency.

**EP&R:** Emergency preparedness and response.

**ERG:** Employee Resource Group.

**ERM:** Enterprise Risk Management.

**ESG:** Environmental, social and corporate governance.

## F

**FEED:** Front-End Engineering and Design.

**FracFocus®:** The U.S. hydraulic fracturing chemical disclosure registry.

## G

**Geothermal brine:** A concentrated saline solution pumped to the surface by a geothermal power plant from which heat and steam are extracted.

**GFMR:** Word Bank’s Global Flaring and Methane Reduction Partnership.

**GHG:** Greenhouse gases—primarily comprised of carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.

**GHG Protocol:** A guidance document issued in 2015 by the World Resources Institute and the World Business Council for Sustainable Development to aid companies and other organizations in preparing a GHG emissions inventory.

**GoM:** Gulf of Mexico.

**GRI:** Global Reporting Initiative, a non-profit organization that has developed sustainability reporting standards.

## H

**HAP:** Hazardous Air Pollutant.

**HSE:** Health, Safety and Environment.

**HSE&S:** Health, Safety, Environmental and Sustainability.

## I

**ICS:** Industrial Control System.

**ICV:** In-country value.

**IEA:** International Energy Agency.

**IOGP:** The International Association of Oil and Gas Producers.

**Ipieca:** A global oil and gas industry association focused on environmental and social matters. Formerly known as the International Petroleum Industry Environmental Conservation Association.

**ISO:** International Organization for Standardization.

**IUCN:** International Union for Conservation of Nature.

## L

**LDAR:** Leak detection and repair is a program that monitors oil, gas and chemical equipment to identify and fix leaks to reduce air emissions.

## M

**MGP:** Methane Guiding Principles partnership enables action in industry and government to reduce methane emissions from the natural gas supply chain.

**Midland Basin:** The Midland Basin, the eastern sub-basin of the Permian Basin, is a major oil and natural gas producing region located in West Texas.

**Metric Ton or Tonne (/mt):** 1,000 kilograms (approximately 2,205 pounds).

**MRV:** Monitoring, Reporting and Verification Plan. Approved by the U.S. EPA.

**MW:** Megawatt. A measure of power generation or consumption capacity. One MW equals 1,000 kilowatts (kW) or one million watts.

**MWh:** Megawatt-Hour. 1,000 times larger than the kilowatt-hour (kWh) and is used for measuring the energy output of large power plants.

## N

**Net Zero:** As defined by the Intergovernmental Panel on Climate Change, “net zero emissions” balances anthropogenic GHG emissions to the atmosphere with GHGs taken out of the atmosphere. At Oxy, net zero means that we facilitate the reduction, capture, removal and storage of at least the same quantity of GHGs that are emitted directly from our operations (Scope 1), generated by others to create the power we purchase to conduct our operations (Scope 2), and generated by customers and consumers using the products we sell (Scope 3).

**NGLs:** Natural Gas Liquids. Liquid hydrocarbons that are extracted and separated from the natural gas stream. NGLs produced include ethane, propane, butane and natural gasoline.

**NGO:** Non-governmental organization.

**NGSI:** Natural Gas Sustainability Initiative.

**NIST:** National Institute of Standards and Technology.

**NOx:** Nitrogen oxides, criteria air pollutant.



## O

**OCS Blue:** Operation Clean Sweep® (OCS) Blue is a product stewardship program of the Plastics Industry Association (PLASTICS) and the American Chemistry Council (ACC) dedicated to helping every plastic resin operation achieve zero plastic loss into the environment.

**OGCI:** OGCI is a CEO-led initiative focused on accelerating action to a net-zero future consistent with the Paris Agreement.

**OGDC:** Oil and Gas Decarbonization Charter is one of the landmark initiatives launched at COP28 and is a global industry effort dedicated to speeding up climate action and achieving high-scale impact across the oil and gas sector.

**OGMP 2.0:** Oil and Gas Methane Partnership 2.0 is the United Nations Environment Programme's flagship oil and gas reporting and mitigation program with a focus on a comprehensive, measurement-based reporting framework for the oil and gas industry that improves the accuracy and transparency of methane emissions reporting.

**Operating Management System (OMS):** Oxy's OMS is based on operational excellence standards aligned with the API's Energy Excellence® program, the ACC's Responsible Care® program, the Ipieca Principles, the World Economic Forum's (WEF) Stakeholder Capitalism Metrics, and the Operating Management System Framework of the IOGP. OMS provides a consistent and rigorous methodology to help the company identify, assess and address HSE, social and operational risks across our business operations.

**OSHA:** U.S. Occupational Safety and Health Administration.

## P

**P&A:** Plug and abandonment operations.

**Paris Agreement:** An international treaty on climate change adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris, France in December 2015 and administered under the 1992 United Nations Framework Convention on Climate Change. The Paris Agreement's overarching goals are to hold "the increase in the global average temperature to well below 2°C above pre-industrial levels" and pursue efforts "to limit the temperature increase to 1.5°C above pre-industrial levels."

**PM:** Particulate matter (PM<sub>10</sub>, PM<sub>2.5</sub>): A criteria air pollutant that comprises mixture of solid particles and liquid droplets found in the air and typically expressed by particle size in micrometers.

**Permian Basin:** A hydrocarbon-bearing sedimentary basin largely contained in the western part of Texas and the southeastern part of New Mexico.

**Powder River Basin:** The Powder River Basin is a geologic structural basin in southeast Montana and northeast Wyoming.

**PPE:** personal protective equipment.

**Produced water:** Water that is a byproduct of extracting oil and natural gas.

**PSM:** Process safety management.

**PV:** Photovoltaic technologies, more commonly known as solar panels, generate power using devices that absorb energy from sunlight and convert it into electrical energy through semiconducting materials.

**PVC:** Polyvinyl chloride.

## R

**RCA:** Root cause analysis.

## S

**SASB:** Sustainability Accounting Standards Board. Now part of the International Financial Reporting Standards (IFRS) Foundation.

**Scope 1 Emissions:** As defined by the Greenhouse Gas Protocol, Scope 1 or direct emissions are emissions from sources that are owned or controlled by the reporting entity.

**Scope 2 Emissions:** As defined by the Greenhouse Gas Protocol, Scope 2 or indirect emissions are emissions that are a consequence of the activities of the reporting entity, but occur at sources owned or controlled by another entity such as the generation of purchased electricity, steam or heat.

**Scope 3 Emissions:** As defined by the Greenhouse Gas Protocol, Scope 3 or other indirect emissions are emissions from the reporting entity's value chain, such as from the transportation, processing or use of products sold by the reporting entity, extraction and production of purchased materials and fuels, transport-related activities not owned or controlled by the reporting entity, electricity-related activities (e.g., transmission and distribution losses) not covered in Scope 2, waste disposal, etc.

**SDGs:** United Nations Sustainable Development Goals.

**SDS:** Safety Data Sheets.

**SEC:** U.S. Securities and Exchange Commission.

**SEMP:** Safety Engagement and Management Program.

**SME:** Small and medium-sized enterprises.

**SOx:** Sulfur oxides, a criteria air pollutant.

**SPCC:** Spill Prevention, Control, and Countermeasure.

**SRT:** Spill Reduction Team.

**S&SE Committee:** Sustainability and Shareholder Engagement Committee of the Board of Directors.

**STEM:** Science, Technology, Engineering and Math.

**STEP:** Strategic Technical Excellence Program.

**Stop Work Authority:** The right, obligation, authority and responsibility of all employees and contractors at an Oxy workplace to stop any work activity, without repercussions, to prevent a health, safety or environmental incident.

## T

**TCFD:** Task Force on Climate-related Financial Disclosures.

**TEP:** The Environmental Partnership is comprised of companies in the U.S. oil and natural gas industry committed to continuously improving the industry's environmental performance. It includes companies of all sizes, including many of the country's major oil and natural gas producers.

**TNFD:** Taskforce on Nature-related Financial Disclosures.

**TRIR:** Total Recordable Injury Rate is a measure of recordable workplace injuries, excluding recordable illnesses, of Oxy's U.S. and international employees and contractors that applies OSHA definitions and guidance. The TRIR is the number of OSHA recordable injuries per 200,000 work-hours, which equates to 100 full-time workers in a year.

## V

**VOC:** Volatile Organic Compounds.

**VPP:** Voluntary Protection Programs under federal and state OSHA Star programs.

**VSC:** Vinyl Sustainability Council.

## W

**WEF:** World Economic Forum. The World Economic Forum is the International Organization for Public-Private Cooperation. At the 2017 Annual Meeting, CEOs from the World Economic Forum International Business Council issued the "Compact for Responsive and Responsible Leadership", which states that "society is best served by corporations that have aligned their goals to the long-term goals of society," and it identifies the UN SDGs as the roadmap for that alignment.

**WHC:** Wildlife Habitat Council.

## Z

**ZRF:** Zero Routine Flaring.



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