



ADVANCING OUR SHARED FUTURE:

OXY 2023 SUSTAINABILITY REPORT

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LETTER FROM OUR CEO

Oxy is proud to serve as a leader and Partner of Choice® in energy production, essential chemistry, and carbon management. We are applying this leadership role to advance our shared future—building innovative solutions to global sustainability challenges in our operations and beyond.

In 2022, Oxy's Board of Directors approved our updated Health, Safety, Environmental (HSE) and Sustainability Principles. Management informed and recommended these principles through engagements with shareholders, employees and other key stakeholders. The HSE and Sustainability Principles incorporate Oxy's sustainability priorities and our ambitious net-zero goals that we announced in 2020 for Scope 1, 2 and 3 emissions. The Principles also promote alignment with applicable United Nations (UN) Sustainable Development Goals in our operations and business activities, while reinforcing our longstanding focus on HSE performance and community outreach. Our sustainability strategy is built on the pillars of People, Planet, Prosperity and Governance. We support these pillars with five key types of investments: workforce, community, environment, infrastructure, and solutions.

In 2022, Oxy's employee safety performance remained better than our robust pre-Covid levels with an OSHA injury and illness incidence rate for employees of 0.26, excluding Covid cases. We safely completed multiple major maintenance turnarounds across our operations. For 2023, the company set three safety priorities in conjunction with our contractors that are aimed at reducing incident severity, improving contractor safety performance, and harmonizing safety systems, programs and tools.

We strive to recruit, develop, and retain the best talent in a competitive marketplace. Oxy's human capital initiatives, such as our Strategic Technical Excellence Program and Diversity, Inclusion and Belonging Program, recognize and build on the unique contributions and perspectives of our employees and offer opportunities for continuing professional and personal development. Oxy's benefits programs also support the physical, mental, social, and financial health of our employees and their families.

Oxy's success is closely tied to the diverse, vibrant communities in which we live and work. We aim to pursue mutual benefits for shareholders, workers, and host communities across a project's life cycle. In designing and



"Oxy is proud to serve as a leader to advance our shared future—building innovative solutions to global sustainability challenges in our operations and beyond."

executing each project, we closely consider the social and environmental attributes, in addition to the products, services, infrastructure, and economic benefits our investments generate. We greatly value the input and insights we receive from local residents to help enhance our involvement in the community. Our focus areas for charitable giving and community investments include health and safety, education, social services, military and veterans, the environment, and arts and culture. We coordinate with community leaders and non-profit organizations to tailor our giving and our outreach to local needs, particularly for disadvantaged communities.

As we design and build new facilities, and retrofit existing ones, we work hard to reduce our environmental footprint and integrate environmental stewardship in operating areas. This report describes our significant investments in emissions reduction, water recycling, energy conservation, and biodiversity programs, among others, across our operations. Our 2023 Climate Report presents further details on our concrete progress toward our net-zero goals, such as our ongoing construction of STRATOS, the first commercial-scale direct air capture (DAC) facility.

LETTER FROM OUR CEO

The most important thing to us is that DAC provides multiple pathways to decarbonization. DAC enables the development of decarbonized oil and gas, carbon dioxide removal credits (CDRs), sustainable aviation fuels, and also decarbonized hydrogen, chemicals like ethylene, and so many other vital materials that enhance our quality of life.

Our Asset Integrity program focuses on sustaining and expanding the productive lives of our assets and infrastructure. This effort supports strong HSE performance, helps maximize recovery of oil and gas from existing assets and facilities, reduces the need for greenfield development, and enables us to apply these assets and infrastructure in our carbon capture, utilization and storage projects.

We are partnering with other leading global companies and non-profit organizations to deploy innovative technologies, products and services to provide solutions that help a range of industries and society at large meet global climate and water challenges. Our pioneering development of DAC, carbon sequestration hubs and markets for durable, high-quality CDRs is addressing a critical need identified by leading international organizations. Our equity investments in technology companies, such as Carbon Engineering, NET Power, Cemvita, Carbon Finance Labs, Newlight Technologies, Carbon Upcycling, and TerraLithium, are spurring innovation across the spectrum, from DAC and near-zero emissions power generation to sustainable aviation fuels and an array of low-carbon products.

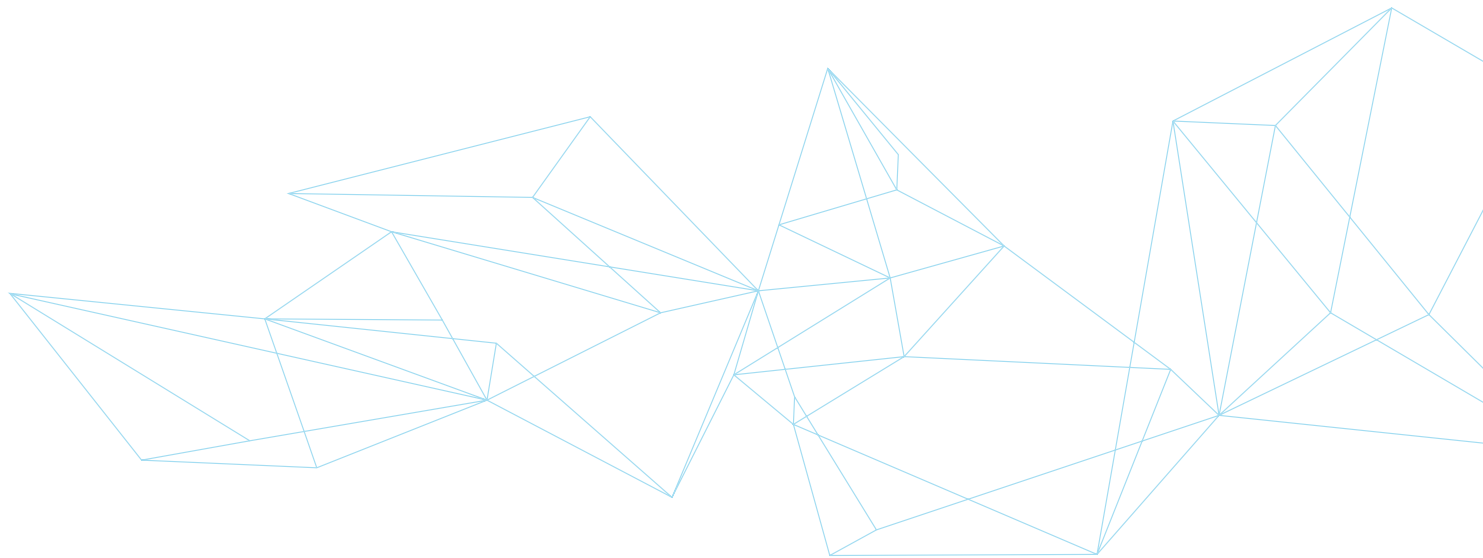
We are also helping safeguard drinking water quality with our OxyChem subsidiary's water disinfection products and water conservation with our deployment of large-scale water recycling in our oil and gas operations. Through our partnership with global non-profit Water Mission, OxyChem has donated water disinfection products to supply over one million people with clean drinking water in refugee camps or disaster relief areas in 18 countries around the world.

Oxy is actively engaged with governments, the UN-sponsored Oil and Gas Methane Partnership 2.0, and climate-focused organizations like Ipieca, the Oil and Gas Climate Initiative and the CCS+ Initiative to promote policies that will accelerate these solutions.

I want to thank our Board of Directors and its Sustainability and Shareholder Engagement Committee for their leadership and guidance on our sustainability strategy, policies, and active shareholder dialogue. I also want to thank you, our stakeholders, for contributing your feedback on our Climate and Sustainability Reports. We look forward to working with you to advance our shared vision of a sustainable future.



Vicki Hollub
President and CEO



ABOUT OXY

Oxy is an international energy company 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 United States, including a leading producer in the Permian and DJ basins, and offshore Gulf of Mexico. Our midstream and marketing segment provides flow assurance and maximizes the value of our oil and gas. Our chemical subsidiary OxyChem manufactures the building blocks for life-enhancing products. Our Oxy Low Carbon Ventures subsidiary is advancing leading-edge technologies and business solutions that economically grow our business while reducing emissions. We are committed to using our global leadership in carbon management to advance a lower-carbon world.

OXY'S SUSTAINABILITY STATEMENT

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 Health, Safety, Environmental (HSE) and Sustainability 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® and work hard to conduct business in a manner that safeguards our employees and contractors, benefits neighboring communities, strengthens regional economies, and provides energy and chemicals that are essential to society, while working to minimize our environmental footprint. Our employees drive our commitment to serve as an innovative and sustainable leader in the effort to accelerate the successful transition to a low-carbon future.

We take great pride in our constructive engagement with investors, customers, non-profit organizations, host governments, and the communities where we live and work. We seek to design, build and operate projects with our communities in mind, and welcome questions and input from our neighbors about our operations and local investments.

Oxy seeks to continually evaluate ways where we can integrate sustainability throughout the company, improve our programs and performance, and transparently share our progress with stakeholders. We invite you to explore the content featured throughout this Sustainability Report and additional information available at [Oxy.com](https://www.oxy.com).

PERFORMANCE HIGHLIGHTS AND PROGRESS ON OUR SUSTAINABILITY PILLARS

We believe our core differentiators—an industry-leading portfolio, track record of operational excellence, and strategy to achieve net-zero GHG emissions—enable us to deliver long-term enterprise value and demonstrate our commitment to environmental stewardship. The health and safety of Oxy's workforce and communities is a top priority for the company. In 2022, the Board approved our updated HSE and Sustainability Principles that management recommended based on engagement with shareholders, employees, and other stakeholders. The HSE and Sustainability Principles serve to underpin Oxy's HSE and Sustainability Policy and our Operating Management System (OMS) that direct our workforce in planning and conducting our operations and designing our facilities with workers, communities, and the environment in mind. Oxy works constructively in accordance with the HSE and Sustainability Principles with host governments, agencies and diverse non-governmental organizations (NGOs) to enhance regulations, compliance and voluntary safety and stewardship programs.

We were honored to be recognized by *Fortune* in both 2022 and 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.

In December 2021, Oxy became the first U.S. upstream oil and gas company to incorporate an ESG performance metric into its credit facilities, including our \$4 billion revolving credit facility and \$600 million receivables securitization facility. Oxy worked closely with members of our bank group to develop an appropriate metric that aligns with the shared net-zero goals of Oxy and our lenders.

In 2022, Oxy was a founding member of OGCI's Aiming for Zero Methane Emissions Initiative to galvanize industry efforts to maximize methane capture for beneficial use and reduce avoidable methane emissions.

In 2022, Oxy reduced our estimated methane emissions by approximately 58% since 2019 and 40% since 2021, with CO₂e reductions of approximately 18% and nearly 4% over the same periods.

Oxy achieved Zero Routine Flaring (ZRF) during 2022 across U.S. oil and gas operations, and our international operations significantly reduced routine flaring. We expect to achieve ZRF in our international operations well ahead of the World Bank's 2030 target.

Oxy is a leader in carbon management and major projects, skills we are applying to the design and construction of crucial infrastructure for the net-zero transition, including our first DAC facility, STRATOS. This expertise also guides Oxy's and our subsidiaries' investments in technologies and processes that we believe are essential to meet the goals of the Paris Agreement, such as Carbon Engineering, NET Power and TerraLithium.

OxyChem received 37 Responsible Care® and Facility Safety Awards in 2023 from the American Chemistry Council (ACC), along with a Better Practice Award from the U.S. Department of Energy (DOE) Better Plants® program in 2022. The Better Plants program is a voluntary program designed to help manufacturing companies in the United States reduce their energy consumption and carbon footprint.

OxyChem is helping address global clean water needs as a leading manufacturer of water treatment and disinfection products. Through our partnership with Water Mission, more than one million people in vulnerable regions have gained access to safe drinking water after it was made hygienic with OxyChem's ACL® products. To help raise awareness for the urgent need to expand global access to clean water, OxyChem continues to sponsor the Global Water Center®, an educational center launched in 2021 that leverages multi-sensory exhibits in a highly interactive environment.

OxyChem is focused on reducing the footprint of its products through innovative energy efficiency projects, the use of hydrogen to reduce its natural gas demand, and a continued focus on product stewardship through its participation in Operation Clean Sweep® (OCS) Blue to prevent plastic resins from entering the environment.

GOVERNANCE



OUR FOCUS

Enhanced oversight of relevant sustainability matters.

- » 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 Sustainability and Shareholder Engagement (S&SE) Committee provides oversight of key sustainability and social responsibility issues and oversees Oxy's external reporting on ESG and sustainability matters, including climate-related risks and opportunities.
- » These committees held a joint meeting in 2022 to discuss Oxy's GHG emissions and reporting.
- » In 2022, upon the recommendation of both committees, the Board approved updates to the company's longstanding HSE Principles (as revised, the HSE and Sustainability Principles) that management recommended based on engagement with shareholders, employees and other stakeholders.
- » HSE and sustainability matters, including those with respect to climate change, are inherent in Oxy's strategic plans and, accordingly, are incorporated into regular Board meetings as well as the Board's annual in-depth strategic review session.

Strategic and thoughtful Board refreshment.

- » In the past two years, Oxy's Board added three new independent directors: Vicky A. Bailey, Claire O'Neill, and Ken Robinson. Ms. Bailey brings over 35 years of significant high-level regulatory and public policy experience in the energy industry both domestically and internationally. With more than 16 years of experience in consulting, finance, and clean energy growth strategy as well as climate policy, we believe Ms. O'Neill has provided, and will continue to provide, valuable insight for our low-carbon initiatives. Finally, Mr. Robinson brings over 40 years of experience in global finance and accounting, enterprise risk, ethics, and compliance across several industries.

PEOPLE



OUR FOCUS

Oxy is dedicated to attracting and retaining top talent with a passion for achieving our ambitious goals.

- » Oxy recruits from a diverse pool of candidates through local job fairs, professional societies and campuses.
- » Oxy values the perspectives of our multicultural workforce and fosters a supportive environment for open communication through our Diversity, Inclusion and Belonging Program and our Employee Resource Groups.
- » Oxy develops and promotes programs to enhance the continuing personal and professional growth of our employees, including comprehensive training and development, and our EMPower mentoring program.
- » Oxy offers a range of benefits that support physical, mental, social, and financial health and well-being for employees and their families.

Health and safety of our workforce and communities is a top priority.

- » All personnel are empowered and expected to report non-compliance or unsafe conditions promptly and to exercise their Stop Work Authority to prevent injuries or environmental incidents.
- » Oxy is implementing our updated Operating Management System to provide additional support and guidance to our workforce.
- » Our 2023 safety priorities include reducing incident severity, improving contractor safety performance and harmonizing safety systems, programs and tools.

Oxy remains committed 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.



Updated HSE and Sustainability Principles.

- » The updated HSE and Sustainability Principles unify our workforce and exemplify our core values. The Principles reflect Oxy's 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 help address global challenges.

Apply our expertise, infrastructure and resources to invest strategically in low-carbon ventures to accelerate our pathway to net zero.

- » Oxy is deploying Carbon Capture, Utilization and Storage (CCUS), including Direct Air Capture (DAC) and sequestration hubs, to help our company and other industry sectors achieve net-zero goals.

Build an integrated portfolio of low-carbon projects, products, technologies and companies that complement our existing businesses and leverage our competitive advantages in CO₂-EOR, reservoir management, drilling, essential chemistry and major infrastructure projects to sustain long-term shareholder value as we implement the net-zero transition, such as:

- » Carbon Engineering (CE): Oxy holds an exclusive license for U.S. deployment of CE DAC technology and has a worldwide agreement with CE as the execution partner for all its DAC deployments. In 2023, Oxy acquired the remaining interests in CE to further accelerate innovation of DAC technology, drive cost reductions and capital efficiency improvements and catalyze broader partnerships for DAC deployment.
- » NET Power: Oxy has invested in NET Power, which uses its patented process to react natural gas and oxygen to produce reliable, clean electricity and sequestration-ready CO₂.
- » TerraLithium: a wholly-owned Oxy subsidiary with patented technologies, currently used in a demonstration phase, that are capable of extracting traces of lithium from waste brines to produce ultra-high-purity lithium in a way that is cost-effective and minimizes impacts to land and natural resources.
- » Project AVOID: a novel Audio, Visual and Olfactory Inspection Device, which was developed internally at Oxy, designed for 24/7 surveillance of remote locations to quickly detect methane emissions and enable prompt response and repairs.
- » Carbon Finance Labs and its CarbonSig software: a platform that allows companies to track CO₂ emissions across the value chain to provide detailed, auditable carbon intensity reporting at the product level.
- » Cemvita Factory: a bio-engineering startup that is revolutionizing the way various commodities can be made by using biotech processes to convert CO₂ into usable products like ethylene.

Report on sustainability issues and topics.

- » Oxy is committed to reporting climate-related risks and opportunities aligned with the TCFD recommendations in our annual Climate Report.
- » Oxy also reports on our sustainability strategy and programs in this Sustainability Report, external questionnaires such as CDP and EcoVadis, and on oxy.com, and provides a detailed ESG Data Summary.

Engage with communities and other stakeholders regarding sustainability issues and topics.

- » Oxy endorses the WEF-IBC Stakeholder Capitalism Metrics.
- » Oxy makes community investments to support the UN SDGs.
- » Oxy works to strengthen our supply chain with qualified local contractors and suppliers in our operating areas.



OUR FOCUS

GHG Emissions

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.

Monitor, disclose, and reduce Scope 1, 2 and 3 GHG emissions.

- » Oxy discloses its Scope 1 and 2 operational GHG emissions, as well as Scope 3 emissions 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 products by consumers (Category 11).
- » Oxy aims to reduce total Scope 1 and 2 GHG emissions by 3.68 million MTCO₂e by 2024 from 2021 levels.
- » OxyChem targets reducing operational GHG emissions (Scope 1 and 2) by 2.33% by 2025 compared to its multi-year baseline that covers the period from 2014-2019 to reflect variability in plant operating rates.

Monitor, disclose, and reduce Scope 1 and 2 CO₂e emissions intensity.

- » Oxy aims to reduce upstream oil and gas emissions intensity to 0.02 MTCO₂e/BOE by 2025.
- » OxyChem targets reducing the GHG intensity of its products (MTCO₂e/MT of product) by 2.7% by 2025 compared to its multi-year baseline.

Monitor, disclose, and reduce methane emissions intensity.

- » Oxy set a target to reduce methane emissions intensity from oil and gas operations to below 0.25% (based on operated wet gas production for market) by 2025.
- » In 2021, Oxy endorsed the UN-Sponsored Oil and Gas Methane Partnership 2.0 to collaborate further on methane reductions across our value chain.
- » In 2022, Oxy was an original signatory to OGCI's Aiming for Zero Methane Emissions Initiative to galvanize industry efforts to maximize methane capture for beneficial use and reduce avoidable methane emissions.

End routine natural gas flaring by 2030.

- » Oxy was the first U.S. oil and gas company to commit to the World Bank's "Zero Routine Flaring by 2030" initiative, which was subsequently endorsed by most major U.S.-based oil and gas companies.
- » Oxy achieved Zero Routine Flaring (ZRF) across U.S. oil and gas operations in 2022, and our international operations significantly reduced routine flaring. We expect to achieve ZRF in our international oil and gas operations well ahead of the World Bank's 2030 target.

Water Stewardship

- » Ninety-five percent of the total water withdrawn by Oxy's U.S. oil and gas operations came from non-fresh sources in 2022, of which 94% was produced water.
- » Oxy works closely with specialized contractors who conduct significant produced water recycling to reduce our need for other water supplies. In 2022, we used about 47 million barrels of recycled produced water in hydraulic fracturing operations.
- » In 2022, our Permian Basin operations were able to satisfy 38% of our Midland Basin and 64% of our New Mexico operations' hydraulic fracturing demand with recycled produced water.
- » Through participation in OCS Blue, OxyChem applies leading practices to prevent the release of plastic resins into the environment, including waterways.

Biodiversity

- » Oxy has enrolled more than 850,000 acres under various conservation agreements, which promote collaborative on-the-ground conservation and restoration initiatives for various species and their habitats.
- » Oxy currently manages five sites certified by the WHC Conservation Certification® in Kansas, Louisiana, Ohio and Tennessee.

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, planet, people, and prosperity. Each pillar represents a key focus area as the company continues to implement and enhance sustainable business practices and programs.

Oxy was the first U.S. oil and gas company to endorse WEF's Stakeholder Capitalism Metrics, a global ESG framework that promotes transparency with investor and stakeholder engagement.

1. Principles of Governance

2. Planet

3. People

4. Prosperity

Our reporting process is also informed by Ipieca's Sustainability Reporting Guidance. Oxy's performance indicators are aligned with the Value Reporting Foundation, using the SASB standards for the oil and gas and chemical sectors, as well as the ACC's Responsible Care® initiative and the API's Energy Excellence® program.

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

1 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 have also aligned performance 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.

2 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.

3 BOUNDARY

Our reporting boundary includes Oxy's operated oil and gas, chemical, and midstream and marketing assets, with Oxy Low Carbon Ventures (OLCV) included within the midstream and marketing segment. 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.

4 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. Members of the Board's S&SE Committee are responsible for oversight of the company's external reporting on ESG and sustainability matters, including climate-related risks and opportunities. Oxy has adopted our Operating Management System based on its longstanding HSE Management System, which sets consistent worldwide expectations for business managers and employees throughout our operations to assess and manage performance and risks.

5 CREDIBILITY

We develop, review, and verify our performance indicators, some of which include estimates, with our business units and corporate functions, provide supporting data and information on performance, and explain the basis for our estimates. We strive to enhance our reporting processes based on reporting guidance and our dialogue with shareholders and other stakeholders.

6 TRANSPARENCY

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

7 TIMELINESS

Annual performance data and indicators are provided through year-end 2022, except where indicated. We report on activities through mid-2023, where indicated.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a central activity at Oxy and a catalyst for ongoing improvement in our policies, practices, and reporting. Oxy builds trust through regular and transparent communication and engagement with stakeholders, including our shareholders, employees, leaders in the communities in which we operate, policy makers, environmental organizations and business partners. Our goal is to understand and proactively address issues to develop beneficial outcomes. We regularly meet with shareholders to hear their views on governance, human capital, and Oxy's Net-Zero Strategy, among other topics. Members of the Board's S&SE Committee, among other Board members, communicate with shareholders and regularly report shareholder views to the Board. We look forward to continuing this dialogue on ESG and climate-related risks and opportunities.

The 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.

Oxy's President and CEO, members of Oxy's Board, our Corporate Secretary, and representatives of our investor relations, human resources, OLCV and environmental and sustainability teams regularly engage with stakeholders on sustainability matters and opportunities pertinent to Oxy, including our carbon management strategy and the policies, technologies, and market mechanisms that advance our net-zero goals and those of a wide range of other industry sectors. Oxy welcomes and considers all feedback from stakeholders on its performance, engagement, and reporting.

Oxy also works closely with NGOs, unions, community leaders, and other stakeholders to advocate for policies that serve the goals of the Paris Agreement. We believe this collaboration positions Oxy to succeed in our changing world and reinforces our reputation as a respected Partner of Choice®.

Our objectives are aligned with the applicable UN SDGs. 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 and Sustainability Principles and Human Rights Policy, Oxy incorporates the SDGs into our sustainability strategy and seeks to identify additional opportunities to help countries, regions, and communities where we operate 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. We recognize and respect our neighbors and local community members from all backgrounds as stakeholders. We welcome their input, which 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 that promote mutually beneficial and inclusive relationships with our neighbors.



PRINCIPLES OF GOVERNANCE

[Sustainability Strategy](#) →

[Board of Directors](#) →

[Corporate Governance](#) →

[Risk Management and Strategic Planning](#) →

[Business Ethics and Code of Business Conduct](#) →

[Public Policy Engagement and Lobbying](#) →



PRINCIPLES OF GOVERNANCE

SUSTAINABILITY STRATEGY

In 2020, Oxy was the first U.S. oil and gas company to announce goals to achieve net-zero GHG emissions for its 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. In 2020, Oxy also set various interim targets, including 2025 carbon and methane intensity targets, and Oxy was the first U.S. oil and gas company to endorse the World Bank's initiative for zero routine flaring by 2030.

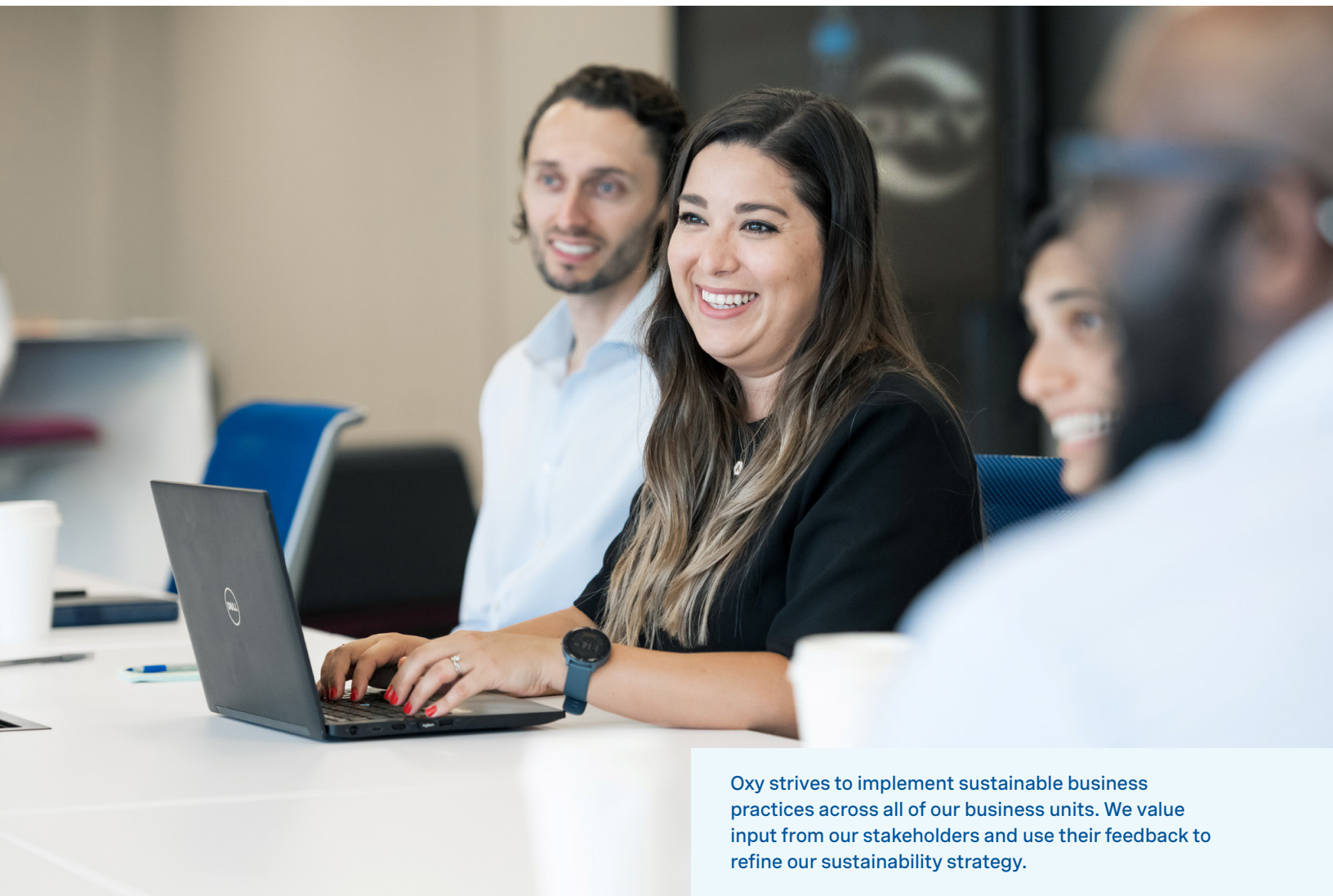
In 2022, Oxy's Board approved updates to our longstanding HSE Principles to formally incorporate sustainability into the principles that unify our workforce and exemplify our core values. As revised, Oxy's HSE and Sustainability Principles reflect Oxy's ambitious net-zero goals and strategy to advance 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.

Oxy seeks to meet our sustainability and environmental goals through the development and commercialization of technologies that lower both GHG emissions from industrial processes and existing atmospheric concentrations of CO₂. Oxy believes that carbon removal technologies, including DAC and CCUS, can, given the necessary incentives for their development and deployment, provide essential CO₂ reductions to assist the world's transition to a less carbon-intensive economy.

During 2022, Oxy undertook the following actions, among others, toward advancing our low-carbon strategy:

- » **Achieved zero routine flaring of gas across our U.S. oil and gas operations, eight years ahead of the World Bank's 2030 target**
- » **Reduced estimated methane emissions by approximately 58% from 2019 and 40% from 2021, along with CO₂e reductions.**
- » **Construction progressing at STRATOS, the first commercial-scale Direct Air Capture plant in the Permian Basin, with agreement for BlackRock to invest \$550 million in STRATOS on behalf of clients through a fund managed by its Diversified Infrastructure business**
- » **Acquired interests in more than 300,000 net acres (400 square miles) of pore space access along the U.S. Gulf Coast for planned sequestration hubs**
- » **Invested approximately \$530 million in emerging net-zero or low-carbon technologies, businesses and assets, including pore space**

As part of our commitment to sustainability, Oxy strives to diligently identify and address our key risks and opportunities. We integrate ESG criteria into our strategic planning and investment decision-making process and perform routine risk assessments to support readiness for emerging challenges and opportunities.



Oxy strives to implement sustainable business practices across all of our business units. We value input from our stakeholders and use their feedback to refine our sustainability strategy.

OxyChem's approach to sustainability and stewardship aligns with Oxy's company-wide sustainability priorities and values. OxyChem is a central contributor to the whole company's role as an innovative and sustainable industry leader.

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

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

- » The content of our climate and sustainability reports
- » Matters related to corporate governance, including the adoption of proxy access and the amendments to our charter to, among other things, 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

BOARD OF DIRECTORS

Oxy's diverse and highly qualified Board is led by an independent Chairman. 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 board refreshment to help ensure diverse leadership and expertise.

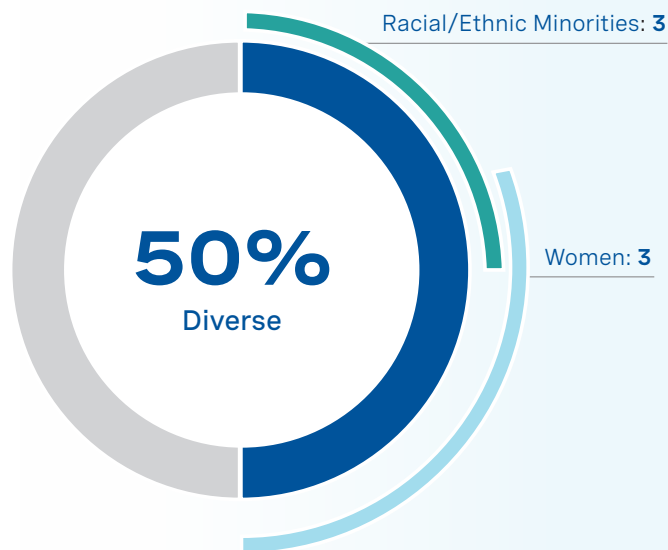
The Board oversees Oxy's corporate governance, strategy and risk management, including ESG and climate-related risks and opportunities and our HSE performance. These matters are incorporated into regular Board and committee meetings, as well as the Board's annual strategic review session, as central elements of the company'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.

In the past two years, Oxy's Board added three new independent directors: Vicky A. Bailey, Claire O'Neill, and Ken Robinson. Ms. Bailey brings over 35 years of significant high-level regulatory and public policy experience in the energy industry both domestically and internationally. With more than 16 years of experience in consulting, finance, and clean energy growth strategy as well as climate policy, we believe Ms. O'Neill has provided, and will continue to provide, valuable insight for our low-carbon initiatives. Finally, Mr. Robinson brings over 40 years of experience in global finance and accounting, enterprise risk, ethics, and compliance across several industries.

ENGAGEMENT WITH SHAREHOLDERS, STAKEHOLDERS AND SUBJECT MATTER EXPERTS

The company's Board is accountable to our shareholders, and Oxy is committed to regular and transparent communication and engagement with shareholders and other stakeholders. Oxy proactively offers engagement meetings with shareholders collectively representing a majority of shares outstanding and responds to engagement requests as they are received. Feedback from these meetings is shared with directors through senior management reports to the Board and its committees and by virtue of independent director participation in various shareholder engagements throughout the year.

BOARD DIVERSITY AS OF MARCH 23, 2023



CORPORATE GOVERNANCE

Oxy and its Board are committed to high standards of ethical conduct, institutional integrity and effective corporate governance in every part of our business as we work to benefit our shareholders, communities and society. We are dedicated to respecting the environment, operating safely and upholding high standards of ethics and sustainability throughout the company's worldwide operations.

Oxy's governance policies are reviewed and updated periodically to reflect changing laws and regulations, evolving best practices and shareholder feedback. They align with the Investor Stewardship Group's Corporate Governance Framework for U.S. Listed Companies.



For more information about Oxy's Governance Policies, please see oxy.com/investors/governance.

BOARD COMMITTEES

The S&SE Committee oversees external reporting on ESG and sustainability matters, including climate-related risks and opportunities. This committee's responsibilities include:

- » Oversight of Oxy's shareholder engagement program
- » Oversight of Oxy's social responsibility programs, policies and practices, including the Human Rights Policy
- » Review and monitoring of climate-related public policy trends and related regulatory matters
- » Oversight of Oxy's Political Contributions Policy and review of the company's political activities and expenditures
- » Oversight of Oxy's Charitable Contributions and Matching Gift Program

The EH&S Committee provides oversight of HSE programs, performance and compliance and HSE risk management. Topics discussed with this committee include:

- » Safety programs, performance and statistics
- » Compliance with applicable HSE laws and regulations
- » Efforts associated with Oxy's Operating Management System
- » Environmental programs and performance, including efforts to enhance energy efficiency of operations, control air emissions of GHGs such as CO₂ and methane and other substances, conserve water and other natural resources, and prevent and respond to releases to air, water or land
- » Remediation projects

The Audit Committee oversees Oxy's ethics and compliance program as well as information technology security programs and cyber security. This committee also oversees the Code of Business Conduct and Oxy's Enterprise Risk Management (ERM) program, which consolidates ESG-related risks discussed with the S&SE Committee and the EH&S Committee with other business, financial and operational risks.

The Corporate Governance and Nominating Committee (Governance Committee) reviews and interprets Oxy's Corporate Governance Policies, reviews and considers other governance issues.

The Executive Compensation Committee reviews and approves the parameters and goals that determine executive compensation, including annual sustainability metrics that tie to Scope 1, 2 and 3 emissions and climate-related targets. Additional details for each of the committees are available in their respective charters and described in Oxy's Proxy Statement.

Led by the Governance Committee, the Board conducts a robust annual evaluation of its performance and the performance of each of the Board's committees, as well as the individual directors, to assess the Board's composition and leadership's effectiveness and to identify areas of strength and areas that may need improvement. This includes assessing whether the Board and its committees have the necessary diversity of skills, backgrounds and expertise to meet Oxy's needs.

RISK OVERSIGHT

As part of its overall responsibility for overseeing Oxy's policies and procedures with respect to risk management, 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.

THE FOLLOWING BOARD COMMITTEES HAVE OVERSIGHT OF:

AUDIT	CORPORATE GOVERNANCE & NOMINATING	SUSTAINABILITY & SHAREHOLDER ENGAGEMENT	
<ul style="list-style-type: none"> • Accounting, controls and financial disclosure • Information technology security programs • Cyber security • Enterprise Risk Management (ERM) process • Code of Business Conduct 	<ul style="list-style-type: none"> • Corporate governance policies • Composition and refreshment • Board committee leadership and membership • Performance evaluations • Related Party Transactions Policy 	<ul style="list-style-type: none"> • ESG and sustainability reporting • Social responsibility programs, policies and practices • Political contributions policy • Charitable contributions program • Shareholder engagement 	
<th data-bbox="352 877 792 957">ENVIRONMENTAL, HEALTH & SAFETY (EH&S)</th> <td data-bbox="803 877 1263 1087"> <th data-bbox="803 877 1263 957">EXECUTIVE COMPENSATION</th> </td>	ENVIRONMENTAL, HEALTH & SAFETY (EH&S)	<th data-bbox="803 877 1263 957">EXECUTIVE COMPENSATION</th>	EXECUTIVE COMPENSATION
<ul style="list-style-type: none"> • Compliance with applicable HSE laws and regulations • Operating Management System • Remediation projects 	<ul style="list-style-type: none"> • Risk assessment related to the company's compensation policies and programs applicable to executive officers and other employees 		

Role of Management

- » Senior leadership, including the ERM Council (a group of senior executives responsible for governance and direction of the ERM program), manages risks
- » Regularly reports to the Board on financial, operational, human capital, cyber security, HSE and sustainability matters

Strategy Oversight

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

RISK MANAGEMENT AND STRATEGIC PLANNING

Oxy's proactive ERM program is integral to strategic and capital planning and promotes safe, reliable and sustainable operations. Oxy's ERM program builds upon systematic risk assessment programs in functional disciplines, such as our HSE risk management, security and social responsibility programs and the work of our planning and commercial teams. This program addresses a range of potential environmental and social risks and opportunities related to our businesses, workforce, customers and the communities where we operate.

Climate-related risks serve as an example of our ERM process. We evaluate both physical risks and transition risks of climate change relating to regulatory, legal, reputational, technology and implementation, and commercial or market considerations, prioritize them for potential mitigation and incorporate them into risk factors or other disclosures as warranted.

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.

To support strategic planning discussions at senior management and Board levels, Oxy considers various scenarios to assess potential future climate-related impacts on the company's assets. We factor carbon pricing and energy intensity assumptions in a range of scenarios around commodity prices, returns on capital, and the risks and opportunities of GHG abatement and CO₂ capture and utilization. Our risk evaluation also includes the potential physical, financial and social impacts of severe weather events and business disruption due to proximity to flood-prone and water-stressed areas.

Other potential physical or resource risks that could arise from long-term shifts in climate, including water or raw material scarcity, changes or disruptions in energy markets, geopolitical risks or other supply and logistics challenges, are considered in our routine business planning and ERM processes.

Significantly, our ERM program informs our engagement with shareholders, state and national regulators, industry associations, community and environmental groups and other stakeholders.

For details on Oxy's risk management, climate-related risks, review of various energy scenarios and how climate considerations are integrated into our risk management approach, please see [Oxy's 2023 Climate Report](#).

ESG performance is critical to Oxy's overall risk management and strategic planning processes. Both the management team and the Board provide oversight and are actively engaged in assessing sustainability-related risks and opportunities.

BUSINESS ETHICS AND 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. The company's Code of Business Conduct (Code) reaffirms Oxy's commitment to high standards of ethical behavior and embodies Oxy's business ethics, policies and procedures. The Code covers ethical 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 cyber security, data privacy and the use of company information systems.

New employees receive an electronic copy of the Code and are required to acknowledge they have reviewed and understand it. Through a combination of live and virtual platforms, we offer training on the Code. Annually, all employees must certify compliance with the Code and related policies and procedures.

The Code explains the many ways that questions or concerns may be raised, including Oxy's Integrity Helpline, an anonymous toll-free compliance hotline 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 a zero-tolerance policy 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.

ANTI-CORRUPTION AND BRIBERY

Oxy prohibits bribery in all forms. Everyone subject to the Code 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.

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, people and the environment. As a part of Oxy's compliance program, Oxy evaluates prospective business partners, contractors, suppliers and agents and conveys our expectation that they must comply with Oxy's policies, including the Code. Our international procurement contracts include provisions related to human rights, ethical business conduct and other relevant policies.



For more information about Oxy's Code of Business Conduct, please see oxy.com/investors/governance.

PUBLIC POLICY ENGAGEMENT AND LOBBYING

Oxy often engages with governments, including internationally and at the 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 create value for the company and our key stakeholders, including host governments and local community members.

In addition to engaging with host governments and local communities, Oxy engages in lobbying efforts on legislative and regulatory issues that impact the company and its stakeholders. Oxy's policy regarding political contributions and lobbying activities is outlined in the Code of Business Conduct and the Political Contributions and Lobbying Policy.

Regulatory and legislative challenges and opportunities constantly arise in the political process at federal, state and local levels. These changes can directly affect Oxy's businesses and stakeholders. Oxy believes it is critical for the company to inform 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 a robust policy and oversight procedures in place to help ensure that Oxy's participation in the political arena is in the best interest of the company and its shareholders. More details can be found on oxy.com/sustainability under our [Climate Advocacy and Engagement](#) and our [Climate Policy Position documents](#).

The Code of Business Conduct regulates Oxy's political contributions. The Code covers campaign contributions and other politically related expenses by or on behalf of Oxy, which are made with the approval of the Board, the Government Affairs Committee or their designees. The Government Affairs Committee initially approves all political contributions and reports directly to the Board. The Vice President, Government Relations is the current chair of the Government Affairs Committee. The other members of the Government Affairs Committee include the

President of Oxy Energy Services, Vice President of Land, Regulatory, Government Relations, and Corporate Affairs, and Executive Vice President of Essential Chemistry.

On a quarterly basis, Oxy reports its federal 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 (e.g., salaries, office rent, etc.), as well as the portion of the dues paid to trade associations that is used for lobbying purposes.

OXYPAC

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

On an annual basis, Oxy discloses OXYPAC'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 OXYPAC and non-OXYPAC contributions are available in the Political Contributions Archive. For more details on these contributions, please refer to information posted on: <https://www.oxy.com/investors/governance/political-contributions-and-lobbying/>

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 shared 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, all issues on which these associations lobbied are listed in the disclosure forms filed by the organizations. These are available via the U.S. Senate's Lobbying Disclosure Electronic Filing System U.S. Trade Associations Archive.



ADIPEC 2022, UAE

PLANET

- [Environmental Stewardship at Oxy](#) →
- [Climate Policy Positions](#) →
- [Climate Strategy: Building to Net-Zero](#) →
- [Greenhouse Gas Emissions, Methane and Flaring](#) →
- [Energy Utilization and Efficiency](#) →
- [Water Stewardship](#) →
- [Waste Management](#) →
- [Spill Prevention](#) →
- [Biodiversity, Land Use and Remediation](#) →



Photo Taken Near OxyChem Facility, Geismar, LA

PLANET

ENVIRONMENTAL STEWARDSHIP AT OXY

Oxy is committed to responsible environmental stewardship. We have a long-standing policy to seek improvement in resource conservation and recovery, pollution prevention and energy efficiency and to responsibly remediate impacts from legacy operations or waste management practices. Oxy integrates these activities through rigorous policies and procedures that promote compliance with environmental laws, regulations and internal standards. We apply technologies to conserve or reuse resources, design facilities to minimize our impact on communities and ecosystems and work with stakeholders to preserve habitat and biodiversity. Our 2022 capital investment for projects related to long-term environmental performance improvements was

approximately \$168 million. This amount excludes investments in OLCV, such as our STRATOS DAC plant and sequestration hubs, as well as environmental controls that are integrated with the development projects in our oil and gas, chemical and midstream and marketing segments.

Oxy understands its dependencies on the environment need to be managed effectively to help ensure business continuity. This Planet section describes our environmental stewardship practices and performance, with a focus on climate change, energy use and GHG emissions management, biodiversity and habitat conservation and water and waste management.

CLIMATE POLICY POSITIONS

At Oxy, we recognize the need to lower both GHG emissions and atmospheric concentrations of CO₂. Our 2023 Climate Report, *Leading the Way in Carbon Management*, underscores our commitment to apply our expertise in carbon management and storage to achieve net zero in alignment with the goals of the 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 UN 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." It is our core Net-Zero Strategy to develop and commercialize technologies that lower both GHG emissions from industrial processes and atmospheric concentrations of CO₂. We also recognize the importance of effective public policy as we advance our net-zero 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 CO₂ emissions and atmospheric CO₂ concentrations by leveraging existing infrastructure while continuing to supply consumers with affordable, reliable energy sources and essential products.

OLVC and its development company, 1PointFive LLC (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 CO₂ 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 replace 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 in alignment with the goals of the Paris Agreement.

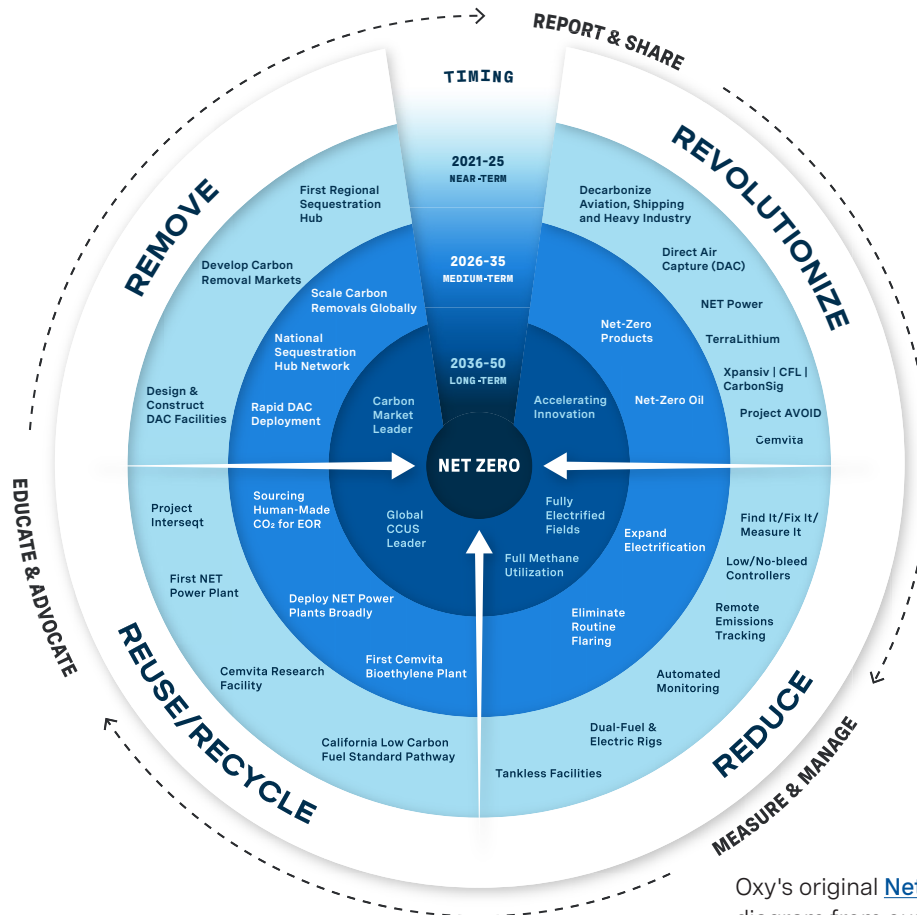
Oxy endorses the goals of the Paris Agreement—including its aim to limit the global temperature increase to less than 1.5°C above pre-industrial levels—and has developed our Net-Zero Strategy to align with those goals.

For more information about Oxy's climate policy positions, please refer to Occidental's Positions on Climate-Related Policies document available on Oxy's Sustainability website, oxy.com/sustainability.



Artist rendering of STRATOS, the first industrial-scale Direct Air Capture facility under construction in the Permian Basin.

CLIMATE STRATEGY: BUILDING TO NET-ZERO



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

Oxy recognizes the significant challenge climate change poses to our society and is committed to be part of the solution. We are leveraging our expertise 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 to accelerate our pathway to net zero, as well as helping others do the same.

As the first U.S. oil and natural 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've taken a leadership role in developing solutions to accelerate a lower-carbon economy. In 2022, we focused on advancing DAC solutions and CO₂ sequestration hubs—which we believe are essential to meet the goals of the Paris Agreement while supporting the diverse energy supply that society needs.

Oxy is actively implementing multiple pathways to 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 aiming for 2035, and in our total carbon inventory including the use of our products before 2050.

THE SIX ENERGY TRANSITION PRINCIPLES

1 PUBLIC SUPPORT FOR THE GOALS OF THE PARIS AGREEMENT:

Publicly support the goals of the Paris Agreement, including international cooperation as a vehicle to ensure these goals can be achieved at the lowest overall cost to the economy.

2 INDUSTRY DECARBONIZATION:

In line with each company's individual strategy, ambitions and aims, work to reduce emissions from their own operations and strive to reduce emissions from use of energy, together with customers and society. Companies may measure their contributions using carbon intensity and/or absolute metrics at different points in the value chain as determined by their approach.

3 ENERGY SYSTEM COLLABORATION:

Collaborate with interested stakeholders, including energy users, investors and governments, to develop and promote approaches to reduce emissions from use of energy, in support of countries delivering their Nationally Determined Contributions (NDCs) towards achieving the goals of the Paris Agreement.

4 DEVELOPMENT OF CARBON SINKS:

Continue to support and promote development of carbon removal technologies such as DAC and natural carbon sinks.

5 TRANSPARENCY:

Provide disclosure related to climate change risks and opportunities consistent with the aims of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

6 INDUSTRY AND TRADE ASSOCIATIONS:

Report information about their memberships of main industry and trade associations and their alignment with the companies' key climate advocacy and policy positions.

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

- » Reduce GHG emissions from our operations
- » Revolutionize technologies to abate GHG emissions
- » Remove CO₂ directly from the atmosphere through DAC
- » Reuse and recycle CO₂ to generate low-carbon transportation fuels, electricity and other products

Oxy was the only U.S.-based energy company to join a multinational group of energy companies that developed and agreed upon six Energy Transition Principles and that support incentives to encourage the net-zero transition. We believe this transition will occur more quickly by deploying carbon removal technologies at scale.

LEVERAGING 50+ YEARS OF CO₂ MANAGEMENT EXPERTISE

Oxy has among the largest CO₂ management operations in the world. Our subsurface engineering teams have decades of experience characterizing reservoirs for CO₂ storage in our enhanced oil recovery (EOR) operations. This expertise enables us to broaden our portfolio of storage options beyond oil and gas fields to include sequestration hubs using saline formations. Another key differentiator is our comprehensive, enterprise-wide strategy, which is predicated on our 50+ years of experience with integrated carbon management and large-scale carbon separation, transportation, recycling and storage, to offer future opportunities to supply lower-carbon products and fuels and ultimately net-zero oil. By leveraging this expertise in CO₂ 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 a competitive advantage that enhances our existing businesses and sets us apart from our peers.

We launched OLCV in 2018 to leverage our industry-leading experience in managing CO₂ and provide impactful global solutions to advance net-zero emissions. The core of OLCV's strategy is to design and implement innovative, scalable solutions that help society achieve carbon neutrality and accelerate the transition to a net-zero economy. 1PointFive focuses on commercializing and deploying CCUS and DAC technologies at scale to remove CO₂ from industrial processes and the atmosphere, using the captured CO₂ to help create less carbon-intensive products, like fuels, chemicals and concrete, and injecting residual CO₂ in secure underground oil and gas or saline formations for long-term sequestration to meet our ambitious net-zero goals.

NET-ZERO OIL: A PATH TO LOWER-CARBON PRODUCTS

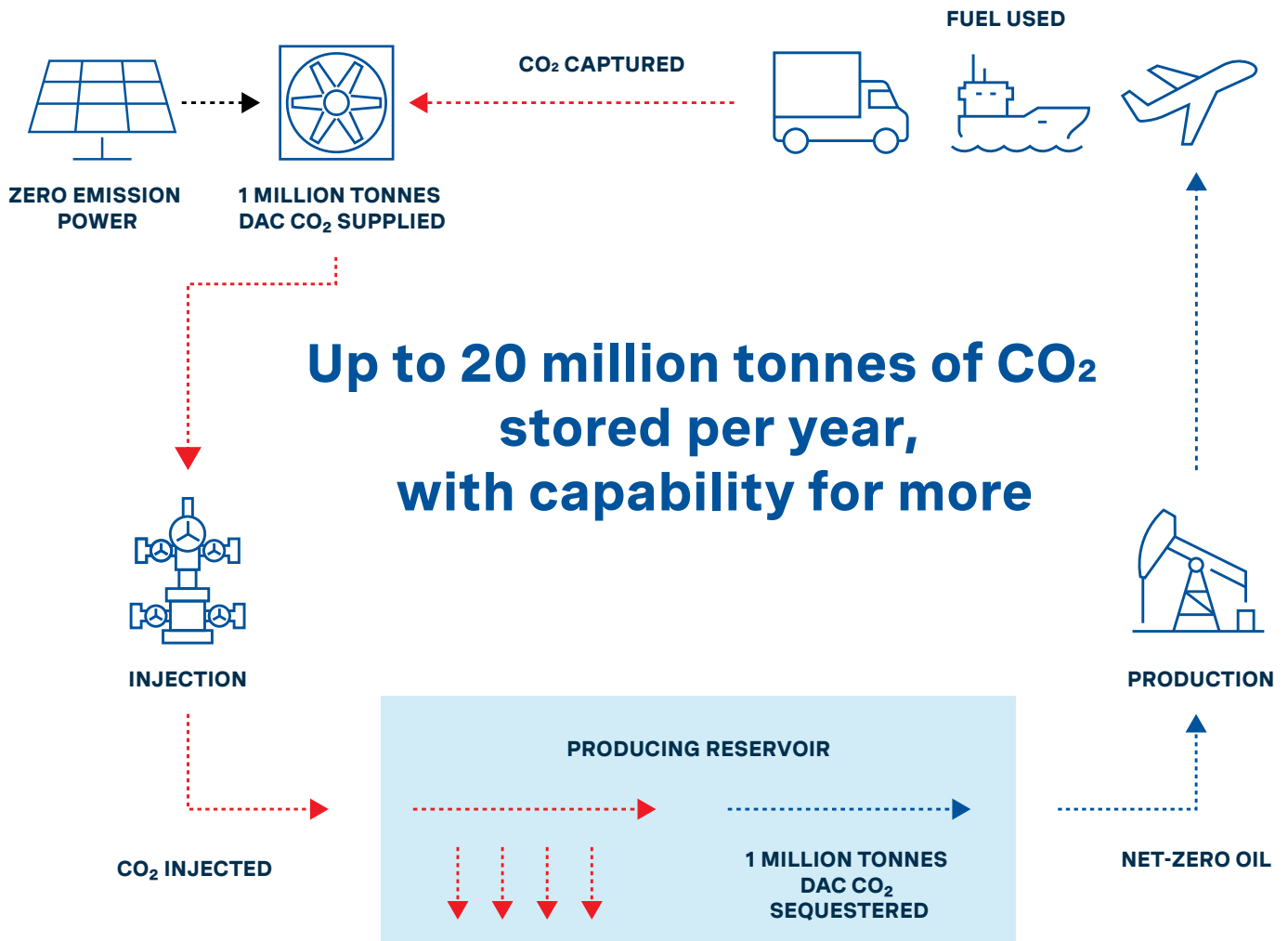
IPCC and IEA 1.5°C scenarios show 2050 oil demand at up to 50% of today's levels, specifically for hard-to-abate sectors that will continue to require liquid fuels and for hydrocarbon feedstocks. A key part of our strategy is to establish a supply of lower-carbon oil and gas to meet this need with a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

By pairing DAC with our existing infrastructure, we aim to remove an amount of CO₂ equivalent 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.

CO₂ IMPACT PER BBL OF OIL

	Estimated Metric Tons per BOE Lifecycle Emissions ¹
SCOPE 1 DIRECT EMISSIONS	~0.02
+	
SCOPE 2 INDIRECT EMISSIONS	~0.03
+	
SCOPE 3 CARBON INTENSITY OF PRODUCTS	~0.45
<hr/>	
	~0.5
EMISSIONS CAPTURED & SEQUESTERED	-0.4-0.6
<hr/>	
NET-ZERO OIL EMISSIONS	~0.0

(1) Company Estimates



HIGHLIGHT

Artist Rendering of
STRATOS, the first
industrial-scale Direct
Air Capture facility

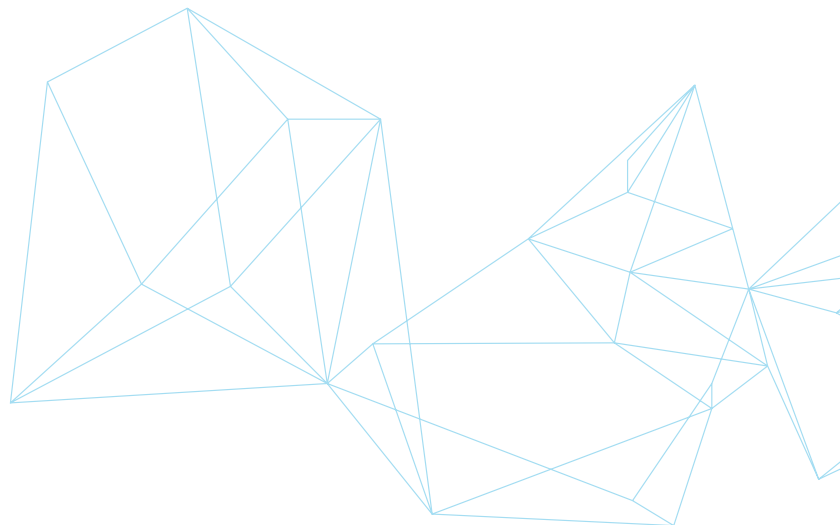


UPDATES ON DIRECT AIR CAPTURE TECHNOLOGY

In the second quarter of 2022, Oxy completed the Front-End Engineering and Design (FEED) for STRATOS, the first commercial-scale DAC plant, with construction activities initiated in the third quarter. The facility, located in Ector County, Texas, is expected to be commercially operational in mid-2025. Upon completion, this DAC plant is expected to be the world's largest of its kind and is designed to capture up to 500,000 metric tons of CO₂ per year when fully operational. BlackRock has agreed to invest \$550 million on behalf of clients in a joint venture to develop STRATOS through a fund managed by its Diversified Infrastructure business. In 2023, 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. For more details on this read here: [Occidental Enters into Agreement to Acquire Direct Air Capture Technology Innovator Carbon Engineering \(oxy.com\)](https://www.oxy.com).

INTERNATIONAL CCUS DEVELOPMENT

Oxy is actively pursuing international development of CCUS. In 2023, we signed Memoranda of Understanding with ADNOC to evaluate participation in DAC plants and CO₂ sequestration hubs in the U.S. and the UAE, including a 1 million metric ton-per-year DAC plant in the UAE, and separately 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.



UPDATES ON CO₂ SEQUESTRATION INITIATIVES

Oxy has five sequestration hubs in progress, currently being developed 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 southeast Texas and Louisiana. This could give our sequestration hubs a collective capacity to sequester up to 6 billion metric tons of CO₂. Here is a current snapshot of our sequestration projects in progress:

SOUTH TEXAS DAC HUB

In October 2022, 1PointFive entered into a lease agreement on 106,000 acres along the Texas Gulf Coast with the capacity to hold up to 3 billion metric tons of CO₂. The development will be strategically located near the significant coastal industrial manufacturing base of Southwest Texas, enabling both significant DAC and point-source capture projects. In August 2023, 1PointFive was selected to receive a grant from the U.S. Department of Energy's Office of Clean Energy Demonstrations for the development of its South Texas DAC Hub.

POLK COUNTY HUB

In October 2022, OLCV and Natural Resource Partners L.P. (NRP) entered into a CO₂ Sequestration Agreement for approximately 65,000 acres of pore space controlled by NRP. The location has at least 500 million metric tons of resource potential and is strategically located in Southeast Texas close to the Gulf Coast and Haynesville shale.

PELICAN HUB

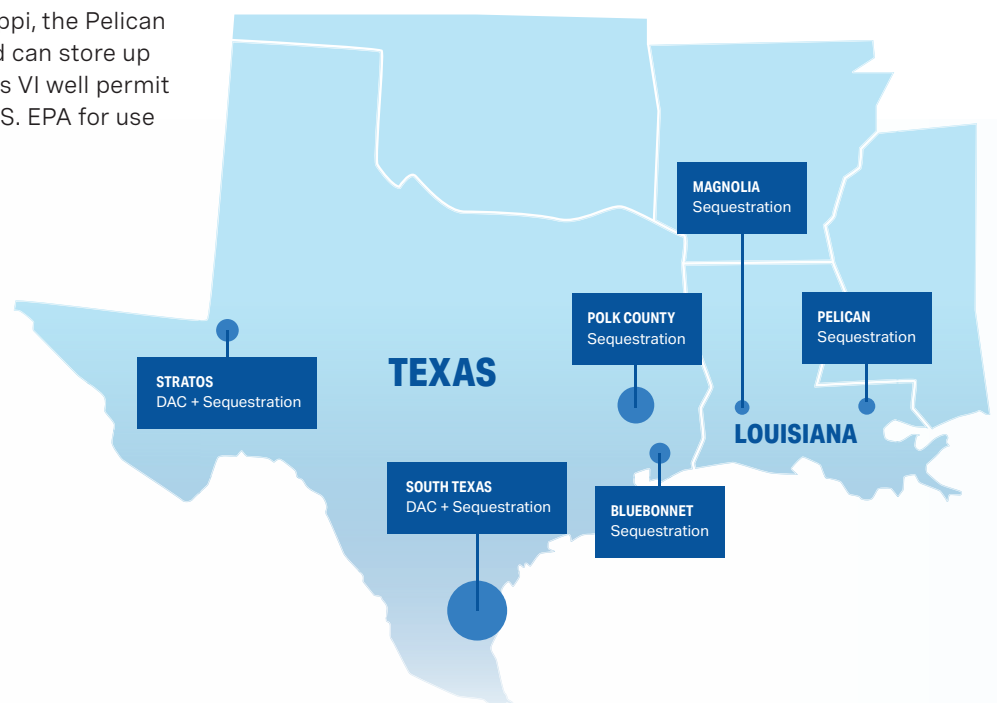
Strategically located to support downstream and manufacturing centers in Louisiana and Mississippi, the Pelican sequestration hub covers 30,000 acres and can store up to 550 million metric tons of CO₂. Two Class VI well permit applications have been submitted to the U.S. EPA for use with the Pelican Hub.

MAGNOLIA HUB

Oxy subsidiary Magnolia Sequestration's proposed hub comprises 26,800 subsurface acres in Allen Parish, Louisiana with an estimated 300 million metric tons of total CO₂ storage capacity. The company continues engaging with the community to discuss our work and listen to feedback and, in June 2023, contributed to the Road Maintenance Fund of Allen Parish. Two Class VI well permit applications have been submitted to the U.S. EPA in Allen Parish for use with the Magnolia Sequestration Hub.

BLUEBONNET HUB

In 2022 and 2023, an affiliate of 1PointFive leased a 63,000-acre sequestration site with the resource potential to store approximately 1.2 billion metric tons of carbon dioxide. The Bluebonnet Hub is located in Chambers, Liberty and Jefferson counties in Texas near refineries, chemical plants and manufacturing facilities along the Gulf Coast from Beaumont to Houston. One Class VI permit application has been submitted to the U.S. EPA for use with the Bluebonnet Hub.



GREENHOUSE GAS EMISSIONS, METHANE AND FLARING

Oxy is committed to improving operational performance by implementing practices and technologies designed to reduce our emissions and maximize the use of our natural gas production. Oxy was the first U.S. oil and gas company to endorse the World Bank's initiative for Zero Routine Flaring (ZRF) by 2030. 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 to third parties. We are an active participant in emissions reduction programs propagated through multiple associations, including OGCI, the Methane Guiding Principles, OGMP 2.0 and TEP.

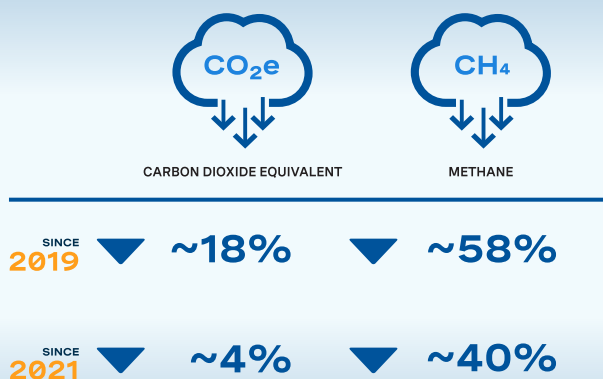
Through these practices, Oxy achieved ZRF in our Permian Basin operations in 2022, and our Rockies and Gulf of Mexico operations have sustained ZRF since 2020. Our international operations implemented major gas compression and recycling projects in 2022 to significantly reduce flaring and expect to achieve ZRF well ahead of the World Bank's 2030 target. Conditions can change at a given facility that affect flaring categories, such as the closure 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 facilities engineering and air quality teams periodically review flaring activity and categories and, where necessary, design and implement projects that seek to sustain ZRF in our U.S. operations on an ongoing basis and to reduce total flaring to maximize beneficial use of methane.

Oxy's workforce is engaged in a multi-year plan to advance our ambitious interim GHG targets, including:

- » Emissions reduction efforts that integrate capital projects; expanded inspection, repair and maintenance programs, including using fixed monitors and aerial and satellite surveillance; and changes to operating practices to minimize releases and flaring during third-party plant or pipeline outages.
- » Strategic deployment of DAC, NET Power, sequestration hubs and low-carbon fuels and products to achieve our medium-term targets, accelerate our pathway to net zero, and help others across industry sectors meet their net-zero goals.

ACHIEVED SIGNIFICANT GHG EMISSIONS REDUCTIONS IN OPERATED ASSETS IN 2022:



NET Power is a clean energy technology company enabling near-zero emissions natural gas power generation. NET Power has agreed to build its first utility-scale plant in the Permian Basin to supply electricity to our operations to advance our net-zero goals, as well as produce excess CO₂ for other processes such as EOR or the manufacturing of low-carbon products.

ENHANCED EMISSIONS ESTIMATES AND MEASUREMENT

Oxy continues to integrate processes, methodologies and systems for estimating, measuring, reporting and reducing GHG emissions. Since 2020, we have enhanced the efficiency and effectiveness of these programs by increasing the scope of our monitoring, remote sensing and leak detection and repair, conducting a physical inventory of emissions-generating equipment, and incorporating more site-specific measurements into our data management system and emissions estimates. We expect to continue to review, and may update as warranted, emissions estimates for the years presented in the event of significant changes as additional data become available, reporting and estimation regulations or protocols are revised, or estimates are supplemented by measurements, and to reflect significant changes to Oxy's assets, operations or organizational boundaries.

Oxy has estimated direct GHG emissions from our operations (Scope 1), 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 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 the oil and gas products we make to our customers (Category 9), processing and refining of our oil and gas products by our customers (Category 10), and use of our sold oil and gas products by consumers (Category 11).

ERM Certification and Verification Services, Inc., a qualified independent external reviewer, has issued Independent Assurance Statements this year for 2022 emissions and last year for 2019-2021 emissions. For 2019 and 2020, these included Total Scope 1 and 2 GHG emissions from operated assets company-wide and by business segment. For 2021 and 2022, these included:

- » Company-wide and business segment Scope 1, Scope 2, Total Scope 1 and 2, and methane emissions from operated assets
- » Scope 3 GHG emissions from transportation, refining and use of oil and gas products — our most relevant categories (operated basis and equity basis)

Oxy primarily reports our estimated GHG emissions and intensities on an operated basis. Our Annual ESG Data Summary contains estimates on an equity basis that currently exclude third-party operated assets in the U.S. because of a lack of consistent asset-specific data. We also provide our estimated GHG emissions and energy use data in annual CDP reporting, which we have submitted since its inception in 2003.

HIGHLIGHT



EMISSIONS TECHNOLOGY TEAM

Oxy's Emissions Technology Team is implementing advanced remote emissions monitoring technologies using drones, aircraft and satellites. The technologies help identify, detect, monitor and predict unplanned emissions events, and alert Oxy's operations, maintenance and air quality personnel for rapid action. The Emissions Technology Team is also working with technology providers and data scientists to evaluate improvements to techniques that estimate and measure methane emissions, which is a core component of Oxy's carbon management program.

Since 2022, Oxy has deployed over 55 Unmanned Aerial Vehicles (UAV), commonly known as drones, at several of our oil and gas production facilities. At our DJ Basin facilities, we use UAVs to survey thousands of wellheads as part of a voluntary initiative to reduce emissions. In the Permian Basin, UAVs help identify emissions from hard-to-access areas of facilities, such as tank thief hatches. The program enhances safe access to equipment, reduces cost and facilitates early identification of maintenance issues. This rapidly evolving technology allows us to acquire important operational and environmental data that support detection of emission sources, asset integrity inspection and habitat conservation and restoration.

Oxy has also employed aircraft-based methane monitoring solutions across large, operated areas. In 2022, Oxy surveyed wellheads, facilities and pipeline segments across U.S. operations with fixed-wing aircraft, deploying both broad coverage campaigns and individual asset surveys.

Internationally, Oxy has leveraged satellite-based methane monitoring programs to provide weekly coverage of Oxy's operations in Oman.

In addition, Oxy has deployed over 700 ground-based sensors at key facilities in the U.S. and Oman in 2023.

OTHER AIR EMISSIONS

Oxy's oil and natural gas, chemical and midstream operations generate air emissions, including sulfur oxides, nitrogen oxides, volatile organic compounds (VOCs), carbon monoxide, hydrogen sulfide and particulate matter (such as PM₁₀ and PM_{2.5}), among other substances. We monitor operating conditions and work hard to control air emissions from our facilities and oil and gas 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.

INSTALLING VAPOR RECOVERY OR VAPOR COMBUSTION UNITS

When designing new facilities and upgrading existing facilities, Oxy seeks to replace flares and vents where feasible and safe with closed systems that route gas to vapor recovery towers and then to vapor recovery units (VRUs). Where it is not feasible to use VRUs, Oxy may install vapor combustion units (VCUs) that capture VOCs and methane to safely combust the vapors.

The installation of VRUs and VCUs is a key element of our efforts to reduce air emissions, such as methane and VOCs.

For example, Oxy's New Mexico facilities implemented a closed-loop flowback system with a VRU that captures vapor from flowback fluids directly into the gathering system. This gathering system represents a 60% reduction in CO₂e combustion emissions compared to a traditional design.

TANKLESS FACILITY DESIGN

Oxy's designs for new oil and gas facilities in the Permian and DJ Basins seek to eliminate oil storage tanks near wells by transporting production fluid directly by pipeline from wells to central processing facilities. These innovative facility designs decrease our environmental footprint by reducing emissions, dust, noise and truck traffic. In addition, Oxy has completed the conversion of four existing facilities to the tankless design with more conversions in progress.

FIND IT, FIX IT, MEASURE IT, PREDICT IT

Oxy's Find It, Fix It, Measure It, Predict It program enlists our key resource—our dedicated operators and maintenance personnel—to identify and fix unplanned emissions. The program includes training, inspection and reporting tools for operations personnel and close coordination with Oxy's Air Quality Team and leverages reports from on-site and remote-sensing technologies to expedite repairs and minimize emissions.

ELIMINATING HIGH-BLEED PNEUMATIC CONTROLLERS

Oxy joined TEP in 2017, which aims to reduce methane emissions from production operations. Oxy's participation in TEP encompasses Leak Detection and Repair (LDAR) procedures and equipment upgrades, such as removing, replacing, or retrofitting high-bleed pneumatic controllers with lower-bleed or non-emitting devices.

In 2022 and 2023 we have retrofitted or eliminated all high-bleed pneumatic controllers found in Oxy's U.S. onshore oil and gas operations.

SUPPORTING INTERNATIONAL ORGANIZATIONS IN REDUCING METHANE EMISSIONS

Oxy is a member of OGCI, a CEO-led initiative comprised of 12 of the world's leading energy companies, producing around a third of global oil and gas. In addition to setting collective methane emissions reduction targets, OGCI is focused on lowering the carbon footprints of energy, industry and transportation value chains via engagements, policies, investments and deployment. OGCI-sponsored Climate Investment is a \$1 billion-plus fund to which Oxy and other OGCI members contribute to invest in technologies, projects and business solutions with potential to significantly reduce emissions in the energy and industrial sectors.

OGCI is also committed to advancing the Global Methane Alliance, launched by the United Nations Environment Programme (UNEP) to support the inclusion of methane emissions reduction targets in countries' Nationally Determined Contributions under the Paris Agreement. In 2022, Oxy was an original signatory to the OGCI-sponsored Aiming for Zero Methane Emissions pledge, an initiative to galvanize industry efforts to maximize methane capture for beneficial use and reduce avoidable methane emissions.

In 2021, Oxy endorsed OGMP 2.0 to collaborate further on methane emissions reductions across our value chain. In 2023, Oxy submitted its first Implementation Plan and Report to UNEP for OGMP 2.0 for the 2022 reporting year. In addition, Oxy is expanding the use of measured emissions in line with OGMP expectations for increasing site-specific measurement.

FLARING

As Oxy continues 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 at Oxy facilities in the Delaware Basin to eliminate flaring 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 our Delaware Basin operations to reduce the need for non-routine flaring. Oxy has received agency approvals for this practice in multiple wells and is submitting additional applications to deploy this solution in Texas and New Mexico. This emissions mitigation technique also complements our installation of tankless facilities, which reduce or eliminate oil storage on well pads and route production fluids to central processing facilities.

In 2021, Oxy was recognized by the New Mexico Environment Department (NMED) for endorsing the state Environmental Improvement Board's efforts to reduce flaring through more stringent regulations. These regulations were promoted by a broad coalition of environmental and community groups including the Environmental Defense Fund and the National Park Service.

REDUCED EMISSIONS COMPLETIONS

Oxy implements Reduced Emissions Completions (RECs) or "green completions" to reduce the loss of methane and other hydrocarbons during drilling and completion activities. To do this, we plan our drilling and facility construction programs in tandem to capture produced gas during well completions and well workovers. This tandem approach allows adequate separation and processing so that produced gas can be beneficially sold to a third-party gas collection system in lieu of flaring.



Oxy believes that policies and regulations developed and supported by a consensus of stakeholders who bring different perspectives to the table are more practical and sustainable and can create the best results.

ENERGY UTILIZATION AND EFFICIENCY

Oxy seeks ongoing improvement in energy efficiency. Oxy has for many years used cogeneration, energy efficiency improvements and focused integration of renewable energy to advance our strategy of sustaining 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. As a result of hands-on, employee-driven innovations, we have invested in efficiency improvements, process changes and use of lower-carbon power and feedstocks.

Guided by the principles of the ACC's Responsible Care® Energy Efficiency program, OxyChem's plants have successfully implemented innovative energy efficiency enhancements. In addition, OxyChem partnered with the DOE's Better Plants® program to apply best practices in energy management to help OxyChem advance its 2025

sustainability goals. Another example of our 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 CO₂ emissions.

In the Texas electricity market, Oxy is one of the leading providers of Responsive Reserve Service, which helps improve reliability of the electric grid. By offering to reduce power consumption at specific facilities when called upon by the grid operator, Oxy provides the Texas electrical grid with a demand-response tool that helps maintain grid reliability for industrial, commercial and residential consumers. We seek to continually evaluate opportunities to reduce the company's electricity costs by instituting practices to consume less electricity in high-demand hours, by minimizing electric transmission costs, and by increasing participation in the Responsive Reserve Service market.

HIGHLIGHT



RENEWABLE ENERGY

Oxy operates a solar photovoltaic facility near Odessa, Texas. The Goldsmith solar facility expands on the company's commitment to economically lower its carbon footprint by using emissions-free power sources in its operations. The 120-acre field is the first large-scale solar facility of its kind that directly powers oil and gas operations in Texas and features 174,000 photovoltaic panels with a total capacity of 16 megawatts—enough to power the Goldsmith EOR field and to supply surplus electricity to the Texas grid. This project also advances OGCI's goal of electrifying operations.

In 2022, the facility generated 43,324 MWh of electricity, reducing the Goldsmith EOR field's emissions by over 16,000 metric tons of CO₂ compared to electricity purchased from the grid.

COGENERATION, HYDROGEN USE AND INNOVATION AT OXYCHEM

For nearly two decades, natural gas and steam cogeneration has significantly reduced electrical power usage from the grid at OxyChem's facilities and adjacent third-party plants and enabled Oxy to supply surplus electricity to the grid to serve local and regional communities near some of OxyChem's operations.

OxyChem's Taft, Battleground and Ingleside facilities use hydrogen, a byproduct from the chlor-alkali process, to generate power and reduce its demand for natural gas. Hydrogen substitution has typically reduced OxyChem's CO₂

emissions by approximately 360,000 MT annually, as well as its GHG intensity.

In May 2022, 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 CO₂ emissions by 7,000 MT annually.



ENERGY UTILIZATION AND EFFICIENCY AT OXYCHEM

OxyChem operates a billion-pound-per-year capacity ethylene cracker at its plant in Ingleside, Texas. OxyChem incorporated significant energy efficiency features, such as the use of byproduct hydrogen gas as fuel and recovery of surplus heat from the process and flue gas outlet of the cracking furnaces. Another unique aspect of this project is the use of two thermal oxidizers equipped with boilers to combust low-pressure gases from process equipment and storage vessels. These thermal oxidizers are designed to provide high emissions control and generate steam from the surplus heat. OxyChem estimates that it is eliminating approximately 970,000 MT per year of total CO_{2e} due to the highly efficient design.

OxyChem's New Johnsonville facility in Tennessee recovers hydrogen as a byproduct in the membrane chlor-alkali production process to generate steam in a dedicated boiler, replacing steam generated from natural gas.

OxyChem's Geismar, Louisiana plant manufactures 4CPE, which is a raw material used in making advanced, low-emissions auto refrigerants. These products have zero ozone-depletion potential and a Global Warming Potential (GWP) of 1 compared to conventional R-134a refrigerant used in the automobile industry, which has a GWP of 1,430. The 4CPE manufacturing process was developed by OxyChem scientists and patented globally.

PARTNERSHIPS TO REDUCE ENERGY CONSUMPTION

In 2019, OxyChem joined the DOE Better Plants® program to reduce our energy consumption across our facilities. As part of this program, OxyChem partnered with the Industrial Assessment Centers (IAC) to perform energy audits at our facilities to help us identify opportunities to reduce energy consumption. The IACs are made up of graduate students from local universities who perform energy audits of participating U.S. manufacturing facilities.

Being an industry leader in sustainability, OxyChem engaged the IACs at Louisiana State University and Texas A&M University to perform free energy audits at schools to help local communities with energy conservation. The DOE supported the community energy assessment program

through the IACs, led by OxyChem, to help schools lower their energy costs.

The energy audits identified opportunities to reduce four schools' energy consumption through installing energy efficient light fixtures, occupancy sensors and heating, ventilation, and air conditioning improvements. For example, OxyChem donated over \$40,000 to Paulina Elementary in St. James Parish, Louisiana to make the recommended improvements. Since the improvements were completed in early 2023, the school has saved over 375,000 KWH of energy and \$34,000.





Dos Ochos Water Recycling Facility, Loving County, Texas, an innovative design with a capacity of 2.1 million barrels of recycled water in the four lined polishing ponds before the water is returned to our operations.

PLANET

WATER STEWARDSHIP

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

- » Optimizing the use of lower-quality produced water
- » 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, including our use of treatment technologies for water recycling and reuse and our principles of conservation, is part of our demonstrated support for and alignment with the UN SDGs 6 (Clean Water and Sanitation), 12 (Responsible Consumption and Production), 13 (Climate Action), 14 (Life Below Water), and 15 (Life on Land). The SDGs give Oxy a complementary

framework to use as we communicate and partner with host governments and communities.

We are also aligned with the Ipieca Impact Pathway 51 (Resource Management and Biodiversity, Land and Water Stewardship) to 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; the improvement of water quality; and recycling and reuse of water, where feasible, to reduce Oxy's usage of freshwater.

Oxy's water management 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 the limited use of freshwater and potable water supplies, Oxy strives to confirm our water use does not affect the ability of municipalities, ranchers and 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 hydrologists that champions best 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 began a Water Stewardship Community of Practice, which further supports development plans for our oil and gas, chemical, midstream and OLCV businesses in a collaborative manner, across different operations and geographic basins, and involves HSE and water management professionals within each business unit.

Oxy works closely with specialized contractors who conduct significant produced water recycling. In 2022, a total of about 47 million barrels of recycled produced water were reused in our hydraulic fracturing operations to reduce our need for other water supplies. We are increasing our use of recycling facilities in our Permian and Rockies operations, while enhancing the engineering design and operability of these facilities. One example is using electric power for these new recycling facilities to minimize air emissions.



HIGHLIGHT

AGGREGATE RECYCLING FACILITY

In addition to our produced water recycling initiatives, our DJ Basin's Aggregate Recycling Facility set an annual recycling record by processing 889,076 barrels of residual materials from exploration and production activities in 2022, resulting in 696,480 barrels of water being recovered and recycled to offset freshwater needs during well completion operations.

In 2022, Oxy conducted in-depth internal reviews of our water tracking and reporting processes in several key assets, optimized water data gathering and accounting processes, and updated our evaluation of water-related risks in our Enterprise Risk Management process. Oxy is transparent on its water management and has been disclosing our company-wide water data on withdrawal, consumption, recycling, beneficial use and disposal to CDP since 2010. In 2022, CDP recognized that Oxy is "taking coordinated action on water issues."

OxyChem, as an ACC Responsible Care® company, is committed to reporting on its water management practices and water stewardship. OxyChem prioritizes engagements in its value chain that align with our HSE and Sustainability Principles and goals around water conservation and stewardship.

OxyChem's commitment to protecting watersheds and the environment is also reflected by its participation in OCS Blue. OCS Blue is an industry initiative to implement best 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.

Oxy reports water metrics on our global operations, including total freshwater withdrawals and consumption, wastewater discharges and recycling of produced water in the Annual ESG Data Summary, as well as in our CDP Water submission.

Oxy works to confirm that our water use does not affect the ability of communities near our operations to obtain access to freshwater resources. 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 (AI) programs designed to safeguard personnel, protect the environment and maintain operational reliability of equipment and systems in our plants and fields. The foundation for Oxy's innovative AI program is the classification of systems and equipment that must remain

available to maintain safe and reliable operations. Our risk-based AI program includes several key elements: mechanical integrity, inspections, 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 AI 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 generation, Oxy's Water Stewardship Community of Practice and Water Strategy and Technology Group also actively participate.

Oxy's investments in HSE risk management, maintenance and our AI program emphasize safeguarding people and the environment. We also invest in inspection 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 to the environment.

We have addressed spill prevention in four primary ways:

- » Adopting tankless designs at new facilities and upgrades of existing facilities to ship 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 Countermeasures Plans and consolidating best practices
- » Rapidly deploying our spill response teams of employees and contractors to contain and capture liquids and commence soil cleanup

We believe these four activities can reduce spills or mitigate their effects. These approaches and our pollution prevention programs extend to confirming the vehicles we own or operate, including tractor-trailers, railcars and light-duty trucks, are well maintained and equipped with appropriate safety features. Transportation safety issues, including the transportation of hazardous materials, are closely managed in an effort to prevent incidents and minimize risks.

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 or using freshwater needed to sustain riparian habitat.

Oxy's oil and gas operations increasingly replace use of freshwater with brackish, non-potable produced water. In 2022, our domestic oil and gas operations withdrew only 5% of water from freshwater sources. Ninety-five percent of the total water withdrawn by Oxy's U.S. oil and gas operations came from non-fresh sources, of which 94% was produced water. Oxy has introduced, through our water stewardship efforts, 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 early 2021, and we have continued to develop additional treatment and recycling with experienced contractors in the Permian Basin and the Rockies. For our operations in New Mexico's Delaware Basin, we did not withdraw any water from freshwater sources in 2022. All sourced water was non-fresh, with 90% of it being produced water. Similarly, the Midland Basin operations were fully sourced with non-fresh water, with 67% of it being produced water.



HIGHLIGHT

SOUTH CURTIS RANCH PRODUCED WATER RECYCLING FACILITY

In March 2021, Oxy finished construction of a recycling facility in Midland to increase water recycling in our Texas Permian operations. This facility is a state-of-the-art, water treatment site located at the South Curtis Ranch. The facility is utilized by Oxy and other operators in the area that view the recycled produced water as a valuable resource. Having this facility, Oxy drives lower fresh and brackish water consumption for our operations and other operators. In 2022, Oxy recycled 10.6 million barrels while other operators recycled 2.6 million barrels of their produced water at the site. Of the total 13.2 million barrels of recycled produced water, Oxy reused 8.2 million barrels and other operators reused 4.3 million barrels for their development, including hydraulic fracturing. Oxy and other operators that utilize the South Curtis Ranch facility avoided the need to purchase 12.5 million barrels of fresh and/or brackish water, which in turn would have added to water disposal. Two benefits are being achieved from the single action of reusing produced water. Our approach of sharing recycled produced water with others will serve as a model for future recycling facilities in other locations.

In 2022, our Oman operations treated and recycled 74% of their produced water to generate steam for 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 increasing the recycling and reuse of water, which decreases our need for both freshwater withdrawals and transportation and disposal of surplus 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 the area. 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 fresh or non-freshwater and decrease our upstream discharges.

Oxy has implemented major water treatment, reuse and recycling projects in many locations, including the United States and Oman. Oxy is also developing or enhancing water-related technologies. These include new approaches for the treatment of produced water and wastewater streams. Oxy continues to evaluate new opportunities for beneficial reuse of treated produced water, such as for agricultural and ecological use, ranching operations or the construction and operation of DAC facilities.

Oxy participates actively 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.

WATER-ON-DEMAND

Oxy works diligently to protect and conserve Colorado's and Wyoming's valuable resources, including freshwater. 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, road impacts, noise and GHG emissions. 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, brackish water supplies are obtained as our next priority, followed by recharged water sources 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 batteries. We are able to reduce the facility size and create compact, lower-profile development areas.

Our unique Water-on-Demand system brings water resources required for hydraulic fracturing to well sites through a comprehensive pipeline system, reducing truck traffic, impact to roads, noise and emissions. More than 180 miles of buried water pipelines in the DJ Basin serve an area of more than 600 square miles. Oxy's Water-on-Demand benefits include:

- » 430 million barrels, or nearly 18 billion gallons, of water moved via pipelines since 2012
- » 60+ million traffic miles (and over 100,000 MT of CO₂ emissions) avoided since 2012
- » Temporary pipelines used for short distances from trunk lines to the well pads to provide safe and consistent delivery of water
- » 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 2022, our Permian Basin operations were able to satisfy 38% of our Midland Basin and 64% of our New Mexico operations' hydraulic fracturing demand with recycled produced water, resulting in reduced water withdrawals from fresh and/or brackish water sources. In addition, Oxy partners with other operators to share recycled flowback water for hydraulic fracturing operations, further minimizing fresh and brackish water usage. Oxy was an early participant in FracFocus®, a website created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission to provide for well-specific voluntary disclosure of hydraulic fracturing operations, including the chemical ingredients used in fracturing fluids. In addition to providing a national registry, the website provides accurate information about hydraulic fracturing and groundwater protection.



Oxy is further committed to conducting hydraulic fracturing in a manner that does not pose any 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 that sets water quality parameters consistent with the receiving water body and may specify treatment requirements. Additionally, discharges or stormwater runoff from Oxy's oil and gas and chemical facilities are evaluated for water quality under other applicable regulations and company policies.

In certain locations in the United States, discharges of treated water from Oxy's facilities support riparian (or 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, best practice frameworks and wastewater and effluent treatment technologies.

Oxy is committed to transparently disclosing our hydraulic fracturing operations and strives to conduct hydraulic fracturing in a manner that does not impact the environment or communities where we operate.

WASTE MANAGEMENT

Oxy is committed to responsible waste management practices with the goals of safeguarding people and the environment, promoting sustainability, and ensuring compliance with applicable laws and regulations. Oxy's updated HSE and Sustainability Principles, adopted by our Board in 2022 based upon our stakeholder engagement, includes a principle to "Advance the circular economy through waste minimization, reuse and recycling and extending the productive lives of our property, plants and infrastructure." This principle helps us to promote several UN SDGs, including Clean Water and Sanitation (SDG 6), Industry, Innovation and Infrastructure (SDG 9), and Responsible Production and Consumption (SDG 12), in collaboration with our suppliers, customers and host communities.

Our operations implement waste minimization and pollution prevention plans, programs and practices that include tracking of 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. We promote a culture of improvement in waste management practices by conducting regular audits and assessments, and through active engagement and peer-to-peer exchange of best practices promoted by international industry associations such as Ipieca, IOGP, API, ACC and the Vinyl Sustainability Council (VSC), as well as NGOs like EcoVadis.

International Organization for Standardization (ISO) standards play a significant role in providing guidelines and frameworks that we incorporate into our Operating Management System to promote effective waste management practices. For example, Oxy's Integrated Solid Waste Management facility in Oman, with a comprehensive waste prevention, recycling, disposal and composting program, adheres to and is certified under the ISO 14001 Environmental Management System establishing waste management strategies that prioritize environmental protection. Oxy's 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 conservation of natural resources that help us advance long-term sustainability and improve environmental performance.



Our operations monitor the volumes and methods of treatment, recycling or disposal of wastes, and periodically assess opportunities for improved systems to manage waste generation processes. Additionally, we aim to reduce the total volume of waste generated during operations and spill events by implementing alternative products and bioremediation techniques and recycling material when feasible.

Oxy's Vanguard initiative under our Strategic Technical Excellence Program (STEP) sponsors sustainability challenges across our operations in which teams of employees propose innovative solutions that reduce water, energy or raw material use, emissions and waste generation, and finalists receive funding to implement their projects.

Integrated into our HSE and Sustainability Principles is the sustainable circularity and stewardship of our products. OxyChem's Avon Lake Ohio Technical Center is leading cutting-edge research in the recyclability of rigid PVC products. Breakthrough preliminary results from studying the recyclability of recovered PVC pipe that was buried in ground since 1998 show that it can be mechanically recycled without additives at least 10 times without compromising its mechanical properties. We look forward to sharing more on our ongoing research on PVC recyclability and associated sustainability benefits in future reports.

SPILL PREVENTION

Oxy has dedicated project teams focused on reducing the number of reportable spill events and the overall volume of material spilled. This spill reduction initiative includes evaluating innovative operational processes and other measures to help minimize spills and conducting thorough analysis to identify root causes and areas for improvement. The project also aims to improve Oxy's system for tracking and trending spill patterns to predict and address potential issues to minimize those events. Additionally, Oxy is enhancing our Spill Prevention Control and Countermeasure (SPCC) facilities by using flow modeling software to anticipate areas of potential impact. 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.

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. The increased spill volumes in 2022 in our oil and gas operations are attributed to a few releases of production fluid. Our dedicated spill response team promptly reported these to the appropriate authorities, contained the production fluid, and recovered a significant

portion in liquid form. One such release accounted for 40% of the oil and nearly 30% of the produced water released in 2022, and our teams were able to minimize any environmental effects through rapid response. The increase in the number of reportable produced water spills primarily occurred in our EOR business, which injects recycled produced water to recover more oil in place from existing formations. Our EOR business is the primary focus area for our ongoing spill reduction efforts, including proactive repairs and technologies to rapidly detect and mitigate spills.

We separately track citations issued by government agencies. Citations include notices of violation received from a government agency as well as initiation of government agency proceedings such as administrative orders, consent orders or agreements, civil actions or court orders to enforce environmental laws or regulations.

Oxy takes proactive measures to identify, report and resolve compliance issues in cooperation with government agencies, which can also serve to mitigate potential penalties. Significant environmental proceedings are described in our Annual Report on Form 10-K.



Oxy's dedicated spill response teams act rapidly to report, contain and remediate spills in cooperation with agencies and property owners.

BIODIVERSITY, LAND USE AND REMEDIATION

Oxy actively promotes habitat conservation and biodiversity. Conserving natural resources, including biodiversity, wildlife and habitat, is one of Oxy's updated HSE and Sustainability Principles that our Board approved in 2022. We believe that using existing production infrastructure to recover additional oil and natural gas from mature fields provides significant life-cycle environmental benefits—avoiding, in many cases, the need for new surface disturbance, such as new roads, pipelines or storage and processing facilities. Environmental resources, including habitat quality such as vegetation structure, are assessed at potential well locations. We strive to avoid affecting species and their habitats where possible, and where not feasible, minimizing such effects by co-locating infrastructure.

Oxy works with national, regional and local government agencies, university researchers and nonprofit organizations to support native species in various operating locations, implementing adaptive management practices to minimize habitat disruption and to preserve and restore habitat for those species. We continue to support conservation programs to reduce or offset impacts to species, whether they are endangered, threatened or prevalent.

Since 2011, Oxy has enrolled more than 850,000 acres under various conservation agreements in Texas and New Mexico for the lesser prairie-chicken, the dunes sagebrush lizard, the Texas Hornshell mussel, the Rio Grande cooter, the gray redbreast, the blue sucker and the Pecos springsnail. These conservation agreements promote collaborative on-the-ground conservation and restoration initiatives on federal, state and private surface to support the species and their habitats.

Oxy reinforces its commitment to biodiversity through active membership in and support of nonprofit conservation organizations, including the National Fish and Wildlife Foundation (NFWF) and the Wildlife Habitat Council (WHC).

Oxy's longstanding participation in the WHC has helped us to enhance habitats across the United States. WHC's Corporate Wildlife Habitat Certification/International Accreditation Program recognizes commendable wildlife habitat management and environmental education programs at company-owned properties. We currently manage five sites certified by the WHC Conservation Certification® in Kansas, Louisiana, Ohio and Tennessee.

HIGHLIGHT



PECOS WATERSHED CONSERVATION INITIATIVE, NEW MEXICO AND TEXAS

Oxy is a founding partner of the Pecos Watershed Conservation Initiative, a proactive approach to the Endangered Species Act which involves landscape-based management of multiple species and their habitats within the Pecos River Watershed in Southeast New Mexico and West Texas. The Initiative is a strategic partnership between industry and local, state and federal agencies with significant local community engagement to improve habitat for native species, address water scarcity, improve water quality and allow for responsible economic development.



HIGHLIGHT

GARFIELD COUNTY, COLORADO

Glenn Springs Holdings, an affiliate of OxyChem, manages former operating locations and other properties in accordance with our commitment to safeguard people and the environment. Since 2012, Glenn Springs has earned four national habitat awards from the 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 or commercial settings. Some notable Glenn Springs remediation and restoration achievements occurred at the Oil Shale restoration project in Garfield County, Colorado, and its work for OxyChem on former manufacturing properties in Columbia, Tennessee and Painesville Township, Ohio. These projects exemplify Glenn Springs' approach of combining remedial restoration and beneficial use of sites in a manner that improves environmental quality and advances community interests. As of December 31, 2022, Oxy participated in or monitored remedial activities or proceedings at 162 environmental sites on behalf of OxyChem as well as certain oil and gas subsidiaries of Oxy. The environmental remediation program is described in our Annual Report on Form 10-K.

Glenn Springs is currently performing mine reclamation activities at the location of a former oil shale operation in western Colorado. The site is home to some of the world's largest and most viable populations of Parachute penstemon, also known as Parachute beardtongue (*Penstemon debilis*). The Parachute penstemon is listed as threatened under the Endangered Species Act and critically imperiled by the Colorado Natural Heritage Program. Glenn Springs has worked closely with the Colorado Natural Areas Program (CNAP) under the Colorado Department of Natural Resources to protect this threatened plant. This includes coordination with CNAP to identify locations of *P. debilis* habitat, protect those areas from external impacts, relocate *P. debilis* from access roads and conduct regular monitoring and surveys to assess plant populations. Glenn Springs' efforts with CNAP and for site reclamation have been praised by both state and federal regulatory agencies and NGO conservation groups through the years, including being recognized with an Excellence in Hard Rock Mining Reclamation Award in 2013 for Outstanding Reclamation.



HIGHLIGHT

PAINESVILLE, OHIO

In addition to ongoing environmental remediation work for OxyChem, Glenn Springs has established a variety of habitat programs to work with the unique location of the property in Painesville, Ohio, one of the largest stretches of grasslands on the southern shore of Lake Erie. Working with local birders, the site has developed a land maintenance program to optimize habitat for grassland nesting birds through the spring and early summer and enhanced habitat through the fall and winter for wintering owls. Since initiation of the program, birds that once were only using the site as a stopover have become common nesters. Bobolink nesting has increased tenfold at the site, while dickcissels, Henslow's sparrows, and Sedge wrens—all uncommon to the region—are now regular inhabitants.



HIGHLIGHT

COLUMBIA, TENNESSEE

Upon completion of decommissioning of this former phosphorus plant in 2014, Glenn Springs developed and implemented a comprehensive wildlife enhancement program on the property. The site was first certified by the WHC in 2015 and was awarded Gold Certification by the WHC in 2022. Some highlights of the site habitat program include:

- » Creation of nesting locations throughout the property targeting the Eastern Bluebird
- » Pollinator plantings to attract and sustain migratory Monarch Butterflies and provide critical milkweed plants for nurturing of Monarch caterpillar larvae
- » Implementation of a site plan to provide critical avian habitat including wind shelter, food and forage, cover from predators and nesting for native avian species

PEOPLE

- [Advancing Human Capital →](#)
- [Diversity, Inclusion and Belonging →](#)
- [Workforce Development and Learning →](#)
- [Health, Safety and Well-Being →](#)
- [Operating Management System →](#)
- [Product Stewardship →](#)
- [Human Rights →](#)





PEOPLE

ADVANCING HUMAN CAPITAL

Our dedicated workforce and our community partners help create value for our shareholders and stakeholders. Our people are critical to sustain our enterprise value and competitive advantage, to maintain our license to operate and strengthen stakeholder relationships, and to achieve our net-zero ambitions and help the world meet the Paris Agreement's climate goals.

Oxy is proud to be a valued employer and community partner wherever we operate. We are dedicated to attracting and retaining top talent with a passion for producing life-enhancing energy and chemical products. Oxy is committed to providing safe, supportive and high-quality work environments, rewarding initiative and innovation, and treating every employee with dignity and respect.

Oxy recruits candidates through job fairs, professional societies and campus recruiting, including expanded recruiting at historically black colleges and universities. Our multicultural workforce is key to achieving the company's

objectives, improving our environment, and contributing to the communities in which we live and work.

We regularly evaluate and update our compensation, benefits and workforce development programs to enable our employees to live well and work well and to enhance our ability to recruit, develop, retain and promote a dedicated workforce that reflects the diversity of the communities where we operate. One example is that Oxy's benefits programs are available to domestic partners of our U.S. payroll employees. We also offer educational resources, programs, time away benefits and insurance to support multiple factors of health including physical, mental, social, and financial well-being. Oxy's goal is to give employees the tools and resources they need to succeed both personally and professionally as well as to foster a safe and collaborative work environment where every employee feels a sense of belonging.

Oxy's human capital resources and programs are managed by our Human Resources department, with support from

business leaders across the company. Oxy's senior management team plays a key role in setting and monitoring Oxy's culture, values and human capital strategy, with oversight by our Board and its S&SE, Compensation and EH&S Committees. The S&SE Committee oversees Oxy's Human Rights Policy and Diversity, Inclusion and Belonging (DIB) program, and provides input on workforce and community development. The Compensation Committee oversees compensation and benefits programs. The EH&S Committee reviews employee and contractor health and safety data and oversees workplace health and safety initiatives. Senior management and the Board also engage regularly on workforce-related topics.

Oxy's mission, vision, and values unify our global workforce and drive innovation and operational excellence.

To enhance employee engagement, Oxy hosts executive virtual conversations and townhall meetings. In these conversations, Oxy's President and CEO and other executives review recent financial and operational performance as well as topics pertinent to employees, such as updates on the company's DIB strategy and initiatives.

Our leadership team is committed to be responsive to employee feedback. In 2021, to help better attract and retain talent, Oxy implemented the Balanced Workplace Program (BWP) under which eligible office-based employees may opt to work three days in the office and two days at home each week. The program affords employees more flexibility and promotes increased work/life balance.

At Oxy, we aim to actively engage employees on a global scale, and this starts with a culture built on our core values:

» **Lead with Passion**

» **Outperform Expectations**

» **Deliver Results Responsibly**

» **Unleash Opportunities**

» **Commit to Good**





PEOPLE

DIVERSITY, INCLUSION AND BELONGING (DIB)

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 many nations. 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 and 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. 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 organizational values.

Oxy's DIB culture starts at the top of our organization. The DIB Advisory Board, which is chaired by Oxy's President and CEO and includes members of senior leadership, provides DIB governance and oversight to ensure that Oxy's

integrated DIB strategy is executed in alignment with the organization's mission, vision and strategic objectives. The DIB Ambassador Committee, which is chaired by Oxy's Vice President of Diversity and Inclusion, consists of a diverse group of employee representatives from all business segments, domestic and international. This committee leads company-wide initiatives to raise DIB awareness through educational resources and programs. 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 Oxy's 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.



As a part of Oxy's integrated DIB strategy, the Human Resources department launched eight new Employee Resource Groups (ERGs) in 2022, and another in 2023. An ERG is a group of employees who actively engage in communicating or gathering around a central purpose, mission, background or activity. ERGs can help advance inclusion and foster a sense of belonging for employees with a common set of interests and/or goals. The goal of ERGs 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. Oxy's eleven ERGs are as follows:



DIVERSITY, INCLUSION AND BELONGING EVENTS AT OXY

JUNETEENTH (DIB)

In June 2023, members of Oxy's ERGs gathered in Houston to celebrate freedom and honor history at our Juneteenth festival, sponsored by the DIB team, commemorating the emancipation of Black Americans. In the spirit of community and knowledge-sharing, ERG members learned more about the day's history and culture through Juneteenth Jeopardy and videos, and celebrated with fun games on the lawn, as well as food and refreshments.

PRIDE PARADE (OUT)

Oxy participated, for the first time, in the Houston Pride parade in June 2023. There were 35+ employees in attendance walking in the parade. Recognizing the importance of fostering an inclusive environment where all individuals are valued, Oxy is committed to providing a safe and welcoming workplace for all employees. We were honored to celebrate Pride month and the positive impact that LGBTQ+ individuals continue to have on our society.

DR. SIMMONS FIRESIDE CHAT (WON)

In collaboration with the DIB team, the Women of Oxy Network (WON) hosted a conversation with Dr. Ruth J. Simmons, former President of Prairie View A&M University, moderated by Vicki Hollub, where we learned about Dr. Simmons' personal story and how to define success on our own terms. Prior to Prairie View A&M University, Dr. Simmons was President of Brown University from 2001 to

2012, where she was the first African American president of an Ivy League institution. Under her leadership, Brown made significant strides in improving its standing as one of the world's finest research universities. Oxy thoroughly enjoyed hearing from Dr. Simmons as she shared significant moments of wisdom and motivation.

BLACK HISTORY SPOTLIGHT WITH PAULA HARRIS (BEN)

In collaboration with the DIB team, the Black Employee Network (BEN) hosted a discussion between Paula Harris, Senior Vice President of Community Affairs for the Houston Astros and the Executive Director of the Astros Foundation, and Oxy's Chief Information Officer (CIO) Yanni Charalambous in February 2023. Highlights from the conversation included Ms. Harris' networking and career advice for young professionals, the importance of community outreach, and prioritizing balance personally and professionally.

SHARE YOUR STORY NETWORKING EVENTS (MOSAIC)

The Mosaic Network gathered for Share Your Story, a multicultural networking event in Houston (March 2023) and the Woodlands (July 2023). In Houston, CIO Yanni Charalambous discussed growing up in the country of Cyprus, the hardships he faced, and his journey of coming to the United States and finding success. In the Woodlands, Director of Petrophysics Gaby Briceno shared about her upbringing in Venezuela and how she manages a globally diverse team. The events then shifted to an accelerated networking activity, where members of Mosaic had the opportunity to network with multiple people in "speed rounds." Members left inspired and excited after making new connections with employees from different backgrounds and cultures.



INTRAMURAL SPORTS AND HERMANN PARK VOLUNTEER EVENT (ECN)

In April 2023, Early Career Network (ECN) hosted a volunteer event at McGovern Centennial Gardens in Hermann Park. Volunteers took on various tasks such as planting, weeding, mulching, raking trails and grounds, removing invasive plants and similar projects. ECN also hosted several intramural sports events throughout the year, such as soccer and softball. ECN's mission is to develop, inspire and unite Oxy's future leaders. ECN does this by sponsoring and promoting events focused on leadership development, community engagement and social interaction between its members and with management.

DIVERSE BUSINESS INCLUSION PROGRAM

Oxy's holistic approach to Diversity, Inclusion and Belonging includes not only our employees, but also 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 to consider certified minority-, woman-, veteran-, LGBTQ+-, and disabled-owned businesses for inclusion in our supply chain. We believe that a diverse supply chain, just like a diverse workforce, contributes to our success and growth.

Oxy has established partnerships with seven regional and national certifying agencies that cover the five diversity strands and provide us direct access to a broad network of diverse suppliers.



PEOPLE

WORKFORCE DEVELOPMENT AND LEARNING

Employee development at Oxy is a planned, collaborative process. Oxy offers in-house and external training and development opportunities at all levels and locations to promote career growth. We also provide both instructor-led and e-learning opportunities for personal growth and professional development. Employees and managers share the responsibility to align individual development needs and career opportunities with Oxy's business requirements and growth targets. Employees can also contact the Talent Development Team to help identify appropriate development options.

Many employees, including our senior leaders, have benefited from rotational assignments that expand their business acumen and understanding of various functions such as engineering disciplines, finance, law, supply chain and HSE. In 2021, Oxy implemented its global STEP to recruit, develop and retain highly skilled and valued geoscientists, engineers, scientists and other petrotechnical professionals who can collectively drive innovation, advance performance and inspire the future of energy. STEP is a highly valued program for technical contributors to focus and advance on a technical,

non-managerial career path and provides a competitive advantage for Oxy through the optimum application of technology.

In January 2022, Oxy expanded our development and training opportunities and programs from 94 on-demand professional development classes to over 3,000 on-demand classes with over 26,000 types of learning materials, including webcasts, videos and audio books.

In May 2022, Oxy launched its new domestic mentoring program, EMPower. The purpose of EMPower is to provide an avenue for enhancing critical business skills, broadening employee networks and engaging our employees. This program is available for all domestic employees.

EMPower is intended to help employees reach their full potential through training, skills development and empowerment, allowing employees to advance in their careers.

Oxy provides educational assistance to eligible full-time employees who successfully complete pre-approved courses of study. Upon completion, employees are reimbursed for mandatory fees and necessary expenses including tuition, textbooks, laboratory fees, parking and admission fees.

Oxy's international operations have comprehensive programs to recruit and train national employees for jobs at all levels of the company. This is a key process that



enhances economic development, transfers technical expertise to the local workforce, increases employment of local workers and suppliers, and reduces dependence on expatriate workers. 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 "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.



PEOPLE

HEALTH, SAFETY AND WELL-BEING

The health and safety of our workforce and communities is a top priority of Oxy. In 2022, Oxy's Board approved the company's updated HSE and Sustainability Principles that reflect our engagement with shareholders, employees and other stakeholders. Oxy endeavors to apply these principles to improve our workplace and contractor safety, prevent and mitigate incidents, and safeguard people and the environment in the communities where we operate. In addition to complying with applicable HSE laws, regulations, policies and procedures, employees and contractors are empowered and expected to stop any job or activity if they observe conditions that may give rise to a safety or environmental incident, and they are often recognized for doing so.

Oxy focuses on safety performance through a comprehensive approach that begins with establishing consistent expectations set by the company's Board and management. Our approach includes training and

0.26 Our employee OSHA recordable injury & illness rate (IIR) in 2022 was 0.26, excluding Covid cases.

< 1.0 Our employee IIR has been less than 1.0 recordable incident per 100 employees for 23 consecutive years.

37 In 2022, OxyChem received 37 Responsible Care and Facility Safety Awards from the American Chemistry Council and a Better Practice Award from the DOE.

supporting employees and contractors with safe work systems, technology and proactive maintenance and asset integrity programs. A cross-functional team at Oxy works to streamline HSE processes and data management under our Operating Management System.

In 2022, our company-wide employee injury and illness incidence rate (IIR), excluding Covid cases, remained consistent with 2021 and below pre-Covid levels. We safely completed multiple major maintenance turnarounds across our operations to enhance the reliability of our facilities, reduce emissions and increase efficiency. However, our contractor IIR was higher than 2021 and pre-Covid years. To address this, we established three safety priorities for 2023 in conjunction with our contractors — reducing incident severity, improving contractor safety performance, and harmonizing safety systems, programs and tools. These priorities build on the expanded use of our electronic permit to work system in 2022 for enhanced management and control of work, as well as our dashboards for greater visibility of real-time safety and environmental data and statistics to aid our management team and workforce in advancing our HSE and sustainability goals.

Oxy strives to give employees the tools and resources they need to succeed both professionally and personally and to foster a safe and collaborative work environment.

To that end, Oxy offers, and regularly evaluates, our comprehensive health, welfare, retirement and savings benefits plans, professional memberships and work/life balance benefits. Oxy also provides programs to enhance and support employees' overall well-being, including their physical, mental, social, and financial health.

Oxy has been recognized and appreciated by Oman's Ministry of Labour as one of the leading companies in applying the balanced work program in Oman, by allowing employees to work two days remotely during the week. This initiative is part of Oxy's overall well-being program to enhance employees' work/life balance.

WELL-BEING EDUCATION/AWARENESS

Throughout the year, the OxyHealth team provides well-being awareness and education and activities on several different topics (i.e., hydration education, mental well-being, nutrition, steps challenges, heart health, diabetes awareness, preventive health care and more). This information is delivered in a variety of different ways, whether through safety briefings, team meetings, webinars or in-person

presentations, Yammer posts or digital or print signage. For example, during the summer months, OxyHealth delivered Healthy Hydration tips at safety meetings, sent digital and print signage to local site contacts to post in break rooms, and assembled "Healthy Hydration Kits" that included a printed handout with tips and samples of hydrating drinks and snacks (Liquid IV and Propel packets and yogurt smoothie pouches).

PARTNERSHIPS AND COLLABORATIONS

Throughout the year, Oxy's well-being program collaborates with different groups and departments within Oxy since well-being is part of a larger conversation and integrates with other business goals and objectives. For example, OxyHealth partnered with and supported TeamOxy for the Houston MS150 ride to raise money for research on multiple sclerosis.



On an annual basis, Oxy offers employees and spouses flu vaccinations, travel immunizations and access to a number of local healthcare resources. Annual physicals are fully covered for employees through Oxy's benefit plans, and many of Oxy's office locations host annual health fairs providing free health checks for employees and their families. Through the employee benefits program, Oxy offers an Employee Assistance Program that provides employees and their dependents with complimentary access to counseling services to help with personal or work-related challenges. The program provides confidential assistance 24 hours a day, 365 days a year.

In January 2022, Oxy introduced a new benefit service provider that provides a health care concierge service to help families manage and navigate medical, in-home care, housing, and social and emotional support for their own or their families' complex care needs. Furthermore, Oxy's Employee Benefits department presented a Total Rewards Roadshow at numerous Oxy sites in 2022 to help employees make the most of the benefits the company offers for employees to live well and work well.

MENTAL HEALTH

Addressing well-being is imperative to help us all stay resilient, healthy and productive. Oxy, like many other organizations, understands that the continued effect of the pandemic, racial injustices, acts of violence and economic pressures, combined with personal and professional demands, have likely taken a toll on each of us. These disruptions have heightened awareness around mental health challenges at home and at work. Mental health support has become a key business objective that Oxy has addressed through the global well-being campaign, Commit to You, that the company launched in 2021 to educate employees and leaders about how our benefits can support them under the four pillars of well-being: mental, physical, social, and financial.

In 2022, Oxy prioritized the importance of mental health and well-being through manager and employee programs and events. One program, sponsored by OxyHealth and the Mental Health Matters ERG, was a "Talk Saves Lives" conversation with the American Foundation for Suicide Prevention to learn about common risk factors, how to spot warning signs in others, and how to keep ourselves, our loved ones, and those in our community safe.

Oxy continues to be a member of One Mind at Work, an employer coalition dedicated to implementing a gold standard for workplace mental health by combating stigma, improving access to treatment and prevention services, and fostering a psychologically safe culture. In 2022, Oxy's President and CEO and the Chairman of One Mind at Work participated in a video broadcast for employees about breaking down the stigma around mental health challenges at work and ensuring that mental health is an accepted and visible part of our well-being.

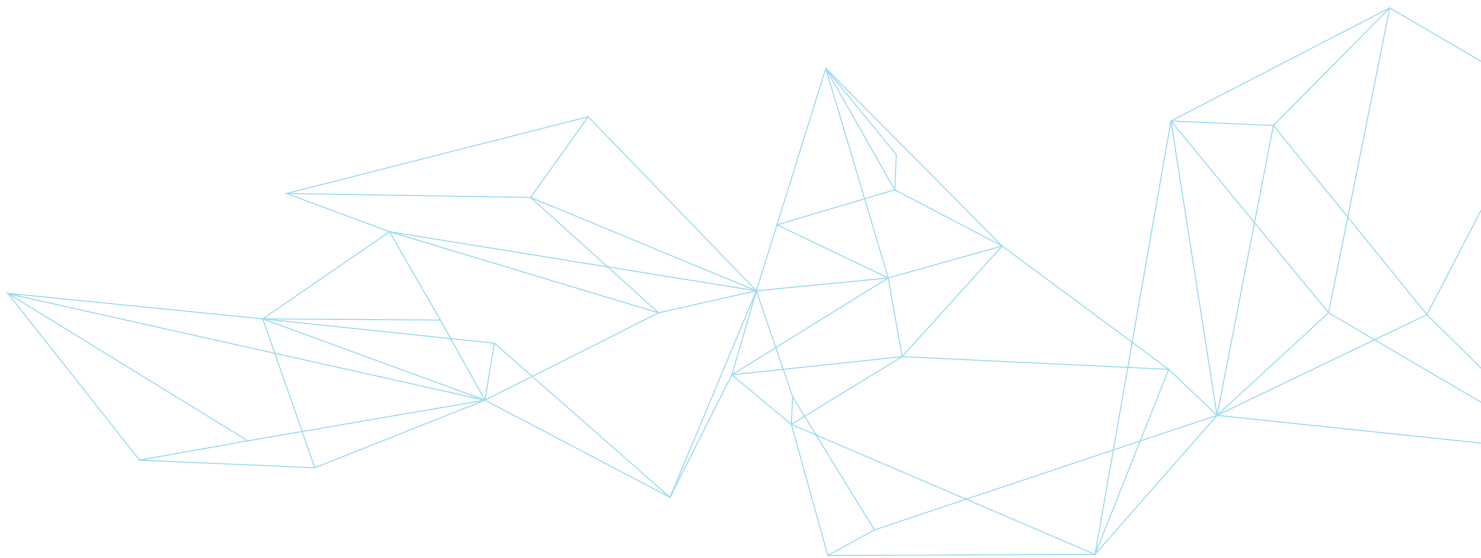
Additional examples of initiatives we have implemented to enhance employee well-being include:

VIRGIN PULSE - VIRTUAL WELL-BEING PLATFORM AND PARTNER

Virgin Pulse is a digital platform that helps Oxy employees and their spouses stay active, build healthy habits and earn rewards. Employees and spouses, both domestically and internationally, can track activities, challenge and encourage one another, as well as earn rewards (gift cards or wellness products).

CUBEFIT BRAIN BREAK SESSIONS

Through OxyHealth's Fitness team, Oxy offers ongoing virtual "brain break" sessions throughout each week. These 10-minute sessions offer the opportunity for Oxy employees to recharge and refocus by going through gentle movements, stretches or mindfulness moments right at their workstation.



PEOPLE

OPERATING MANAGEMENT SYSTEM

OMS | OPERATING MANAGEMENT SYSTEM

Oxy's OMS provides a consistent and rigorous methodology to help the company identify, assess and address health, safety, environmental, social and operational risks across our business operations. The 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. We are proud that our workforce has embraced a robust health and safety culture.

HSE performance is fundamental to Oxy's core values and to the success and sustainability of our business. In 2022, Oxy's Board approved our updated HSE and Sustainability Principles that unify our workforce and exemplify our core values. These updated Principles reflect Oxy's focus on workplace and public health and safety, 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.

OXY'S HSE AND SUSTAINABILITY PRINCIPLES ARE:

- » 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 HSE 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

The HSE and Sustainability Principles reinforce the alignment among Oxy's core values, goals and strategies, underpin our OMS, and help to guide our workforce across our businesses. We implement these Principles through our OMS, reflecting our focus on leadership, operational excellence, risk management and ongoing improvement. Our dedicated workforce recognizes that the programs, practices and technologies we deploy to promote health and safety, enhance air and water quality, protect habitat and biodiversity, and engage with our communities also strengthen our business, improve our products and services, and advance our net-zero strategy.

Oxy also strives to enhance our risk management programs, including process safety and asset integrity programs, and requires the implementation of HSE risk management policies and procedures at all operating locations and levels of the organization. Higher-level risks are reported through the management chain of command,

validated and acknowledged by business segment management, and reviewed annually by senior leadership in the ERM Council and the EH&S and Audit Committees of the Board, assuring that HSE management is among Oxy's highest priorities.

Oxy is proud of our health and safety performance, including our robust approach to risk management and asset integrity.

The OMS facilitates compliance with laws and regulations and the management of HSE and sustainability risks to improve overall business performance. It encourages individual responsibility, values quantifiable results, and promotes communication among employees, contractors, neighboring communities, government authorities and other stakeholders. All personnel are empowered and expected to report non-compliance or unsafe conditions promptly and to exercise their Stop Work Authority to prevent injuries or environmental incidents.

Performance in key areas of HSE and sustainability is considered in the annual review and compensation of employees and executive management as well as in the selection of contractors, suppliers and business partners.

PROCESS SAFETY AND ASSET INTEGRITY

Oxy applies rigorous Process Safety Management (PSM) and Asset Integrity (AI) programs to safeguard personnel and assets, protect the environment, and maintain operational reliability of equipment and systems. Individual business segments also implement procedures specific to their operations, which provide the steps necessary for personnel to comply with our company-wide standards. Process safety and AI performance indicators have been implemented across the company to foster improvement.

Many of our facilities are regulated by the U.S. Occupational Safety and Health Administration (OSHA) and the Environmental Protection Agency (U.S. EPA), and the Bureau of Safety and Environmental Enforcement (BSEE) for offshore facilities. Our process safety management systems are designed to comply with the standards set by those organizations. For facilities that are not subject to these regulations, our process safety programs parallel the PSM elements laid out by OSHA. In addition to external

regulations, our processes are supplemented by an internal assessment of risks and of the procedures necessary to proactively identify and mitigate process risks and sustain process safety.

Our business segments conduct regular audits, applying HSE auditing tools and guidance from industry trade associations and from federal and state regulatory agencies. During this process we consider health, safety and process safety disciplines, environmental permitting and controls, and how we inspect, test and maintain our equipment and monitoring devices. We track corrective actions to completion. Our risk evaluation methodology promotes consistency in assessing risks and mitigation opportunities across our global operations.

In addition to our performance assessment processes, Oxy developed an innovative AI management system that is designed to maintain a high level of equipment reliability and systems integrity throughout our facilities, involving operations, facilities engineering, major projects, construction, supply chain, business planning and HSE systems. Oxy's AI program 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 its inspection programs for critical equipment. Inspection methods include on-stream techniques that minimize impact to operations. We evaluate and deploy innovative technologies and advanced techniques to enhance our AI inspections. This fosters a consistent approach worldwide and promotes the use of standardized tools and processes. We also coordinate with our joint venture partners to apply consistent process safety, risk management and AI processes.

Oxy's businesses implement robust auditing procedures and asset integrity management processes to promote equipment and systems integrity across our global facilities and operations.

EMERGENCY PLANNING AND HURRICANE PREPAREDNESS

The keys to effective emergency preparedness are:

- » Understanding potential risks and hazards
- » Planning and preparing for those identified risks specific to our areas of operations
- » Collaborating on our preparedness and response capabilities with our regulatory and industry partners and other relevant stakeholders
- » Periodically reviewing our risks and updating plans
- » Conducting exercises and safety drills
- » Training employees on how to respond to emergencies and to evaluate business continuity systems

Hurricanes present a wind and flooding hazard to coastal areas of the United States, including our facilities located along the coast of and in the Gulf of Mexico. Cyclones can similarly affect our Oman facilities. Oxy engages with federal, state and local agencies and industry trade groups and associations to coordinate severe weather plans. Emergency response exercises provide valuable firsthand experience and enable employees to understand their roles and responsibilities. Evaluation of these exercises allows Oxy to identify and address any gaps in our emergency response plans and incorporate lessons learned. These exercises also streamline communication among emergency response agencies, local governments and Oxy's HSE emergency management teams.

From 2021 through August 2023, our Gulf of Mexico operations safely and successfully evacuated a total of 1,586 personnel from our Gulf of Mexico areas of operations ahead of anticipated storms:

- » 86 flights evacuated a total of 1,062 personnel from platforms
- » 23 flights evacuated a total of 524 personnel from vessels

Additionally, since 2021, Oxy has responded to several humanitarian assistance missions, including Winter Storm Uri and Hurricane Ida. Oxy's emergency management teams met the needs of over 200 affected Oxy personnel. Through OxyChem's partnership with Water Mission we have helped enable access to safe drinking water for more than one million people in 18 countries around the world.



TRANSPORTATION SAFETY

Oxy is committed to maintaining the vehicles we own or operate (e.g., tractor-trailers, railcars, light-duty trucks and passenger vehicles) and equipping them with appropriate safety features. Transportation safety, including the transportation of hazardous materials, is managed to minimize risks. We collaborate closely with our contractors who transport our personnel, products and equipment, whether by ground, water or air, to enhance transportation safety.

The vast majority of products that we manufacture are delivered in bulk via pipeline, tanker trucks or rail cars to utility, refinery or midstream customers who consume or refine our products locally or export them via double-hulled oceangoing vessels. Railcars and tank trailers are placarded with appropriate hazard warnings, and hazard information is provided to the transporter. In addition, all 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.



PEOPLE

PRODUCT STEWARDSHIP

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 has helped 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 Safety Data Sheets that provide comprehensive product information, including chemical composition, use of personal protective equipment, 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 its Responsible Care® program and ISO 9000 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.

HUMAN RIGHTS

Oxy demonstrates our commitment to respecting and upholding human rights as outlined in the company's [Human Rights Policy](#). The Policy defines Oxy's commitment to promoting rights and freedoms universally recognized in international and national law in our business activities. It also addresses the company's 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.

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 the company's activity and influence. Oxy's Human Rights Policy reinforces the company's commitments 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 all foreign contractors and suppliers regarding human rights risks and performance
- » Conduct social impact assessments, as necessary, to identify potential risks to human rights in the company's foreign activities, and to evaluate the company'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 the company's anonymous Integrity Helpline available in multiple languages
- » Understand and appropriately address concerns raised by stakeholders
- » Investigate any allegations or complaints that involve a potential violation of Oxy's Human Rights Policy

Oxy works with partners, suppliers and contractors who share our commitment to ethical business practices. We routinely evaluate suppliers and contractors to help ensure they meet our standards of ethics and HSE, 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 all 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. Foreign 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.

Oxy encourages employees and contractors to report suspected violations of company policies, including the Human Rights Policy, and provides several avenues for reporting. One example is Oxy's Integrity Helpline, which anyone may use to anonymously report suspected policy violations for investigation by Oxy's Compliance department.

PROSPERITY

[Community Engagement and Social Investment](#) →

[Industry Engagement and Leadership](#) →

[Local Supply Chain Management](#) →



PROSPERITY

COMMUNITY ENGAGEMENT AND SOCIAL INVESTMENT

Oxy works hard around the world to zero in on the needs and interests of the communities in which we live and work. Our aim is to maximize positive impact for the greatest number of people through a robust portfolio of philanthropic initiatives, partnerships, and projects. We focus on six main areas:

- » **Health and Safety**
- » **Education**
- » **Social Services**
- » **Military and Veterans**
- » **Environment**
- » **Arts and Culture**

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 2022, Oxy paid approximately \$3.3 billion in U.S. federal, state, and local income, property, sales, and severance taxes, out of a total of \$4.3 billion paid in taxes globally. In 2022, Oxy also invested more than \$24 million directly toward community and social investments, beyond our robust investments in our workforce, assets, and infrastructure.

\$24 million

During 2022, Oxy invested more than \$24 million directly toward community and social investments, beyond our robust investments in our workforce, assets, and infrastructure.

HEALTH & SAFETY

Health, safety, and well-being are fundamental to everything we do at Oxy and to the communities where we live and work. That's why we support a multitude of health and safety partnerships and initiatives in host communities—specifically focusing on hospital systems, health-focused charities, disaster relief efforts, and local first responders.

Since 2017, Oxy has donated over \$3 million to volunteer fire departments, law enforcement agencies, and emergency medical services. Our much-needed contributions have helped put mission-critical rescue vehicles, safety gear, and life-saving equipment into the hands of these everyday heroes.

In Oman, Oxy is a long-term supporter of the Oman Cancer Association through various initiatives. Our support includes funding for the Precision Oncology Center to lease genetic testing equipment in aid of care for cancer patients, and the Dar Al Hanan villa project which accommodates cancer patients from infancy to the age of 17, including their families, from across the Sultanate. Since its founding in 2011, Dar Al Hanan has hosted over 500 cancer patients. We also funded the purchasing of virtual reality (VR) headsets for the Ministry of Health to be used in local hospitals during pediatric chemotherapy treatments.

EDUCATION

Oxy is helping to increase opportunities and quality of life through education—especially in disadvantaged and underserved communities. From science, technology, engineering, and math (STEM) programs to initiatives that improve literacy and graduation rates, Oxy has helped improve hundreds of thousands of lives through educational support.

The Barbara Bush Houston Literacy Foundation was created to improve well-being through the power of literacy. Its My Home Library provides students in underserved communities with books to take home to foster their love of reading and literacy skills outside of the



classroom. The Foundation collaborates with local school districts to select the schools that will benefit the most from the program and works closely with those selected schools to build the students' wish lists for the literary titles they are excited about. Oxy volunteers have provided over 72,000 new books to students in schools in Greater Houston and the Permian Basin.

In Oman, we have collaborated with the Sustainable Technologies and Innovation Development Company (AWJ Innovation) to develop the Oxy Program for Entrepreneurial Development in Frontier Technology or ".Nxt Jadeer." This program aims to help meet the needs of the future economy by building the technical and entrepreneurial capacity of Omani higher education students, graduates, and job seekers. The .Nxt Jadeer program started in the 2020/2021 academic year and includes 1,200 participants annually who are selected from more than 5,000 applicants. Since inception, the .Nxt Jadeer program enabled the employment of 1,378 Omani nationals and the establishment of 5 local businesses out of approximately 65 mature entrepreneurial ideas.

In collaboration with the Ministry of Education and Innotec in Oman, we also sponsor the AWTAD 3D Printing Program, which trains high school students and teachers in 3D printing technologies.

In 2012, Oxy also began supporting the honoring ceremonies for high-performing students in Al Wusta Governorate; the program soon expanded to other regions including Wilayat Adam, Bahla and Hamra Al Duru, as well as the top 100 General Education Diploma Graduate students across Oman. Approximately 600 students annually benefit directly from this initiative, and a 7% increase in the overall academic performance of students has been witnessed since the start of this program.

In Abu Dhabi, Oxy contributes to the Emirates Foundation, a philanthropic organization established by the Emirati government to facilitate public-private partnerships for empowering youth. Our longstanding partnership with Emirates Foundation dates back to its establishment in 2005, with Oxy being one of the organization's top contributors—having donated \$10 million over 12 years. Oxy's involvement focuses on student volunteerism and support for STEM learning to encourage youth-driven innovation and entrepreneurship.

Oxy is also an avid supporter of the American Community School of Abu Dhabi (ACS), which delivers advanced STEM programs to more than 1,200 students ages 4 to 18, representing more than 50 nationalities. The ACS, established in 1972, is a nonprofit co-educational school affiliated with the Office of Overseas Schools and the U.S. Department of State. Recently, Oxy funded the elementary school's Innovation Lab.

SOCIAL SERVICES

There is no one-size-fits-all answer to helping those around us. At Oxy, we study our host communities and work with their leaders to find the best ways to strengthen the community. These include focused charitable giving, social investment, and volunteerism efforts that address issues ranging from hunger and food insecurity to affordable housing. With a vision of an America without hunger, Feeding America® is a nationwide organization with the mission to provide access to nutritious food in partnership with food banks, policymakers, and communities. Oxy works with Feeding America to support more than a half-dozen food banks in four states, playing an active role in serving this worthwhile mission.

» **Houston Food Bank (TX)**

» **Montgomery County Food Bank (TX)**

» **West Texas Food Bank (TX)**

» **Target Hunger (TX)**

» **South Plains Food Bank (TX)**

» **Roadrunner Food Bank (NM)**

» **Weld Food Bank (CO)**

» **Food Bank of the Rockies (WY)**

Since 2018, Oxy has donated over \$2 million to domestic feeding programs, providing hundreds of thousands of meals for children, seniors, and families in need.

Oxy actively promotes social welfare in Oman. Examples include our contribution to educational and employment opportunities for Omani women from local communities to become medical orderlies through a contract at the Peace Land Clinic, as well as funding the purchase of medical and rehabilitation equipment for the Ehsaan Yanqul Disability Center which assists people in need across Al Dhahirah Governorate.

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 27,000 people living in remote villages and settlements across our operating areas. Through 32 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 7.3 million gallons of 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 addition, OxyChem's work with Water Mission has helped more than one million people in vulnerable communities in 18 countries gain access to safe drinking water. Made possible by OxyChem's ACL® product, this initiative received the prestigious Sustainability Leadership Award from the ACC in 2020.



Oxy is also a member company of the Permian Strategic Partnership (PSP), whose mission is to enable fulfillment of the Permian Basin's economic potential and improve the well-being of its residents. Oxy and the 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 the discussions and decisions that will improve the quality of life in the Permian. The PSP has invested in educational

capacity and training resources, expanded healthcare access, improved transportation safety and infrastructure, made progress in affordable housing, and expanded broadband access across the region.

MILITARY AND VETERANS

Oxy is proud to assist America's troops and veterans through numerous initiatives and partnerships around the country. Prosperity takes peace, and these men and women are the ones who make it happen. For example, as our troops become veterans and enter a new phase of life, Oxy stands with them through American Corporate Partners (ACP).



ACP is a national non-profit organization focused on helping veterans find their next career through active and engaging mentoring, networking, and online career development. Through the Veteran Mentor Program, Oxy employees serve as mentors to veterans transitioning into the civilian workforce. Since our partnership began, over 300 Oxy employees have mentored 650+ post-9/11 military veterans transitioning into the civilian workforce.

ENVIRONMENT

As a committed leader in helping build a net-zero economy, Oxy not only delivers industry-changing innovations but also world-changing potential in environmental stewardship. We invest and participate in numerous programs and partnerships ranging from initiatives promoting waste reduction and recycling to supporting innovations on the leading edge of energy efficiency, applied biotech, water recycling, and climate science. See our 2023 Climate Report for the latest ways Oxy is helping zero in on a lower-carbon future.

ARTS AND CULTURE

For communities to remain vibrant, residents need rich cultural experiences, opportunities for social interaction, and a sense of unity and belonging. Oxy's sponsorships of arts, cultural, and civic organizations support those objectives and encourage positive engagement with the arts across our host communities. Art enables a community to preserve its culture and history as well as progress towards its future through free expression, communication, exploration, and

social commentary. That's why communities value Oxy's sponsorship of arts, cultural, and civic organizations—including museums, educational resources, scholarships, and social programs for youth.

ELLEN NOËL ART MUSEUM

4919 E UNIVERSITY BLVD · ODESSA, TX 79762

When the people can't make it to the art gallery, Oxy takes the art gallery to the people. In partnership with the Ellen Noël Art Museum, we bring the Art 2 Go mobile creative arts and visual literacy program to over 5,000 students in the Permian Basin. It is a powerful program for those who may not otherwise have access to art in their school or community.

Sports are also a big part of culture around the world. Since 2013, Oxy has partnered with the Astros Foundation's Community Leaders Program to serve at-risk children and teens through youth baseball and softball programs. Our ongoing support to this program has facilitated the renovation and maintenance of the Denver Harbor baseball fields, reduced registration fees for youth leagues, and provided uniforms, equipment, and Astros tickets for young baseball and softball players from low-income families.

Oxy's support of the Community Leaders Program has also helped it continue offering exciting sporting opportunities for participants, including annual coaching clinics led by the Positive Coaching Alliance and player clinics led by Astros Youth Academy instructors. In addition, the program provides access to the popular Astros Foundation Literacy Bus—a mobile interactive unit that encourages family reading in Houston-area communities.

In Oman, we exclusively sponsor the Oxy Sports Day program that encourages students to participate in sports activities and adopt a healthy and active lifestyle, and supports Oman's youth sports culture. The company has also sponsored camel races, a historic and cultural element in Oman's local communities, since 2014. Camel racing events that we support positively impact about 3,000 people per year. There are around 24,000 racing camels in Oman, with 5,363 owners and 917 trainers. UNESCO inscribed camel racing on the Representative List of the Intangible Cultural Heritage of Humanity in 2020.

Oxy has been recognized in Oman for supporting sports initiatives over the years, including Oxy Sports Days, Camel Racing, the Oxy Ultramarathon Race, and building Sports Courts in Haima schools.

Oman's Ministry of Culture, Sports and Youth hosted a ceremony to honor pioneers in the field of youth action within the Gulf Cooperation Council (GCC) states during the 26th meeting of the Committee of GCC Ministers of Sports and Youth, held in Oman in May 2023. Oxy Oman was one of two companies recognized as part of the event for companies operating in Oman and was presented with a medal of excellence of the first degree by the Secretariat General of the GCC for its support in youth action initiatives.

COMMUNITY ENGAGEMENT

The work we do helps make a positive contribution to not just our world and future, but also our local communities. We live and work in the areas in which we operate. Therefore, we play an active role in engaging with local residents, government, regulators, conservation groups and other community stakeholders. Oxy's Rockies operation is a great example of how we actively engage to help improve quality of life in a region while educating and informing those near our wells and facilities.

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 not just building a stronger business; we are working to foster a better life for those living in that operating area. In the Rockies, local training goes well beyond job duties to include the keys to operational excellence, the company's Operating Management System, the role of industry in the economy, HSE best practices and regulatory essentials. From this strong base in the community, the role we play in economic, personal and community growth can be shared.

It is important to us that neighbors, community leaders and local governmental organizations are informed and have the opportunity to provide input regarding our operations and development plans. Before, during and after a project, we work hard to provide transparency and open lines of communication. That means engaging with others on their terms, not ours—translating information into several languages as applicable, providing multiple contact methods, being responsive to outreach, and extending our working hours so members of the community can participate in community events without sacrificing the demands of their everyday lives.

Developed in 2014, the Stakeholder Relations team is a dedicated resource for those who live near our operations. We meet regularly with community members and post frequent updates on our website 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 not only able to disseminate information—we listen. Whether hearing from individuals through our Response Lines, in community meetings, or through community-specific engagement tools, we collaborate with diverse community stakeholders to tailor operations to specific situations. We consider this information in our siting and mitigation plans, providing balanced and responsible uses of land.

Since these engagement efforts are something many of us enjoy doing, we are often part of community outreach on the home front. 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 express their personal expertise and 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 often fuels 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.

PROSPERITY

INDUSTRY ENGAGEMENT AND LEADERSHIP

Oxy's experience in managing natural resources and CO₂, coupled with our sustainability strategy, has enabled us to create partnerships with a diverse set of key stakeholders that work toward improved business and sustainability-related goals. In addition to organizations described in earlier sections of the report, Oxy is an active participant in the following leading sustainability organizations.



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.

GETTING TO ZERO COALITION

Oxy is a member of the Getting to Zero Coalition, 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 from governments with a goal to reduce shipping-related emissions by at least 50% by 2050.



Oxy is also 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.



OxyChem received the Green Circle certification and the Vantage Vinyl Sustainability award in 2022 and 2021 for leadership in sustainability by surpassing the Vinyl Institute's stringent standards.



ACC's Responsible Care® Awards Program recognizes chemical industry leaders that have made an exceptional commitment to HSE performance, sustainability and sound chemicals management. For 2022 performance ACC awarded OxyChem with 37 Responsible Care® awards in safety, waste minimization and energy efficiency categories. The Texas Chemical Council awarded OxyChem with 19 awards for safety and environmental performance. OxyChem also received awards for safety and environmental performance from the Vinyl Institute (8) and the Chlorine Institute (9). In addition, two OxyChem facilities, in Pedricktown, NJ and New Johnsonville, TN, received environmental performance awards from the New Jersey and Tennessee Governors.

As part of the DOE's Better Plants® Program, OxyChem partnered with the IAC to perform energy audits at our facilities to help us find opportunities to reduce energy consumption. Additionally, the DOE supported the community energy assessment program through the IACs, led by OxyChem, to help local schools lower their energy costs.

OxyChem is a member of the Vinyl Institute and serves on its VSC, supporting strong policies focused on product innovation and stewardship and water infrastructure. The VSC serves as the subject matter leader on sustainability issues and related technical, communications and advocacy activities 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.

OxyChem was awarded the Vantage Vinyl Gold rating in 2023 for sustainability performance.

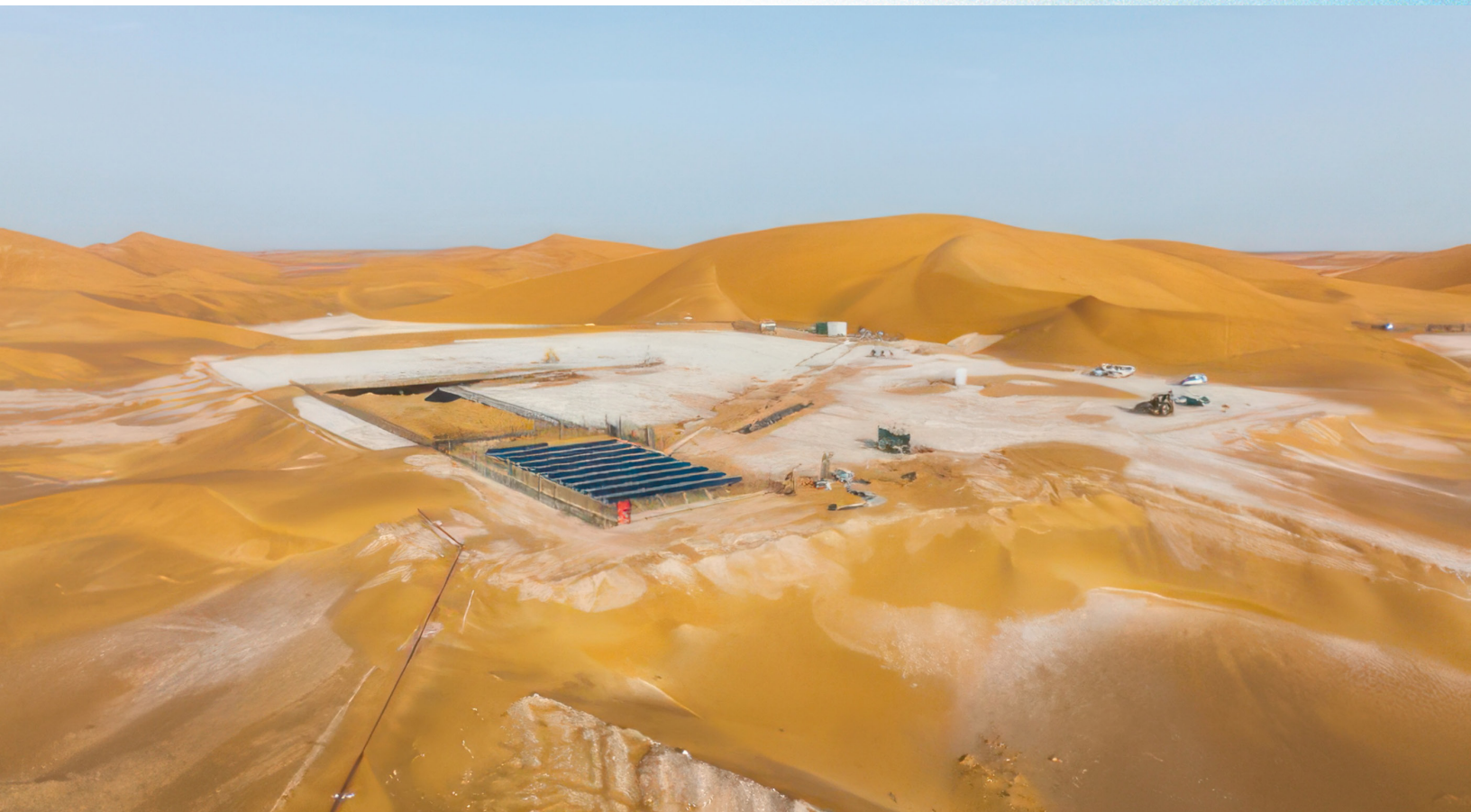


OxyChem received the industry's highest Sustainability Leadership Award from the ACC in 2020 for its partnership with Water Mission, which facilitates access to clean drinking water for refugees and disaster areas around the world.

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 for use in water disinfection and \$250,000 to support the materials and exhibits focusing on water education.



OxyChem earned a Gold rating from EcoVadis, the world's largest provider of sustainability ratings, for supply chain sustainability leadership. This achievement places OxyChem among the top 4% of global chemical companies.



PROSPERITY

LOCAL SUPPLY CHAIN MANAGEMENT

Supply chain partners are a mission-critical part of Oxy's team. Helping them succeed and do business the right way can provide not only more prosperity, but also a strategic advantage that generates value for stakeholders. That's why Oxy consistently performs next-generation supply chain management that optimizes for partner transparency, accountability, sustainability and opportunity.

Sustainability is an area in which Oxy's strategic supply chain management efforts make an especially strong impact. By selecting and supporting suppliers with a

shared vision for a net-zero future, we can put goals, systems and protocols in place that help track and reduce emissions. As innovative net-zero efforts are core to our mission, we are currently assessing a number of programs enabling stronger carbon-related data analytics, tracking and verification of vendor GHG emissions, as well as Scope 3 emissions estimates generally.

Of course, strong partners help everyone win. That is why it is also important that we implement purchasing programs that make improving the competitiveness of potential contractors and suppliers in our operating areas a priority.

That means helping them reach peak performance through stringent quality, HSE and sustainability guidelines as well as investing in training programs that help them add more value to the industry and community.

This commitment to local suppliers applies everywhere. In the Sultanate of Oman, for example, the company has a 35-year legacy of supporting our regional supply chain partners. We've helped a number of Omani small- and medium-sized enterprises (SMEs) share the prosperity through strong relationships, workforce skills development and close collaboration. As a part of our In-Country Value (ICV) Strategy, we deliver powerful vendor development initiatives, significant investment in local businesses, and a number of major manufacturing opportunities. And for the next generation of Omani partners, our youth-focused

training, entrepreneurship programs and scholarships are working to make a big difference to the future of the Sultanate.

To further demonstrate ICV, we focus our spending where feasible on local goods, services and labor with our Omani contractors. We also monitor our spending on Omani SMEs.

As of year-end 2022, our Oman ICV was at 36% of total supply chain spend and we spent approximately 21% on Omani SMEs. As a result of these efforts, Oxy's operations in Oman provide more than 20,000 jobs locally, through contractors and subcontractors, in addition to our more than 3,300 employees. We also have a specialized program in support of SMEs called Tasharuk.



TASHARUK PROGRAM: THE SOLAR HYBRID POWER SYSTEM

The Tasharuk initiative is being executed in phases. The objective of Phase 5 was to use off-the-grid solar energy for Electric Submersible Pump (ESP) production wells, which are powered by diesel generators. Oxy's Oman operations are conducted in the desert area with some production wells being remote from the power distribution grid. Oxy's solar hybrid power system was the first of its kind in Oman to introduce a hybrid solution for oil and gas fields where the ESP production wells are powered by solar energy during the day and by diesel generators when the solar photovoltaic cells cannot produce enough energy.

The solar hybrid power system is designed to be off-the-grid, working in parallel with the existing diesel generator sets. The solar hybrid system runs for at least six hours per day, generating 60KW power output at each well. The average electrical load for each well is around 100KW.

During the day, 40% of the ESP load is obtained from the diesel generators and the remaining 60% of power is provided by the solar energy. During the night, the load is fully obtained from the diesel generators. This implementation is a major milestone in regional production sustainability.

Notably, this hybrid power system was implemented by three local Omani-owned small and medium enterprises.

Implementation of the solar hybrid system not only sustained Oman's remote operations but also reduced emissions and increased participation of local businesses in Oxy's operations, supporting their economic well-being and potential growth.

APPENDICES

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[Notes Concerning Forward-Looking Statements and GHG Emissions Estimates](#) →

[Independent Assurance Statements Regarding Scope 1 and 2 GHG Emissions](#) →

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[Glossary of Terms](#) →

OXY 2019 - 2022 ANNUAL ESG DATA SUMMARY

PLANET

METRIC	2022	2021	2020	2019	IPIECA - API - IOGP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Greenhouse Gas (GHG) Emissions (million metric tons CO₂ equivalent) – Total Oxy (Oil & Gas, OxyChem, and Other Operations) ^{[1] [2]}								
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	17.60 *	18.50 *	19.02	21.62	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	4.90 *	4.84 *	4.81	5.91	CCE-4: C2	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	22.50 *	23.34 *	23.83 *	27.53 *	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHGs (Scope 1) equity basis	15.28	14.54	14.85	15.96	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	3.65	3.87	3.86	4.74	CCE-4: C2	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) equity basis	18.93	18.41	18.71	20.70	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Scope 1 and 2 GHG Emissions (million metric tons CO₂ equivalent) – Oil & Gas ^{[1] [2]}								
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	11.35 *	13.08 *	12.91	15.41	CCE-4: C3	EM-EP-110a.1 EM-MD-110a.1	GRI 305-1	11.5
Indirect GHGs (Scope 2) operated basis *Item verified by ERM CVS	3.20 *	3.17 *	3.16	4.01	CCE-4: C3	Not Applicable	GRI 305-2	11.6
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	14.55 *	16.25 *	16.07 *	19.42 *	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.5 11.6
Direct GHGs (Scope 1) equity basis	9.03	9.13	8.75	9.75	CCE-4: C3	EM-EP-110a.1 EM-MD-110a.1	GRI 305-1	11.5
Indirect GHGs (Scope 2) equity basis	1.94	2.20	2.22	2.85	CCE-4: C3	Not Applicable	GRI 305-2	11.6
Total GHGs (Scope 1 and 2) equity basis	10.97	11.33	10.97	12.60	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.5 11.6
Scope 3 GHG Emissions (million metric tons CO₂ 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]	217 *	212 *	226	259	CCE-4: A2, A7	Not Applicable	GRI 305-3	11.7
Scope 3 GHG emissions - equity basis, Transportation, Refining and Use of Sold Products *Item verified by ERM CVS ^[2]	175 *	176 *	196	151	CCE-4: A2, A7	Not Applicable	GRI 305-3	11.7
Scope 1 and 2 GHG Emissions (million metric tons CO₂ equivalent) – OxyChem								
Direct GHGs (Scope 1) operated basis *Item verified by ERM CVS	6.25 *	5.41 *	6.10	6.21	CCE-4: C3	Not Applicable	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2) operated basis *Item verified by ERM CVS	1.70 *	1.67 *	1.64	1.89	CCE-4: C3	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2) operated basis *Items verified by ERM CVS	7.95 *	7.08 *	7.74 *	8.10 *	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Scope 1 and 2 GHG Emissions (million metric tons CO₂ equivalent) – Other Operations^[4]								
Direct GHGs (Scope 1) operated basis	0.003	0.003	0.004	0.007	CCE-4: C3	Not Applicable	GRI 305-1	Not Applicable
Indirect GHGs (Scope 2), operated basis	0	0.007	0.007	0.006	CCE-4: C3	Not Applicable	GRI 305-2	Not Applicable
Total GHGs (Scope 1 and 2), operated basis *Item verified by ERM CVS	0.003 *	0.010 *	0.011	0.013	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable

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METRIC	2022	2021	2020	2019	IPIECA - API - IOGP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Scope 1 and 2 GHG Emissions Intensity (metric tons CO₂e/BOE) – Oil & Gas ^{[1] [2]}								
Direct GHG intensity (Scope 1) operated basis	0.023	0.028	0.025	0.027	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Indirect GHG intensity (Scope 2) operated basis	0.007	0.007	0.006	0.007	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Total GHG intensity (Scope 1 and 2) operated basis	0.030	0.034	0.032	0.034	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Direct GHG intensity (Scope 1) equity basis	0.021	0.021	0.019	0.027	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Indirect GHG intensity (Scope 2) equity basis	0.005	0.005	0.005	0.008	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Total GHG intensity (Scope 1 and 2) equity basis	0.026	0.027	0.023	0.035	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Scope 1 and 2 GHG Emissions Intensity (metric tons CO₂e/MT Production) – OxyChem								
Direct GHG intensity (Scope 1)	0.528	0.467	0.551	0.515	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Indirect GHG intensity (Scope 2)	0.144	0.144	0.148	0.157	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Total GHG intensity (Scope 1 and 2)	0.672	0.611	0.699	0.672	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Total GHG intensity (Scope 1 and 2) excluding power sales to the grid	0.506	0.489	0.526	0.508	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Methane Emissions (CH₄) (thousand metric tons)								
Methane Emissions (Scope 1 and 2) - Oil & Gas, operated basis *Item verified by ERM CVS	45.22 *	76.21 *	113.96	109.25	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	0.22 *	0.19 *	0.22	0.23	CCE-5: C1	Not Applicable	Not Applicable	Not Applicable
Methane Emissions (Scope 1 and 2) - Total Oxy, operated basis *Item verified by ERM CVS	45.44 *	76.4	114.18	109.48	CCE-5: C1	EM-EP-110a.1 EM-MD-110a.1	Not Applicable	Not Applicable
Methane Emissions (CH₄) Intensity								
Methane Emissions Intensity from Operated Oil & Gas Production (% of operated wet gas production for market)	0.26	0.45	0.62	0.56	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity from Operated Gas Production (% of operated wet gas production for market) ^[3]	0.13	0.21	0.26	0.23	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity from Operated Oil & Gas Production (metric ton CH ₄ /BOE)	0.00009	0.00016	0.00022	0.00019	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane Emissions Intensity - OxyChem (metric ton CH ₄ /Thousand metric tons of Production)	0.01820	0.01630	0.01960	0.01950	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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PLANET

METRIC	2022	2021	2020	2019	IPIECA-API-I0GP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Gas Flaring – Oil & Gas ^[6]								
Emissions from flaring (million metric tons CO ₂ e)	1.08	1.81	1.94	2.32	CCE-7: C4	EM-EP-110a.2	Not Applicable	11.15
Flaring emissions intensity (metric tons CO ₂ e/BOE)	0.00222	0.00381	0.00382	0.00401	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Volume of routine gas flared (MMscf)	6,527	13,670	11,630	11,586	CCE-7: A2	Not Applicable	Not Applicable	Not Applicable
Volume of non-routine gas flared (MMscf)	7,897	13,964	11,079	22,064 ^[7]	CCE-7: A2	Not Applicable	Not Applicable	Not Applicable
Volume of safety gas flared (MMscf)	3,988	4,837	5,830		CCE-7: A2	Not Applicable	Not Applicable	Not Applicable
Volume of total gas flared (MMscf)	18,412	32,472	28,539	33,649	CCE-7: C1	Not Applicable	Not Applicable	Not Applicable
Other Air Emissions – Oil & Gas ^[8]								
Nitrogen oxides (NO _x) (thousand metric tons)	32.87	26.42	45.24	47.25	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Sulfur oxides (SO _x) (thousand metric tons)	1.92	3.88	4.12	3.78	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Carbon monoxide (CO) (thousand metric tons)	36.69	31.00	39.99	40.42	ENV-5: A1	Not Applicable	GRI 305-7	11.3.2
Volatile Organic Compounds (VOCs) (thousand metric tons)	67.46	72.65	141.32	150.15	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Particulate Matter (PM) (thousand metric tons)	3.73	2.94	1.77	1.97	ENV-5: A1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Hazardous Air Pollutants (HAPs) (thousand metric tons)	1.47	1.88	NA	NA	ENV-5: A1	RT-CH-120a.1	GRI 305-7	11.3.2
Other Air Emissions – OxyChem								
Nitrogen oxides (NO _x) (thousand metric tons)	2.75	2.27	2.25	2.28	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Sulfur oxides (SO _x) (thousand metric tons)	0.03	0.02	0.02	0.02	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Carbon monoxide (CO) (thousand metric tons)	0.85	0.65	0.65	0.68	ENV-5: A1	Not Applicable	GRI 305-7	11.3.2
Volatile Organic Compounds (VOCs) (thousand metric tons)	0.38	0.33	0.34	0.36	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1 RT-CH-120a.1	GRI 305-7	11.3.2
Particulate Matter (PM) (thousand metric tons)	0.88	0.75	0.73	0.76	ENV-5: A1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Hazardous Air Pollutants (HAPs) (thousand metric tons)	0.24	0.20	0.18	0.19	ENV-5: A1	RT-CH-120a.1	GRI 305-7	11.3.2
Ozone Depleting Substances (ODS) (thousand pounds)	16.79	17.95	26.04	11.31	ENV-5: A1	Not Applicable	GRI 305-6	11.3.2

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METRIC	2022	2021	2020	2019	IPIECA - API - IOGP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Energy, Electricity and Hydrogen Utilization								
Energy consumption (GJ) - Total Oxy ^[9]	259,043,800	250,157,753	151,444,601	274,902,302	CCE-6: C1	RT-CH-130a.1	GRI 302-1 GRI 302-2	Not Applicable
Total energy intensity, MMBtu/metric ton - OxyChem	10.05	9.49	10.43	9.85	CCE-6: A2	Not Applicable	GRI 302-3	Not Applicable
Total electricity consumption (MWh) - Total Oxy	18,394,149	13,162,023	17,409,724	14,333,909	Not Applicable	RT-CH-130a.1	GRI 302-1	Not Applicable
Total renewable electricity on-site generation and consumption (MWh) - Total Oxy ^[10]	33,855	33,050	34,134	14,730	CCE-3: A7	RT-CH-130a.1	GRI 302-1	Not Applicable
Total hydrogen combusted as non-carbon fuel (MMBtu) - OxyChem ^[11]	10,740,919	10,537,151	10,391,539	9,308,493	CCE-3: A4	Not Applicable	Not Applicable	Not Applicable
Spills to Land or Surface Water and HSE Fines								
Reportable spills, crude - volume (bbl)	16,055	7,856	7,842	6,376	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Reportable spills, crude - normalized volume (bbl/MMBOE)	33	17	15	11	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Reportable spills, crude - number	180	178	217	199	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Spilled hydrocarbons recovered - volume (bbl)	12,627	6,586	5,777	4,357	ENV-6: A1	EM-EP-160a.2 EM-MD-160a.4	Not Applicable	11.8.2
Reportable spills, produced water - volume (bbl)	96,385	36,181	59,534	34,691	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, produced water - number	210	156	142	255	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - mass (lbs) ^[12]	71,623	57,425	4,440	53,234	Not Applicable	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - number ^[12]	10	8	3	5	Not Applicable	Not Applicable	GRI 306-3	Not Applicable
Spills, vinyl resin - mass (lbs) ^[13]	0	0	0	N/A	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Spills, vinyl resin - number ^[13]	0	0	0	N/A	ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
HSE fines (US\$)	561,862	237,765	186,855	186,446	Not Applicable	Not Applicable	GRI 2-27	Not Applicable
Hydraulic Fracturing ^[14]								
Percent of hydraulically fractured wells for which there is public disclosure of frac-fluid chemicals used (%)	100	100	100	100	Not Applicable	EM-EP-140a.3	Not Applicable	Not Applicable
Percent of hydraulically fractured sites where ground or surface water quality deteriorated compared to baseline (%)	0	0	0	0	Not Applicable	EM-EP-140a.4	Not Applicable	Not Applicable

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PLANET

METRIC	2022	2021	2020	2019	IPIECA - API - IOGP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Water								
Total water withdrawn (megaliters) ^[16]	451,193	480,579	419,680	610,579	ENV-1: A4, A7	RT-CH-140a.1	GRI 303-3	11.6.4
Total fresh water withdrawn (megaliters)	118,536	140,585	145,853	257,770	ENV-1: C1	EM-EP-140a.1	GRI 303-3	11.6.4
Total non-fresh water withdrawn (megaliters)	332,657	339,994	273,827	352,809	ENV-1: A4	Not Applicable	GRI 303-3	11.6.4
Total fresh water consumption (megaliters)	37,213	55,997	41,480	47,448	ENV-1: C2	EM-EP-140a.1	GRI 303-5	11.6.6
Total wastewater discharged (megaliters)	164,965	188,471	196,596	295,536	ENV-2: A5	Not Applicable	GRI 303-4	11.6.5
Total produced/flowback water recycled/reused (megaliters) ^[16]	219,798	226,134	234,959	247,837	ENV-1: A10	EM-EP-140a.2	Not Applicable	Not Applicable
Percent produced/flowback water recycled/reused (%) ^[16]	49	47	60	41	ENV-1: A10	EM-EP-140a.2	Not Applicable	Not Applicable
Waste ^[17]								
Hazardous waste (thousand tons) – Oil & Gas	253	105	N/A	N/A	ENV-7: C3	RT-CH-150a.1	GRI 306-3	11.5.4
Hazardous waste (thousand tons) – OxyChem	58	62	48	50	ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Non-hazardous waste (thousand tons)	105	103	80	58	ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Total waste recycled (thousand tons)	90	92	85	120	ENV-7: C3	RT-CH-150a.1	GRI 306-4	11.5.5
Total waste to landfill (thousand tons)	76	73	61	46	ENV-7: C3	Not Applicable	GRI 306-5	11.5.6
Biodiversity and Habitat Conservation								
Acres of land under management, including Candidate Conservation Agreements or Candidate Conservation Agreements with Assurances ^[18]	861,913	805,766	811,820	812,187	Not Applicable	Not Applicable	GRI 304-3	11.4.4
Number of designated habitats protected or restored ^[19]	13	12	14	12	Not Applicable	Not Applicable	GRI 304-3	11.4.4

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PEOPLE AND DIVERSITY

METRIC	2022	2021	2020	2019	IPIECA-API-I0GP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Fatalities								
Employees	0	0	0	0	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
Contractors	5	1	0	0	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
Total Fatalities	5	1	0	0	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
Injuries and Safety Incidents								
Total Injury and Illness Incidence Rate (IIR), employees only, excluding Covid cases ^[20]	0.26	0.24	0.16	0.36	SHS-3: C1, A1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9, GRI403-10	11.9.10 11.9.11
Total Injury and Illness Incidence Rate (IIR), employees and contractors, excluding Covid cases ^[20]	0.33	0.25	0.17	0.29	SHS-3: C1, A1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9, GRI403-10	11.9.10 11.9.11
Days Away Restricted and Transfer (DART) Rate, employees only, excluding Covid cases ^[20]	0.16	0.15	0.09	0.17	SHS-3: C1, A1	Not Applicable	Not Applicable	Not Applicable
Process Safety Incidents								
Tier 1 process safety events ^[21]	137	128	148	182	SHS-6: C1	EM-EP-540a, RT-CH-540a.1	Not Applicable	11.8.3
Number of reportable incidents on operated DOT-regulated pipelines	0	0	0	0	Not Applicable	EM-MD-540a.1	Not Applicable	Not Applicable
Employee Diversity								
Number of Total Employees ^[22]	11,973	11,678	11,764	14,350	Not Applicable	Not Applicable	GRI 2-7	Not Applicable
Number of U.S. Employees	8,167	7,944	8,108	10,290	Not Applicable	Not Applicable	GRI 2-7	Not Applicable
Female Employees, U.S. Total (%)	22	22	22	22	SOC-5: C2	Not Applicable	GRI 2-7 GRI 405-1	11.11.5
Minority Employees, U.S. Total (%)	34	34	33	30	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Number of Contractors	24,942	23,563	21,179	40,158	Not Applicable	Not Applicable	GRI 2-8	Not Applicable
Women in Professional Positions, U.S. Total (%)	30	30	31	31	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Women in Management Positions, U.S. Total (%)	22	21	22	21	SOC-5: C3	Not Applicable	GRI 405-1	11.11.5
Minorities in Professional Positions, U.S. Total (%)	36	36	35	29	SOC-5: C2	Not Applicable	GRI 405-1	11.11.5
Minorities in Management Positions, U.S. Total (%)	25	24	23	24	SOC-5: C3	Not Applicable	GRI 405-1	11.11.5
Local/National Employees Compared to Expatriate Employees in Management Positions (%)	95	95	99	99	SOC-5: C3 SOC-15: C1	Not Applicable	GRI 202-2	11.11.2
Board Director Diversity^[23]								
Independent Directors (%)	90	91	91	89	Not Applicable	Not Applicable	GRI 2-9	Not Applicable
Women on Board (%)	30	18	18	33	GOV-1: A1	Not Applicable	GRI 2-9 GRI 405-1	11.11.5
Minorities on Board (%)	30	27	18	11	GOV-1: A1	Not Applicable	GRI 2-9 GRI 405-1	11.11.5

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PEOPLE AND DIVERSITY

METRIC	2022	2021	2020	2019	IPIECA-API-I0GP	SASB	GRI Universal Standard	GRI Oil & Gas Sector Standard
Employee Turnover								
Voluntary Employee Turnover (%)	5.1	3.6	7.8	15.8	SOC-6: A1	Not Applicable	GRI 401-1	11.10.2
Non-voluntary Employee Turnover (%)	2.1	2.4	5.5	5.6	SOC-6: A1	Not Applicable	GRI 401-1	11.10.2
Workforce Training								
Workforce Training, total avg hrs./year, per U.S. Total Employees	21.9	22.2	25.3	30.3	SOC-7: C2	Not Applicable	GRI 404-1	11.10.6
Workforce HSE Training								
Workforce HSE Training, total avg hrs./year, per global Total Employees	36.3	15.4	35.7	N/A	SOC-7: C2	EM-EP-320a.1	GRI 404-1	11.10.6
Percent of Employees Unionized								
Percent of Employees Unionized, U.S. Total (%)	5.1	6.1	6.6	5.3	Not Applicable	Not Applicable	GRI 2-30	Not Applicable
Total Taxes and Royalties Paid								
Total Taxes Paid (US\$, millions)	4,330	2,280	2,170	3,847	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
U.S.	3,255	1,569	1,654	2,169	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
Non-U.S.	1,074	712	516	1,678	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
Social Investments and Charitable Giving^[26]								
Social Investments, global (US\$, millions)	22.7	19.6 ^[26]	21.1	35.2	SOC-13: C2	Not Applicable	GRI 201-1	11.21.1
Charitable Giving, (US\$, millions) ^[26]	1.5	2.9	6.1	3.6	SOC-13: A2	Not Applicable	GRI 201-1	11.21.1
Total Annual Capital Expenditures								
Total Annual Capital Expenditures (US\$, millions)	4,497	2,870	2,535	6,367	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total Production								
Production of Crude (Mbb) operated - Gross	338,238	329,049	348,127	410,057	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Production of Natural Gas (MMcf) operated - Gross	889,453	876,996	957,282	1,014,439	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Total Production of Oil & Natural Gas operated - Gross (MBOE)	486,480	475,215	507,674	579,130	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Production of Chemicals (metric tons)	11,825,554	11,571,432	11,080,612	12,062,219	Not Applicable	RT-CH-000.A	Not Applicable	Not Applicable
Total Production Sites^[27]								
Onshore operated oil and gas basins or regions	5	5	5	7	Not Applicable	EM-EP-000.C	Not Applicable	Not Applicable
Offshore operated oil and gas platforms	10	10	10	10	Not Applicable	EM-EP-000.B	Not Applicable	Not Applicable
Chemical manufacturing plants	23	23	24	24	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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FOOTNOTES AND EXPLANATIONS TO ESG DATA SUMMARY

N/A = 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.

[1] Oxy applies operational control as our organizational boundary and primary approach to reporting. We include within this boundary Oxy's operated oil and gas assets, the operated assets of Occidental Chemical Corporation (OxyChem), and certain assets not part of oil and gas or chemical operations such as 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 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 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 commissioned limited assurance verifications by ERM CVS this year for 2022 emissions and last year for 2019-2021 emissions. For 2019 and 2020, these included Total Scope 1 and 2 GHG emissions from operated assets company-wide and by business segment. For 2021 and 2022, 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.

[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 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. In the prior summary, we presented the NGSI method and used average gas compositions in our basins to calculate intensity. In this summary, we adopted the broader method, which reflects methane emissions from both oil and gas production and therefore yields higher intensities, as our primary method. Accordingly, in this report we updated the methane intensities for 2019 through 2021 to apply this method instead of 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. In 2019, the total flaring volume and combined non-routine and safety flaring volume were reported.

[7] In 2019, the volumes of non-routine and safety flaring were estimated on a combined basis and not differentiated.

[8] For 2021 onwards, NOx, SOx, CO, VOC, and PM estimates were 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. 2019 and 2020 estimates for HAP include OxyChem only. 2021 and 2022 estimates for HAP include both OxyChem and Oil and Gas. ODS data for all years shown are for OxyChem only.

[9] Energy consumption (GJ) - Total Oxy represents estimates of energy consumed by OxyChem plus purchased electricity consumed by Oil and Gas. OxyChem's total energy consumption includes purchased electricity, natural gas and hydrogen combusted as fuel to produce energy and purchased steam, less energy associated with power exported to the grid. Note that natural gas and hydrogen used as feedstocks for chemical manufacturing processes are excluded from this amount. Total energy consumption for Oil and Gas consists of purchased electricity and excludes gasoline, diesel, NGLs and natural gas fuel usage in operations.

[10] In 2022 our Goldsmith Solar Plant generated 43,324 MWh of renewable electricity. 33,845 MWh were consumed on-site by the Goldsmith field. Surplus solar electricity of 9,479 MWh was sent to the grid. Renewable electricity generated at Bolivia and Oman facilities was consumed on-site.

[11] Hydrogen volumes combusted as non-carbon fuel within OxyChem operations only.

[12] Includes spills from OxyChem operations 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. To avoid double-counting, reportable releases to air have been removed from this entry for all years shown.

[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] Per SASB EM-EP-140a.3 and EM-EP-140a.4 metrics.

[15] Total water withdrawn is defined as total fresh and non-fresh water withdrawal from surface, municipal, groundwater, produced water and third-party water sources. Fresh water defined as TDS <1,000 ppm. TDS = total dissolved solids

[16] 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.

[17] 2022 and 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.

[18] Candidate Conservation Agreements (CCA) and Candidate Conservation Agreements with Assurances (CCAA) for U.S. onshore Oil and Gas acreage. In addition, Oxy participates in conservation initiatives with the National Fish and Wildlife Foundation and other organizations on other public and private lands. CCA is a voluntary agreement on federal lands and CCAA is a voluntary agreement on non-federal lands to conserve candidate and other unlisted species likely to become candidates in the future.

[19] Designated protected areas are defined under USACE permit, Ipieca or IUCN.

[20] Data for Total Injury, Illness Incidence Rate (IIR) and Days Away Restricted and Transfer (DART) Rate have been revised from the prior summary to exclude Covid cases to enhance comparability between years.

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

[22] 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, 2022.

[23] The Board's composition for the 2022 column reflects Board members active as of March 23, 2023.

[24] Defined as U.S. charitable contributions and international social projects and community investments by Oxy to support public-private initiatives and foundations.

[25] We have refined our process for calculating social investments and have accordingly updated the 2021 value.

[26] 501(c)(3) and 170(c) U.S. charitable and non-U.S. contributions.

[27] Per SASB EM-EP-000.C and EM-EP-000.B activity metrics.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

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," 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 assumptions 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; the scope and duration of global or regional health pandemics or epidemics, and actions taken by governmental authorities and other third parties in connection therewith; assumptions about energy markets; global and local commodity and commodity-futures pricing fluctuations and volatility; development, financing and deployment of technology necessary to execute our strategy; having sufficient land and appropriate joint venture partners to execute on our strategies; supply and demand considerations for, and the prices of, our products and services; 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 governmental 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 dispositions; 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 natural gas liquids reserves; lower-than-expected production from development projects or acquisitions; Oxy's ability to recognize 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 the Israel-Hamas war) and political conditions and events; 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 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, 2022 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.

ABOUT OUR GHG EMISSIONS ESTIMATES

The GHG emission 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, 2022. 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 operated assets of Occidental Chemical Corporation (OxyChem), and certain assets not part of oil and gas or chemical operations such as 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, SASB, U.S. EPA, API and Ipieca. Oxy has endeavored to estimate direct GHG emissions from our operations (Scope 1), indirect 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 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 products by 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 GHG emissions for 2019 through 2021 have been identified in this reporting period, this report incorporates the data for those years that were presented in our 2022 Climate Report. Oxy also provides certain emissions and production data on an equity basis, where available, excluding assets that are sold in a given year. Our equity emissions 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 U.S. 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 U.S. 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 Direct Air Capture (DAC), Carbon Capture, Utilization and Storage (CCUS) and other low-carbon technologies and infrastructure.

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"> • Scope 1 GHG Emissions [million metric tonnes CO₂e] • Scope 2 GHG Emissions (location-based) [million metric tonnes CO₂e] • Total GHG Emissions (Scope 1 and Scope 2 (location-based)) [million metric tonnes CO₂e] • Total Methane Emissions [thousand metric tonnes CH₄] • Total Scope 3 GHG Emissions¹, covering the following organizational boundaries [million metric tonnes CO₂e]: <ul style="list-style-type: none"> • Operated basis; and • Equity basis.
Reporting period	January 1, 2022 – December 31, 2022
Reporting criteria	<ul style="list-style-type: none"> • American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009 & 2021 • IPCC Guidelines for National Greenhouse Gas Inventories, 2006 • US EPA Mandatory Greenhouse Gas Reporting Rule • WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG Emissions
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>

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

¹ 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.

2022 (Other Operations²)

- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 0.0032 million metric tonnes CO₂e

By Business Unit

2022 (Oxy Oil & Gas)

- Scope 1 GHG Emissions: 11.35 million metric tonnes CO₂e
- Scope 2 GHG Emissions (location-based): 3.20 million metric tonnes CO₂e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 14.55 million metric tonnes CO₂e
- Total Methane Emissions: 45.22 thousand metric tonnes CH₄
- Total Scope 3 GHG Emissions³ (operated basis): 217 million metric tonnes CO₂e
- Total Scope 3 GHG Emissions³ (equity basis): 175 million metric tonnes CO₂e

2022 (OxyChem)

- Scope 1 GHG Emissions: 6.25 million metric tonnes CO₂e
- Scope 2 GHG Emissions (location-based): 1.70 million metric tonnes CO₂e
- Total GHG Emissions (Scope 1 and Scope 2 (location-based)): 7.95 million metric tonnes CO₂e
- Total Methane Emissions: 0.22 thousand metric tonnes CH₄

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 CO₂ 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.

² Other Operations include company-operated aviation and property management.

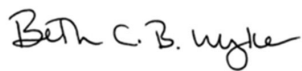
³ ERM CVS assured total Scope 3 GHG emissions for oil and gas products comprised of only the following categories: Category 9: Downstream Transportation and Distribution, Category 10: Processing of Sold Products, and Category 11: Use of Sold Products.

Our 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
www.ermcvs.com | post@ermcvs.com



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	
Scope of our assurance engagement	<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"> » Scope 1 GHG Emissions [million metric tonnes CO₂e] » Scope 2 GHG Emissions (location-based) [million metric tonnes CO₂e] » Total GHG Emissions (Scope 1 and Scope 2 (location-based)) [million metric tonnes CO₂e] » Total Methane Emissions [thousand metric tonnes CH₄] » Total Scope 3 GHG Emissions¹, covering the following organizational boundaries [million metric tonnes CO₂e]: <ul style="list-style-type: none"> • Operated basis; • Operated-equity basis; and • Equity basis. <p>2020</p> <ul style="list-style-type: none"> » Total GHG Emissions (combined Scope 1 and Scope 2 (location-based)) [metric tonnes CO₂e]² <p>2019</p> <ul style="list-style-type: none"> » Total GHG Emissions (combined Scope 1 and Scope 2 (location-based)) [metric tonnes CO₂e]²
Reporting period	<ul style="list-style-type: none"> » January 1, 2021 - December 31, 2021 » January 1, 2020 - December 31, 2020 » January 1, 2019 - December 31, 2019 Reporting criteria
Reporting criteria	<ul style="list-style-type: none"> » American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009 & 2021 » PCC Guidelines for National Greenhouse Gas Inventories, 2006 » US EPA Mandatory Greenhouse Gas Reporting Rule » WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG Emissions
Assurance standard	International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance.
Respective responsibilities	<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>

¹ERM 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.

²ERM 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 conclusion

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 ₂ e
» Scope 2 GHG Emissions (location-based):	4.84 million metric tonnes CO ₂ e
» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	23.34 million metric tonnes CO ₂ e

2020 (Total Occidental)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	23.83 million metric tonnes CO ₂ e
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2019 (Total Occidental)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	27.53 million metric tonnes CO ₂ e
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2021 (Other Operations³)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	0.01 million metric tonnes CO ₂ e
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By Business Unit

2021 (Occidental Oil & Gas)

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

2021 (Total OxyChem)

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

2020 (Occidental Oil & Gas)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	16.07 million metric tonnes CO ₂ e
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2020 (OxyChem)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	7.74 million metric tonnes CO ₂ e
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2019 (Occidental Oil & Gas)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	19.42 million metric tonnes CO ₂ e
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2019 (OxyChem)

» Total GHG Emissions (Scope 1 and Scope 2 (location-based)):	8.10 million metric tonnes CO ₂ e
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³ Other Operations include company-operated aviation and property management.

⁴ 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:

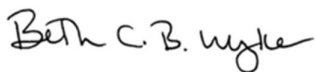
- » Virtual and in-person interviews with relevant staff to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected 2019, 2020 and 2021 data;
- » In-person visits to the following facilities 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 17th, 2022
ERM Certification and Verification Services, Inc.

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2022 EEO-1 REPORT ON U.S. EMPLOYEES

EEO-1 Consolidated

Analysis Data as of 12/31/2022

Consolidated Company

Job Categories	Number of Employees (Report employees in only one category)														Total Col A - N
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												
			Male						Female						
Male (A)	Female (B)	White (C)	Black or African American (D)	Native Hawaiian or Other Pacific Islander (E)	Asian (F)	American Indian or Alaska Native (G)	Two or more races (H)	White (I)	Black or African American (J)	Native Hawaiian or Other Pacific Islander (K)	Asian (L)	American Indian or Alaska Native (M)	Two or more races (N)		
Executive/Senior Level Officials and Managers (1.1)	11	1	99	1	0	5	1	1	21	1	0	0	0	0	141
First/Mid Level Officials and Managers (1.2)	177	56	924	41	0	65	10	4	243	22	0	28	1	1	1,572
Professionals (2)	314	146	1,361	103	3	233	13	23	528	78	1	125	7	14	2,949
Technicians (3)	113	40	288	27	0	16	6	7	60	20	0	8	1	4	590
Sales Workers (4)	0	2	19	1	0	0	0	0	6	0	0	0	0	0	28
Administrative Support Workers (5)	21	99	53	9	1	4	2	0	185	46	0	19	4	4	447
Craft Workers (6)	141	1	396	11	0	0	4	2	3	0	0	0	0	0	558
Operatives (7)	441	7	1,153	167	3	8	7	15	31	7	0	0	1	1	1,841
Laborers and Helpers (8)	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
Service Workers (9)	3	2	14	11	0	0	0	0	4	5	0	0	0	0	39
Total Employees (10)	1,221	354	4,308	372	7	331	43	52	1,081	179	1	180	14	24	8,167

GLOSSARY OF TERMS

A

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.

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

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.

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.

CNG: Compressed Natural Gas.

CO₂: Carbon dioxide.

CO₂ EOR: Carbon dioxide enhanced oil recovery. Oxy is an industry leader in applying CO₂ EOR, which can increase ultimate oil recovery by 10 to 25 percent in the fields where it is employed.

CO₂e: 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.

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

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.

CH₄: Methane or natural gas.

D

DAC: Direct Air Capture. DAC pulls CO₂ 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 CO₂, making it a key solution for addressing difficult to capture, and historical, emissions.

DJ Basin: Denver-Julesburg Basin in the U.S. Rockies region.

E

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.

ESG: Environmental, Social and Governance.

EV: Enterprise Value. Measure of a company's value, calculated as market capitalization plus debt, minority interest and preferred shares, minus total cash and cash equivalents.

F

FCPA: Foreign Corrupt Practices Act.

G

Generator capacity: The maximum output, commonly expressed in megawatts (MW), that generating equipment can supply.

GHG: Greenhouse gases—primarily comprised of carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.

GoM: Gulf of Mexico.

H

HSE: Health, Safety and Environment.

I

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.

M

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 or one million watts.

MWh: Megawatt Hour. 1,000 times larger than the kilowatt-hour and is used for measuring the energy output of large power plants.

N

NDCs: Nationally Determined Contributions under the Paris Agreement.

Net Zero: As defined by the Intergovernmental Panel on Climate Change, "net zero" 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.

NO_x: Nitrogen oxides, criteria air pollutant.

NPV: Total present value of a time series of cash flows reflecting revenues minus expenses using an annual discount rate.

O

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.

P

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."

Permian Basin: A hydrocarbon-bearing sedimentary basin largely contained in the western part of Texas and the southeastern part of New Mexico.

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.

RECs: Reduced Emissions Completions are implemented to reduce the loss of methane and other hydrocarbons during drilling and completion activities.

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.

SO_x: Sulfur oxides, criteria air pollutant.

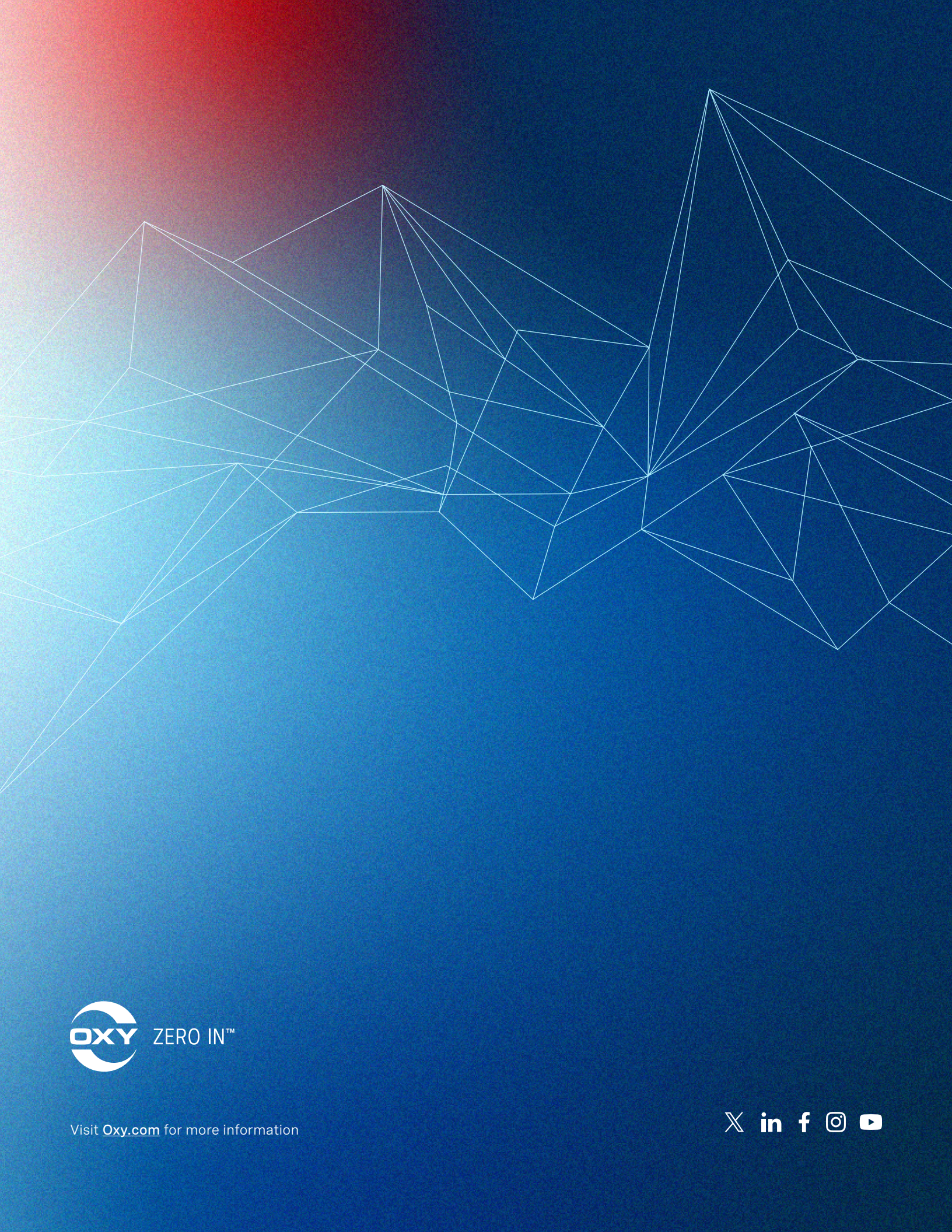
STEP: Strategic Technical Excellence Program.

T

TCFD: Task Force on Climate-related Financial Disclosures.

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.



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