

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.

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.

PLANET

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.



Powder River Basin, WY