2025 | SUSTAINABILITY REPORT

BUILDING THE VISION:
WHERE PEOPLE, THE PLANET AND COMMUNITIES THRIVE

OXY SUSTAINABILITY REPORT

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LETTER FROM VICKI HOLLUB

I am very pleased to share our 2024 sustainability progress, as our workforce once again demonstrated their ability to deliver results responsibly across our sustainability pillars of Governance, People, Planet and Prosperity.

Safety is integral to sustainable operations. Of all the ways our people led with passion, I'm most grateful for our teams' safety performance. In 2024, we tied our best employee safety performance with a 0.16 Total Recordable Injury Rate and, more impressively, achieved it with higher activity levels.

I congratulate our OxyChem team, who received the American Chemistry Council's Sustainability Leadership Award in June 2025 for our Circular Reuse Initiative. This recycling innovation recovers chlorine from manufacturing byproducts, which would otherwise be incinerated under the traditional industry approach, to serve instead as a raw material feedstock for multiple OxyChem plants. This initiative reduces waste and air emissions, recovers valuable resources and advances Oxy's HSE and Sustainability Principles.

With widespread recognition of the pressing need for secure, critical energy supplies for continued prosperity, Oxy has increased our energy production in recent years while lowering our carbon and methane emissions intensities. In 2024, we sustained zero routine flaring in our U.S. oil and gas operations and achieved an approximate 80% reduction globally in routine flaring from the 2020 baseline. Through tankless upstream oil and gas facility designs, advanced methane sensors and OxyChem's energy efficiency projects across multiple plants, we continue to lead by example and deliver impactful improvements.

I am excited about our efforts to build and scale Direct Air Capture (DAC). 1PointFive completed construction of Train 1 and 2 capture units at STRATOS last December, with start-up operations currently ongoing. We have expanded our customer base for carbon dioxide removal (CDR) credits, including recent agreements with new Japan and UK partners. Our Carbon Engineering (CE) team continues to innovate cost-saving enhancements that we are applying in the design of STRATOS Trains 3 and 4 and the Front-End Engineering and Design study for our planned South Texas DAC Hub. In April 2025, 1PointFive obtained the first Class VI well permits from the U.S. Environmental Protection Agency for CO_2 sequestration in Texas, and the first for DAC in the United States. Also in April, we acquired DAC developer Holocene, which brings with it innovative DAC technologies that complement CE's processes.

We continue to extend our stewardship of land and water resources. Through 2024, we helped to protect more than 2 million acres under various conservation agreements. Our network of advanced water management facilities, which was expanded with our CrownRock acquisition, allows us to do more with less. Approximately 97% of the total water withdrawn by Oxy's global oil and gas operations came from non-freshwater sources. OxyChem's Pasadena plant in Texas recently attained its third-party audited Operation Clean Sweep® Blue Verification, reflecting OxyChem's ongoing endeavors to maintain zero plastic resin loss from its operations to the environment.

While striving to minimize our environmental footprint, we also worked hard to amplify community support. Beyond our capital investments across our operations, Oxy contributed ~$27 million in social investment programs, including the support of 130,000+ families through the Feeding America network and the donation of more than 70,000 books through the Barbara Bush Foundation and Rockies community libraries. Continuing our longstanding partnership with Water Mission, OxyChem donated water disinfection products to aid North Carolina communities impacted by Hurricane Helene. In the United States, employee volunteers mentored more than 650 military veterans who are joining the civilian workforce. And in the Sultanate of Oman, it was an honor to develop the Green Walk Park in Muscat, which opened this March, and support the Al Batinah and Al Sharqiyah Governorates with emergency flash flood relief through our collaboration with Dar Al Atta'a.

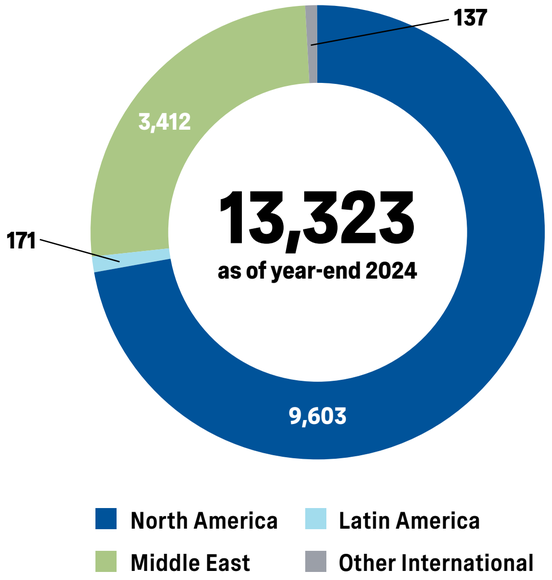
I greatly appreciate the dedication of our exceptional Oxy workforce and our engaged Board of Directors for their valued insights. Looking ahead, we remain committed to advancing our sustainability strategy to drive operational excellence across our high-performance oil and gas production, essential chemistry and carbon innovation to achieve our balance sheet targets while developing technologies and products at scale to create long term value for our shareholders and our communities.

Vicki Hollub, President and Chief Executive Officer, Oxy

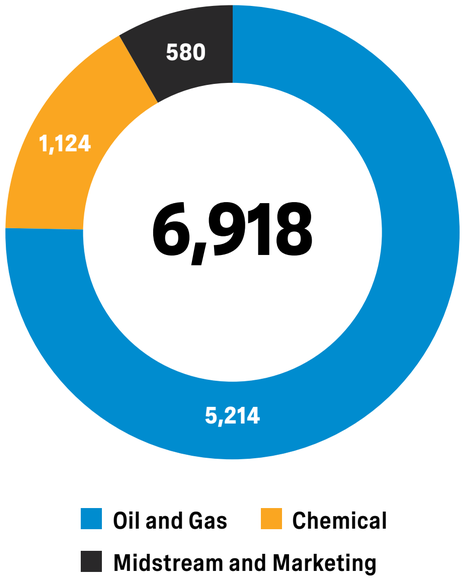
About Oxy

Oxy is an international energy company with premier diversified assets primarily located in the United States, the Middle East and North Africa, and distinguished operational capabilities that create a runway for sustainable shareholder value accretion. Oxy is one of the largest oil and gas producers in the United States, where we are a leading producer in the Permian and Denver-Julesburg (DJ) basins and offshore Gulf of America, and we are the largest independent oil producer in Oman. Oxy's midstream and marketing segment provides flow assurance and enhances the value of the oil and gas segment. Oxy Low Carbon Ventures (OLCV), a subsidiary within the midstream and marketing segment, is advancing leading-edge technologies and decarbonization solutions, including Direct Air Capture, lithium development and near-zero emissions power, that seek to economically grow our businesses while reducing emissions. Oxy's chemical subsidiary, OxyChem, is a leading North American manufacturer that produces the building blocks for life-enhancing products, including drinking water, medical supplies and construction materials.

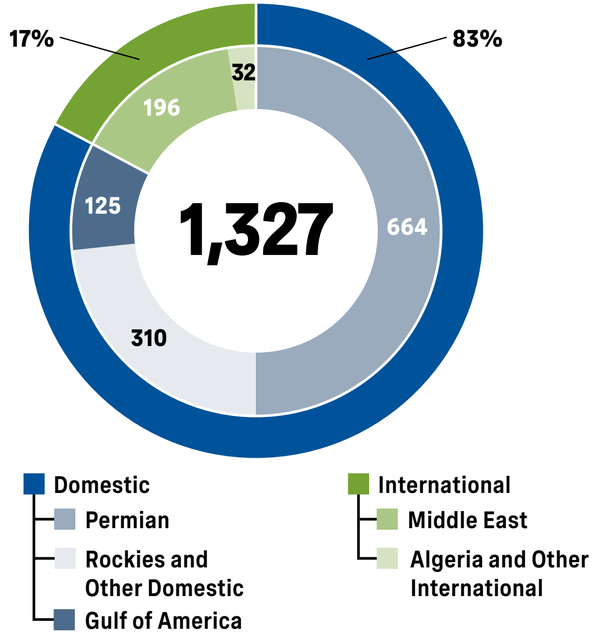
Employees



2024 Segment Earnings[1] ($ Millions)



2024 Daily Average Production (Mboe/d)



[1] *Segment earnings in this graph do not reflect unallocated corporate items of $3,840 million such as interest, income tax, environmental remediation expenses and discontinued operations that are presented on a consolidated basis in Oxy's Consolidated Financial Statements.*

Oxy's Integrated Portfolio as of Year-end 2024

Permian Conventional

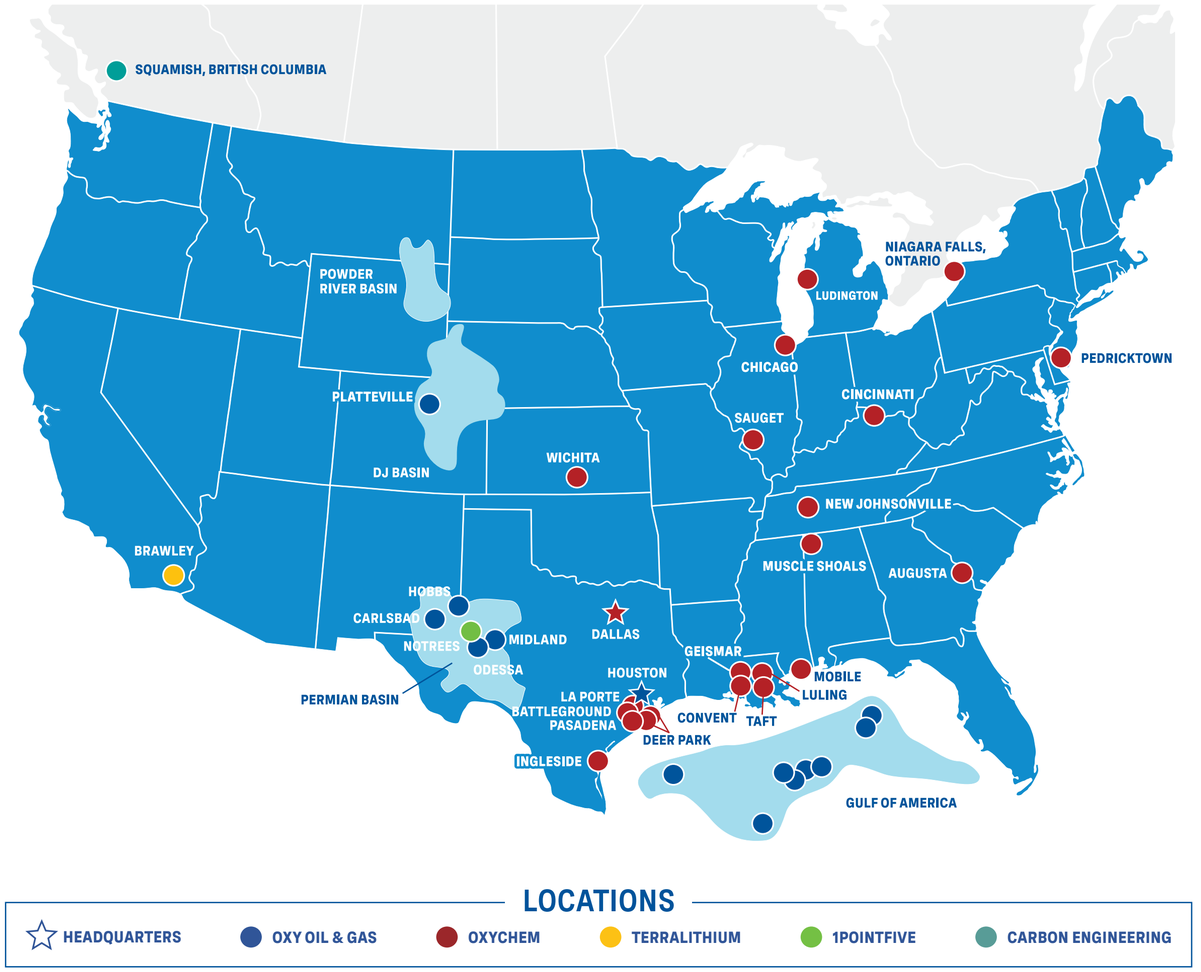
- 1.4 MM net acres
- Significant scale, technical capability and low-decline production
- 50+ years of carbon management in Enhanced Oil Recovery (EOR) assets

Permian Unconventional

- 1.5 MM net acres including premier Delaware and Midland Basin positions
- Strategic infrastructure and logistics hub in place
- EOR technology advancements

Rockies and Other Domestic

- A leading position in the Denver-Julesburg Basin
  - 0.6 MM net acres including vast minerals position
  - Among the largest producers in Colorado
- Emerging Powder River Basin
  - 0.1 MM net acres
- 4.6 MM net acres in other domestic locations



Gulf of America

- 1.1 MM net acres
- Eight active operated platforms
- Sizeable resource base with a variety of future development opportunities

OxyChem

- 21 manufacturing plants in the United States, and one plant each in Canada and Chile
- Integrated assets positioned to capture benefits of favorable market conditions
- Top-tier global producer in each principal chemical product produced

Oxy's Integrated Portfolio as of Year-end 2024

Middle East & North Africa

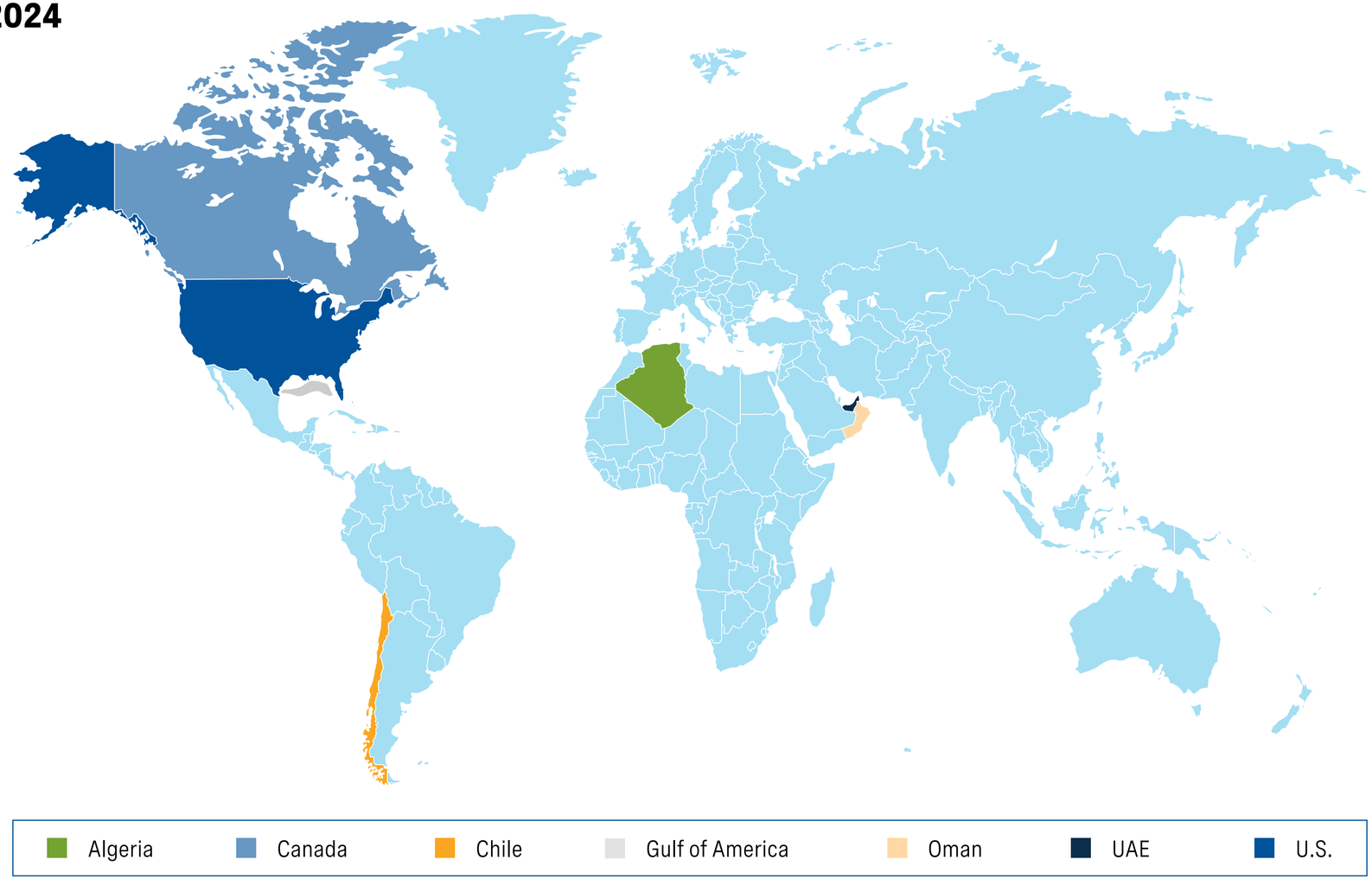
- Largest independent producer in Oman, with high-return opportunities
  - 6 MM gross acres
- Al Hosn Gas Plant and Dolphin Energy provide steady cash flow with low sustaining capex
- Exploring Onshore Block 3 and Block 5 in the United Arab Emirates (UAE)
  - 2.3 MM gross acres
- World-class reservoirs in Algeria
  - 0.5 MM gross acres in the Berkine Basin

Oxy Midstream

- Purchases, markets, gathers, processes, transports and stores oil (including condensate), NGL, natural gas, CO_2 and power
- Optimizes transportation and storage capacity
- Invests in entities that conduct similar activities

Oxy Low Carbon Ventures

- Emerging low-carbon businesses commercializing DAC and Carbon Capture, Utilization and Sequestration (CCUS) solutions aimed at lowering carbon intensity, bolstering domestic energy security and supporting economic growth
- Developing competitive-returns businesses targeting cash flow stability



Oxy applies operational control as our primary organizational boundary for climate and sustainability reporting. Algeria, Al Hosn and Dolphin are joint ventures in which Oxy is a participant but is not the operator. We include them in this section, however, since their operations generate significant value for Oxy and our partners. Refer to our About this Report section, for further information on our reporting boundaries.

Oxy's Mission, Vision and Values

Oxy's Mission

We dare to do what others won't.

Oxy's Vision

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

Oxy's Values

Lead with Passion

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

Outperform Expectations

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

Deliver Results Responsibly

We hold ourselves accountable. We never stop building value.

Unleash Opportunities

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

Commit to Good

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

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

These principles, approved by our Board of Directors in 2022, are designed to unify our workforce around key actions, frame our engagement with stakeholders and exemplify our core values in practice.

- 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 climate 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.

Our Sustainability Strategy: Integrating Sustainability into Everyday Operations

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

Our sustainability strategy is organized around four pillars, with key focus areas:

GOVERNANCE

- Board Oversight
- Risk Management
- Cybersecurity
- Business Ethics
- Public Policy Engagement

PEOPLE

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

PLANET

- Climate and GHG Emissions
- Water Stewardship
- Waste Management
- Biodiversity and Land Use Management

PROSPERITY

- Community Engagement
- Social Investment
- Supply Chain Management

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

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

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

- Operating responsibly
- Protecting the environment and minimizing our footprint
- Upholding and promoting human rights
- Contributing to our neighboring communities and regional economies
- Providing safe, healthy and secure workplaces
- Maintaining high ethical standards
- Benefiting our stakeholders
- Respecting cultural norms and values everywhere we operate

Committed to Good: Contributions to Sustainable Development

While the Sustainable Development Goals (SDGs) apply directly to countries, businesses can work with civil society where synergies exist to further these goals through investments in communities, producing goods and services, the efficient use of natural resources and preserving environmental benefits. Oxy's sustainability strategy leverages the UN SDGs applicable to our businesses.

Oxy's sustainability programs endeavor to contribute primarily to the following SDGs:

SDG 3: Good Health and Well-Being
SDG 6: Clean Water and Sanitation
SDG 7: Affordable and Clean Energy
SDG 8: Decent Work and Economic Growth
SDG 9: Industry, Innovation and Infrastructure
SDG 12: Responsible Consumption and Production
SDG 13: Climate Action
SDG 17: Partnerships for the Goals

These SDGs provide us with a complementary framework to communicate and enhance our collaborative role with local communities and host governments, and align with the Oman Vision 2040 pillars and priorities. As reflected in our HSE&S Principles and Human Rights Policy, Oxy considers the SDGs in our sustainability strategy and seeks to identify additional opportunities in areas where we operate to help countries, regions and communities make progress toward achieving these goals. In designing and carrying out our projects, we closely consider their financial, social and environmental attributes, in addition to the products, services, infrastructure and economic benefits that our investments generate. Selected examples of Oxy's contributions to the SDGs listed above are provided in Appendix V.

2024 Sustainability Performance Highlights

Progress on our Pillars

Empowered by our HSE&S Principles, HSE&S Policy and Operating Management System (OMS), Oxy's workforce continued to deliver strong sustainability performance. Highlights for each of our Sustainability Pillars in 2024 are below:

Governance

- **Engaged** with shareholders representing **a majority of average shares outstanding** in 2024
- **Board members visited Carbon Engineering's Innovation Centre in Canada** to view DAC R&D efforts
- Oxy's sustainability strategy and risks were **reviewed by the Board with its diverse leadership skills and expertise throughout 2024**, including a dedicated strategy session
- **>99% of employees completed Code of Business Conduct** certification

People

Safety:

- Matched best-ever TRIR safety record at **0.16, a 23% improvement from 2023**[1]
- **>38 hours of HSE** training per employee, on average

Talent Attraction, Retention and Advancement:

- Voluntary **turnover decreased to 2.9%** from 3.4% in 2023
- **97%** of **management roles** held by **local/national employees**

In 2024, we progressed in our sustainability strategy of building shared value across our portfolio of high-performance energy production, essential chemistry and carbon innovation projects.

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

Planet

Climate & Emissions:

- **Reduced GHG emissions by 17.3%** vs. 2019 baseline
- **Reduced methane emissions intensity** in our operated assets in 2024 by 78.6% from 2019 and 40% from 2023
- **Global routine flaring reduced 80%** vs. 2020; U.S. operations sustained zero routine flaring
- **Completed mechanical construction of STRATOS** Trains 1 & 2 in Texas

Water Stewardship:

- **Reduced freshwater[2] consumption by 36%** since 2019
- Treated and recycled **~71%** of produced water in Oman South and **~85%** in Oman North
- **Expanded water recycling** in Midland Basin via CrownRock acquisition
- **OxyChem saved ~351 ML of water** via efficiency projects
- **97%** of water withdrawn in oil & gas operations came from **non-freshwater sources**

Biodiversity:

- **~2.1 million** acres enrolled under conservation agreements

Prosperity

- **Invested ~$27 million** in social programs
- OxyChem helped Water Mission provide **safe drinking water to 112,000+ people** in North Carolina after Hurricane Helene
- **Donated ~26,000 lbs of water disinfection tablets** to Water Mission
- **Partnered with Habitat for Humanity** on Colorado's largest project, Hope Springs
- Supported **>20,300** indirect jobs and employed **>3,300** direct staff in Oman
- Oman supply chain value >40% In-Country Value, with **~18% spent on local SMEs**
- **Delivered drinking water to >13,000 Omanis** in remote communities since 2008

[1] *Total Recordable Injury Rate (TRIR) reflects recordable employee injuries per 200,000 work hours for the year ended December 31, 2024, applying U.S. Occupational Safety and Health Administration guidance across our global operations.*
[2] *Oxy defines freshwater as containing less than 1,000 parts per million (ppm) total dissolved solids (TDS) and non-freshwater as ≥ 1,000 ppm TDS.*

In 2024, Oxy Continued to Garner Recognition, Including:

Ranked #1 in the Mining and Raw Materials category by **U.S. News and World Report Best Companies to Work For**

"A-" score from **CDP** on water security disclosure at **CDP's Leadership Level**

"B" score from **CDP** for climate disclosure at **CDP's Management Level**

Ranked #2, based on total 2024 revenues, in the Mining, Crude-Oil Production category in the **Fortune 500** list

MSCI ESG RATINGS — A

CCC | B | BB | BBB | **A** | AA | AAA

THREE AWARDS

Three best practices awards to Oxy Oman from the **Oman Energy Association** in the categories of Operational Excellence, Environment and Net Zero Emissions, and Health and Safety

OxyChem Received:

47 **American Chemistry Council** awards for safety and environmental performance

+Vantage Vinyl™ Gold certification including recognition as the only PVC resin manufacturer to score 100% in all five sustainability categories

EcoVadis Bronze rating retained from 2023, in the top quartile

Canadian Northern Railroad Sustainability Award

New Jersey Governor's Award for Health and Safety Excellence to OxyChem's Pedricktown, NJ plant

Union Pacific Railroad Sustainability Partner Award

Vinyl Sustainability Council Social Impact Award

U.S. Department of Energy (DOE) Better Practice National Award

GOVERNANCE

Oxy maintains proactive governance and oversight of sustainability planning, practices and reporting. We continue to make strong progress integrating sustainability criteria into our strategic planning and decision-making processes.

9	5	25+	> 99%
INDEPENDENT DIRECTORS	BOARD COMMITTEES	YEARS CODE OF BUSINESS CONDUCT LEGACY	OF EMPLOYEES COMPLETED CODE OF BUSINESS CONDUCT CERTIFICATION

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Principles of Governance

Oxy's Board of Directors and senior management are committed to high standards of ethical conduct, institutional integrity and effective corporate governance throughout our businesses and worldwide operations. The governance structure supports Oxy's drive to create value for our shareholders and benefit our communities and society as a sustainable energy leader.

The Board holds our leadership accountable with criteria that reflect Oxy's mission, vision and core values; commitment to ethical behavior under our Code of Business Conduct; and attention to assessing risk and internal controls. We implement responsible policies and robust management systems, including Oxy's OMS, that are designed to foster and reinforce business practices that are consistently sound, highly principled and transparent.

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

Oxy Board members visiting CE's Innovation Centre in Squamish, BC, Canada

Our Focus

Strong Governance

- We believe the boardroom benefits from the varied characteristics and tenures of its directors.

Dedication to Human Rights

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

Transparency on Public Policy Engagement

- We work to maintain transparency regarding our climate-related policy positions, political engagement, lobbying and participation in trade associations and industry groups.

Risk Management

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

Active Oversight of Sustainability

- The Sustainability and Shareholder Engagement (S&SE) Committee provides oversight of key sustainability and social responsibility issues and oversees Oxy's external reporting on such matters, including climate-related risks and opportunities, the Political Contributions and Lobbying Policy and the Charitable Contributions and Matching Gift Program.
- The Environmental, Health and Safety (EH&S) Committee of the Board oversees and reviews the status of HSE issues, including compliance with applicable laws and regulations, the OMS and remediation projects.

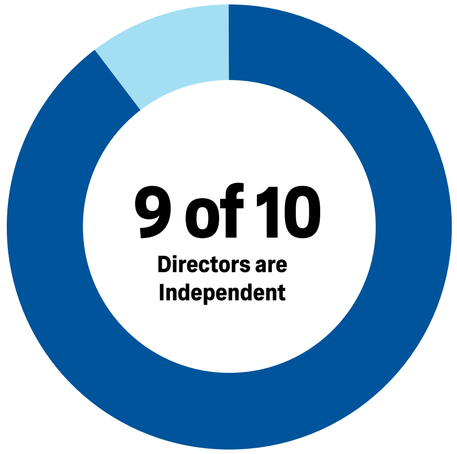
Board Composition and Practices

Oxy's highly qualified Board is led by an independent Chair. The structure and operation of the Board is defined by Oxy's corporate governance policies, and the Board is committed to strong governance and director refreshment to help promote diverse leadership and expertise to meet Oxy's needs. In the past three years, Oxy's Board added three new independent directors.

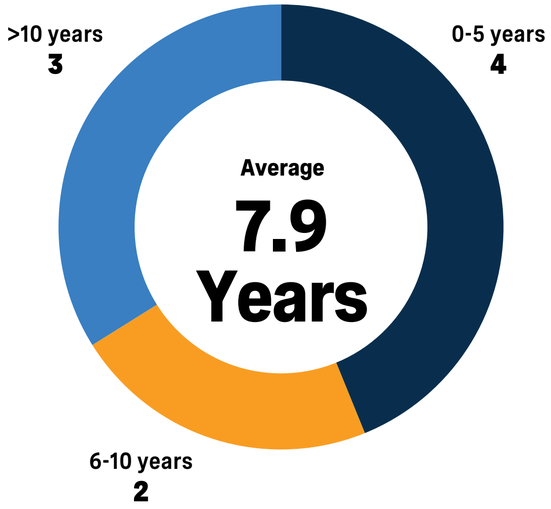
For more information on the Board evaluation process and the skills and attributes of the Board, refer to Oxy's 2025 Proxy Statement.

The Board oversees Oxy's corporate governance, strategy and risk management, including climate-related and other sustainability risks and opportunities, and HSE performance. These matters are incorporated into regular Board and committee meetings, as well as the Board's annual strategic review session, as central elements of Oxy's strategic planning. In addition, the Board's committee structure is designed to help ensure the Board and its committees have the appropriate oversight of relevant sustainability issues.

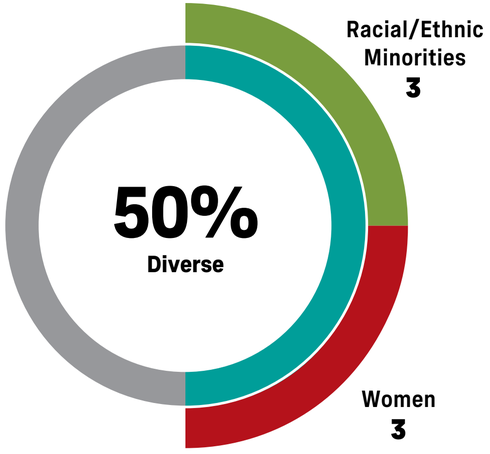
Independence



Tenure



Diversity



Director Engagement

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

New directors are provided with onboarding materials and information covering director responsibilities, corporate governance practices and policies, business strategies, leadership structure and long-term plans concerning Oxy. Orientation also includes individualized meetings with senior management and other key leaders. Our President and CEO, members of the Board and our Corporate Secretary, alongside representatives of our Investor Relations, Human Resources, and Environmental and Sustainability teams, regularly engage with a wide range of stakeholders on sustainability matters pertinent to Oxy, including climate-related risks and opportunities. We welcome and consider feedback from shareholders and other stakeholders on our performance, engagement and reporting.

Strategic Risk and Opportunity Oversight

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

The Board is responsible for overseeing Oxy's policies and procedures with respect to risk management and empowers its committees with oversight of specific risks tailored to each committee's area of focus. Each committee addresses Oxy's sustainability strategy in its own way:

Audit Committee	▪ Assists the Board in monitoring the company's financial statements, compliance with legal and regulatory requirements, the qualifications and independence of the independent auditor, the independent auditor's performance and Oxy's internal audit function ▪ Oversees Oxy's ERM program and Code of Business Conduct compliance program
Corporate Governance and Nominating Committee	▪ Oversees Oxy's corporate governance policies, Board composition and refreshment, Board committee leadership and membership and Board, committee and individual director performance evaluations
Environmental, Health and Safety Committee	▪ Oversees compliance with applicable HSE laws and regulations ▪ Oversees the company's Operating Management System, including results of internal compliance reviews ▪ Oversees remediation projects
Executive Compensation Committee	▪ Identifies appropriate metrics and targets for the executive compensation program, including the inclusion of any sustainability-related metrics
Sustainability and Shareholder Engagement Committee	▪ Oversees external reporting on environmental, social and sustainability matters, including climate-related risks and opportunities ▪ Oversees the company's social responsibility programs, policies and practices, including the Human Rights Policy ▪ Oversees Oxy's Political Contributions and Lobbying Policy and Charitable Contributions and Matching Gift Program ▪ Oversees the shareholder engagement program

For a full overview of committee responsibilities, please see the committee charters on Oxy's website. Each committee meets regularly with management to review compliance with existing policies and procedures, and to discuss changes or enhancements that may be warranted. Senior leadership manages risks and the ERM Council of executives supervises the Enterprise Risk Management program described above.

Sustainability Performance Linked Compensation

Based on shareholder engagements, the Compensation Committee set the sustainability metric weighting for the 2024 Annual Cash Incentive (ACI) award at 30% to continue advancing the company's Net-Zero Strategy and incentivize executives to address Oxy's direct and indirect emissions in the short term by including targets focused on emissions reduction projects and low-carbon ventures. For more information on the 2024 ACI program, refer to our 2025 Proxy Statement and our Climate Report.

Enterprise Risk Management

Oxy's ERM program establishes a framework for how we identify, assess and manage the risks that may affect our ability to implement our business strategy.

The ERM program's primary objectives are to:

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

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

- Risk Event Identification and Categorization
- Risk Assessment
- Risk Review and Validation
- Risk Monitoring

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

Oxy's Operating Management System

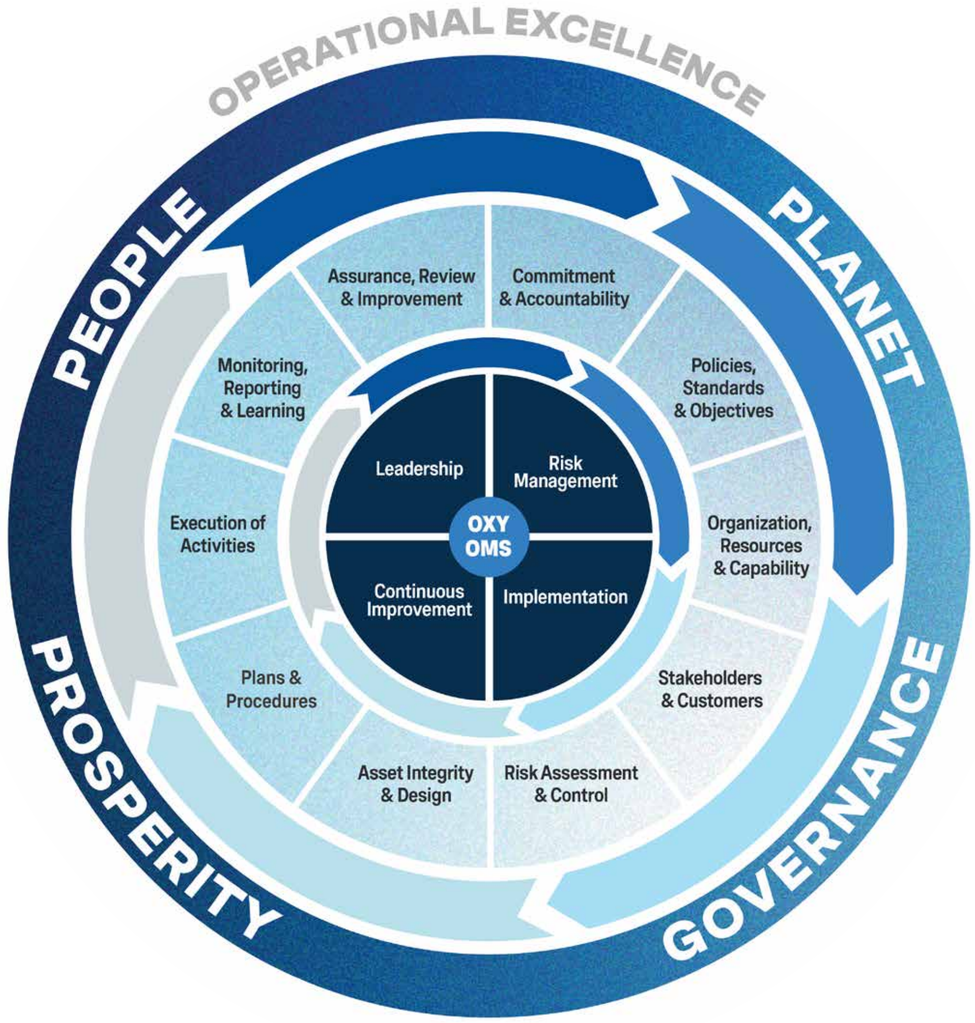
Oxy's Operating Management System (OMS) reflects our dedication to provide our businesses and workforce with the resources, systems and tools to promote HSE&S excellence.

OMS Framework and Origins: The OMS was initiated in 2021 to enhance Oxy's longstanding Health, Environment and Safety Management System. It is based on leading global guidelines and regulatory programs, including the International Association of Oil & Gas Producers (IOGP) OMS Framework, American Chemistry Council (ACC) Responsible Care® program, API Energy Excellence® program and others.

OMS Fundamentals and Elements: The OMS framework comprises four fundamentals: leadership, risk management, continuous improvement and implementation. These fundamentals are applied to ten elements ranging from Commitment & Accountability to Asset Integrity & Design to Assurance, Review & Improvement.

Consistent Application and Benefits: The OMS methodology is globally applied, guiding Oxy's business segments, operations and support functions and supporting joint ventures. It is designed to facilitate communication of expectations, knowledge sharing and alignment with contractors and suppliers to help enhance combined efficacy, economics and HSE&S performance. Each business segment applies a tailored version of the OMS to integrate the HSE&S strategies, goals, requirements, risks and opportunities specific to that segment in a manner that implements Oxy's HSE&S Principles and the HSE&S Policy.

Continuous Improvement: The OMS incorporates the Plan-Do-Check-Act (PDCA) cycle to provide process structure as we check the results of the actions our teams do and follow up with appropriate acts to inform and enhance future plans. Leaders' thorough integration of the PDCA cycle, coupled with employees' thoughtful participation, significantly boosts Oxy's HSE&S performance and operational excellence. By regularly evaluating our performance and identifying opportunities to strengthen our execution, we drive operational excellence and continuous improvement across the organization.



OxyChem, Talcahuano, Chile

Oxy supports local implementation of the OMS by maintaining third-party certifications, including several ISO standards. Our Oman operations have earned certification under ISO 14001 for environmental management, ISO 45001 for occupational health and safety and ISO 39001 for road traffic safety in both Oman South and North, and ISO 50001 for energy management in Oman South. OxyChem's plants in the United States, Niagara Falls, Canada and Talcahuano, Chile are certified under ISO 9001 and other standards associated with their quality management and assurance programs for various products they manufacture. In addition, OxyChem's Chilean plant is certified under ISO 14001. By maintaining these certifications, numerous Oxy facilities help reinforce the OMS, compliance programs and internal quality assurance processes and support dialogue with host governments, customers and other stakeholders.

OMS Training and Assurance

Oxy employees and contractors recognize the importance of adhering to the OMS to fulfill Oxy's mission, vision and core values. The workforce has access to OMS documentation relevant to their business segment, along with training tools, videos and practical tips that review OMS processes and facilitate business unit and peer-to-peer discussions. The OMS, internally reviewed annually, offers essential information to maintain Oxy's robust HSE&S culture across various work environments, including oil fields, plants, offshore platforms and offices.

The OMS is designed to support Oxy's workforce by:

- Uniting our organization and aligning our global workforce with our company mission, vision, values and business objectives
- Providing resources for setting and tracking goals (both individually and as a business unit) to help identify areas for continued improvement and apply corrective action
- Consolidating Oxy's legacy management systems into one framework that is informed by evolving industry practices and facilitates regulatory compliance
- Connecting the contributions made across the organization to help us visualize how each employee and function supports one another
- Establishing standard operating procedures to help maintain consistency in similar processes across our diverse locations, which enhances productivity
- Helping optimize facilities and infrastructure to minimize downtime, and support the efficient use of energy and natural resources
- Providing training and tools designed to sustain our safety culture and manage and mitigate HSE risks.

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

Cybersecurity

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

Our Board's Audit Committee oversees IT security programs and the full Board reviews Oxy's cybersecurity strategy annually. Our Chief Information Officer leads our teams in implementing and maintaining our cybersecurity and data protection measures and advancing the review and enhancement of our strategies.

Our approach to cybersecurity is multi-faceted, involving dedicated teams for both business network and Industrial Control Systems security. This initiative is part of our broader ERM program, aligned with leading industry practices such as the National Institute of Standards and Technology Cybersecurity Framework.

Regular security monitoring, penetration testing, vulnerability scanning and personnel training are among the tools deployed to help proactively identify and address cybersecurity threats. We maintain cybersecurity policies that outline our practices, controls and physical safeguards that are designed to mitigate risk to our systems.

All employees and contractors are required to complete annual cybersecurity training and participate in regular phishing simulation drills. Oxy annually dedicates the month of October to cybersecurity awareness, promoting holistic digital safety both in the workplace and at home with educational campaigns, on-site events, prize draws and a Cyber Fall Carnival. These efforts are supported by regular internal and external assessments, including third-party audits.

Oxy's cybersecurity incident response plan outlines key procedures for timely and effective action in the event of a cybersecurity incident, including risks flowing from vendors and suppliers. Oxy's protocols require that material cybersecurity incidents are reported to the Audit Committee and/or the full Board. Cyber-related risks in the oil and gas and chemical industries stem from the use of IT and Industrial Control Systems. In 2024, Oxy did not experience material losses due to cybersecurity incidents. We remain vigilant, understanding that the sophistication of cyber threats continues to evolve, requiring ongoing investment in cybersecurity measures to protect our operations, our people, our partners and the communities we serve. For more information on Oxy's cybersecurity efforts and oversight, refer to our most recent Annual Report on Form 10-K.

In 2024, Oxy developed an internal Artificial Intelligence (AI) policy that established guidelines on how to responsibly use AI technologies throughout our worldwide operations, while striving to improve our productivity, efficiency and profitability in a secure and responsible manner using Oxy-managed applications. Oxy's AI policy also created an AI Governance Steering Committee responsible for developing Oxy's strategy for responsible AI use, implementation and enforcement of the policy and approval of authorized AI tools.

Business Ethics and Human Rights

Code of Business Conduct

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

New employees are required to complete online ethics and compliance training as part of the onboarding process. This training covers the Code and policies referenced in the Code. Annually, employees are required to acknowledge their responsibility to read, understand and comply with the Code and core company policies. In 2024, over 99% of active employees completed this certification. Through a combination of live and virtual platforms, we provide periodic training on the Code and other ethics and compliance topics throughout each year.

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

Oxy investigates credible reports of suspected policy violations and has zero tolerance regarding threats or acts of retaliation for raising a concern in good faith or cooperating in an investigation. Reports 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, and whether they are substantiated or not, is provided to the Audit Committee on an annual basis.

Ethical Business Standards

Oxy strives to work with partners, suppliers and contractors who share our commitment to ethical business practices, health and safety, and the well-being of people and the environment. As a part of our compliance program, Oxy evaluates prospective business partners, contractors, suppliers and agents according to anti-corruption, human rights and other risk factors. For example, our international procurement contracts include contractual provisions related to human rights, anti-corruption compliance and ethical business conduct.

Anti-Corruption and Bribery

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

Supplier Code of Conduct

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

Read more on how we manage our supply chain.

Human Rights

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

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

Oxy's Human Rights Policy reinforces our commitment to:

- Operate in accordance with national and international law, and as described in the 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 as needed, according to risk, on contractors and suppliers regarding human rights
- Conduct social impact assessments, as necessary, to identify potential risks to human rights in Oxy's international activities, and to evaluate Oxy's ability to make a positive impact in the communities where we operate
- Provide feedback mechanisms to allow stakeholders to raise concerns or grievances, including through Oxy's Integrity Helpline
- Understand and appropriately address concerns raised by stakeholders
- Investigate allegations or complaints that involve a potential violation of Oxy's Human Rights Policy.

Separation Facility, Platteville, CO

Human Rights in Our Supply Chain

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

International procurement contracts include provisions with respect to the observance of human rights, as warranted, based on the nature and risks of the types of goods or services to be provided, as well as applicable laws relating to human rights. Certain locations and types of activities receive additional due diligence or training. OxyChem's programs are summarized further in its Statement Regarding California Transparency in Supply Chains Act available on our website.

Read more in our Human Rights Policy Statement.

Public Policy Engagement and Lobbying

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

In addition to engaging with host governments and community leaders, Oxy engages in lobbying efforts on legislative and regulatory issues that impact Oxy, our shareholders and other stakeholders. Oxy's policy regarding political contributions and lobbying activities by or on behalf of the company is specified for our directors and workforce in the Political Contributions and Lobbying Policy. Our policy is also outlined in the Code of Business Conduct and on our Political Contributions and Lobbying webpage, both of which are accessible to external stakeholders on our website.

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

The Board's S&SE Committee oversees Oxy's Political Contributions and Lobbying Policy and reviews the company's political activities and expenditures, as described in the S&SE Committee's charter.

Furthermore, at the direction of the Board, Oxy's executive-level Government Affairs Committee, which the Vice President of Government Relations chairs, approves political contributions made using company funds, reviews and assesses trade association memberships and approves such memberships with annual fees of $50,000 or more.

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

On a quarterly basis, Oxy reports our federal and state lobbying activities to the U.S. Congress in lobbying disclosure reports publicly available on the U.S. Senate's Lobbying Disclosure Electronic Filing System website. These reports include Oxy's direct lobbying expenses (salaries, office rent, etc.), as well as the portion of the dues paid to trade associations that is used for lobbying purposes.

More details on our climate- and sustainability-related political and lobbying activities can be found in our Climate Policy Positions and Climate Advocacy and Engagement documents on our Sustainability webpages. Information on our general political contributions and lobbying efforts is available on our Political Contributions and Lobbying webpage.

Climate Policy Positions

We believe it is important to both lower GHG emissions and remove atmospheric CO_2. Oxy's Net-Zero Strategy was developed to meet our company's ambitious goals and is informed by globally recognized efforts such as the climate goals of the Paris Agreement. Our Climate Report outlines Oxy's Net-Zero Strategy, which relies on our experience in the capture, transportation, utilization and sequestration of CO_2 to develop and commercialize technologies that lower GHG emissions and remove CO_2 from the atmosphere in ways that create long-term shareholder value. We also recognize the importance of effective public policy as we advance our Net-Zero Strategy, goals and ambitions.

We do not take a prescriptive view as to which policy approach could most efficiently meet society's climate goals. As noted in Oxy's Climate Policy Positions, our efforts are focused on the design of proposed policies seeking to advance technological solutions that can deliver significant reductions in GHG emissions and remove atmospheric CO_2 while continuing to supply consumers with affordable, reliable energy sources and essential products.

OLCV and its development company, 1PointFive, are commercializing carbon removal technologies including CCUS and DAC. We believe that these technologies can, with targeted and certain incentives early in their development and deployment, achieve rapid technological and cost improvements in the near term and broad deployment in the medium term supported by voluntary and compliance markets.

Read more on our Climate Policy Positions.

OXYPAC

Per federal election law, Oxy may not contribute corporate funds directly to U.S. federal candidates or political parties. The Occidental Petroleum Corporation Political Action Committee (OXYPAC) is an employee political action committee at the federal and state levels. Political contributions are funded entirely by employees' personal, voluntary contributions, which OXYPAC contributes to qualified federal, state and local candidates and multi-candidate committees, regardless of party affiliation, who share the interests of Oxy. We have adopted robust policies to promote compliance of these activities and expenditures with applicable laws in each applicable 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, refer to information posted on our website.

Oxy encourages our Directors and employees to participate in the political process by voting, volunteering their personal services on their own time and by making voluntary personal political contributions to candidates of their choosing. Directors and employees are not reimbursed or compensated by Oxy for any political contribution.

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 creates value for Oxy by helping monitor the wide range of issues impacting Oxy's business segments. While generally not the primary purpose of these organizations, many actively engage in lobbying on industry issues. These organizations represent numerous members and interests, and Oxy does not always share the views of these organizations and their other members.

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

PEOPLE

Oxy aims to be a responsible employer, dedicated to treating every employee with respect and dignity while providing a safe, healthy and high-quality workplace.

The primary factor driving our success is our people. We believe that a motivated and well-trained workforce from diverse backgrounds is a strong competitive advantage. As stated in our HSE&S Principles, we are committed to respecting the laws and values of communities where we operate while participating constructively in their development.

In 2024, Oxy continued to enhance the employee experience and performance including actions such as:

- Expanding professional and personal development
- Powerful innovations in HSE
- Thriving inclusive culture
- Robust emergency planning
- New milestones in health and wellness

>38
HOURS
OF HSE TRAINING PER EMPLOYEE ON AVERAGE

0.16
TRIR
TOTAL RECORDABLE INJURY RATE PER 100 FULL-TIME EMPLOYEES

Human Capital and Workforce Development 25
Health and Safety 34
Process Safety and Asset Integrity 38
Emergency Preparedness and Response 40
Transportation Safety 42
Product Stewardship 43

Human Capital and Workforce Development

Oxy's approach to human capital and workforce development is deeply rooted in our core values and empowered by the unwavering support of our leadership. We strive to provide safe, supportive and high-quality work environments that reward innovation. This strategy is executed collaboratively with business leaders across the organization and is designed to foster an engaged, high-performing global workforce that drives innovation and delivers value to shareholders, business partners and host communities.

By attracting and retaining a workforce of exceptional talent, we strengthen Oxy's culture, enhance employee experiences and drive innovative solutions that support thriving local communities. Through voluntary Employee Resource Groups open to all employees, Oxy aims to promote peer engagement, education and a sense of belonging across the organization.

2024 Summer Interns, The Woodlands, TX

Our Focus

Talent Attraction, Retention and Advancement

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

Diversity, Inclusion and Belonging

- Valuing the perspectives of our multicultural workforce and our local and international partners
- Fostering a supportive environment for open communication
- Advancing employee inclusion and a shared sense of belonging

Health and Safety of our Workforce and Communities

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

Attracting, Retaining and Advancing the Best Candidates

Oxy's Talent Acquisition team takes the lead in finding and recruiting high-quality candidates through strategic workforce planning, proactive recruitment, employer branding and sustained engagement with colleges, universities, trade schools and professional societies.

Oxy values diversity of backgrounds, relevant experience and thought to yield high-performance teams. We recruit many candidates from our operating areas and the surrounding regions, and partner with numerous organizations in our outreach efforts. Oxy regularly attends several U.S. military veteran recruiting events each year for the honor of providing the next chapter in the lives of those who served.

We also recognize the tremendous talent, drive and potential of trade school graduates. At Oxy, these students gain essential skills that we believe drive productivity and help strengthen the economy and society. Oxy collaborates with trade schools in a range of disciplines, providing cooperative relationships for their students that integrate coursework with applied on-the-job training, industry certifications and vital steps toward technical qualifications.

At Oxy's DAC facility, STRATOS, we partnered with our engineering, procurement and construction contractor to implement an apprenticeship program to train and prepare workers to earn industry-recognized National Center for Construction Education and Research certifications and credentials. This program includes 144 hours of technical instruction and 2,000 hours of on-the-job training per year. To attract and retain talent, we have implemented programs that afford employees more flexibility and promote positive work-life balance. Among them is the Balanced Workplace Program, under which eligible office-based employees may opt to work three days in the office and two days at home each week.

To compete for top talent, Oxy has developed many ways to support employees, ranging from health and medical programs (such as virtual primary care) to competitive financial benefits (such as a generous retirement plan), and opportunities for work-life balance. We regularly review our compensation and benefits programs to promote strong competitiveness. For more information, refer to our webpage Life at Oxy.

Oxy takes talent retention seriously, bringing long-term commitment and communication to the multifaceted work required to help employees thrive. This means providing for the physical, mental, financial, social and career well-being of our employees around the globe. Approximately 33% of our U.S. employees experienced job moves in 2024 due to promotions, internal transfers to a different department or role changes, which continue to increase Oxy's ability to up-skill and develop our workforce. Our approach to succession planning emphasizes the importance of nurturing leadership from within.

Oxy's global Strategic Technical Excellence Program (STEP) was formed to recruit, develop and retain highly skilled and valued geoscientists, engineers, scientists and other petrotechnical professionals who collectively drive innovation, advance performance and inspire the future of energy development. STEP enables individual contributors to focus and advance on a technical, non-managerial career path. By designating Oxy's technical leaders as Fellows and Principals, the program provides career paths in technical disciplines beyond a management track in a way that supports fulfilling careers and ongoing organizational knowledge sharing.

Throughout our international operations, we strive to conduct comprehensive succession planning including the proactive recruitment, training and development of local employees to help increase each region's capabilities and expand local hiring. This effort stands as a tangible demonstration of our commitment to knowledge sharing with our host government partners.

By focusing on the development of local talent and streamlining the transition of expertise, we work to foster a sustainable business model while contributing to the growth and development of the communities where we operate.

Building Future Talent through University Partnerships

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

Our internship program builds on over 25 years of outreach with colleges and universities to provide Oxy interns with unique opportunities to:

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

In 2024, over half of our college hires were conversions from our intern program. We strive for repeat internships and close to a quarter of interns returned for a follow-up internship.

We believe Oxy's culture, track record, Balanced Workplace Program, clear and attractive career paths and competitive benefits help us compete effectively for both interns and recent college graduates.

Oxy in Oman: Four Decades of Growth through Local Workforce Development

Oxy strives to be a Partner of Choice in our communities and with our host governments. We celebrated our 40th anniversary operating in the Sultanate of Oman in 2024. We align with Oman Vision 2040 and support government goals to increase the participation rate of Omani nationals in the private sector in leadership, administrative, professional, technical and specialized levels. Our over 3,300 employees boast a 96% Omanization rate and our contractors over 53%. We believe consistently 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. Oxy is a leading employer of nationals in Oman, enthusiastically expanding on programs such as the Is'haam Training for Employment and Training for Development as well as our DotNxt Jadeer.

Welcoming New Talent through Strategic Growth

As Oxy grows, we strengthen our workforce not only through individual recruitment efforts but also by welcoming new colleagues through strategic acquisitions. Most recently, our teams expanded in 2024 with the integration of expertise from CrownRock in the Permian Basin. The collaboration between our Carbon Engineering (CE) and OLCV teams since the 2023 acquisition has inspired multiple advancements in DAC technology. Employees participate in work rotations that support the construction of STRATOS in Texas and the implementation of Oxy's Operating Management System (OMS) at CE—strengthening alignment and shared learning across operations. Our approach to onboarding acquired employees is built on well-established processes that help us fully embrace new teams and the talent they bring. From day one, we work to integrate new employees into our compensation, benefits and development programs. We also recognize and adopt the best practices from each acquired company, complementing our own strengths with theirs. This approach fosters mutual respect and helps to preserve the full value of each acquisition, while empowering people to thrive.

Competitive Compensation and Benefits

Oxy's compensation and benefits program recognizes and rewards strong company and individual performance with competitive base salaries, as well as an annual bonus program, recognition awards, long-term performance incentives and advancement opportunities for eligible individuals. We routinely review and benchmark our programs to promote competitiveness and to provide the benefits that matter most.

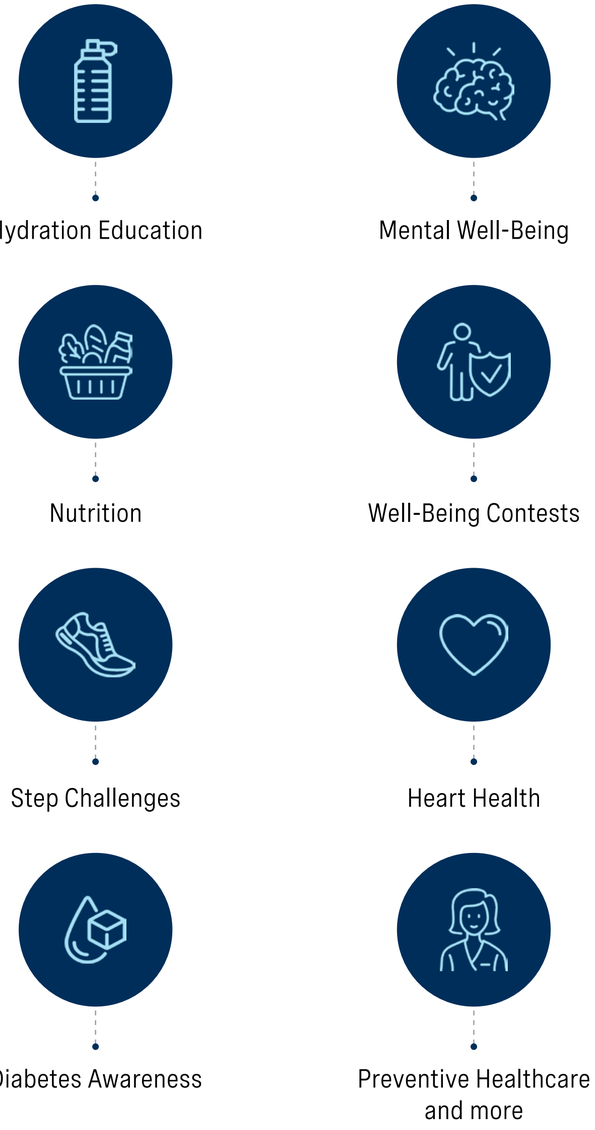
We provide programs to enhance and support employees' overall well-being, including their physical, mental, social and financial health. These investments align with our values and, we believe, result in a resilient and high-performing workforce that can deliver consistent long-term value. For example, we offer an enhanced mental health benefit, a free mental and emotional healthcare service that is designed to be effective, convenient and personalized, to employees and their eligible dependents. Also, Oxy offers employees paid leave that includes up to 14 weeks of time off for birth moms, as well as up to six weeks of time off with full pay for non-birth parents.

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

Oxy supports employees' physical well-being with free or subsidized membership to several on-site fitness centers. Employees can also receive a monthly reimbursement for in-person facilities or virtual programs if they utilize their membership a minimum of four times within the month.

We support those who have honored us with their hard work and accomplishments over the years with an Oxy-funded retirement plan, service awards and special seminars on retirement which cover issues such as investment strategies, estate planning, healthcare and more.

By committing to employees through competitive salaries, performance incentives and plentiful opportunities for advancement, Oxy aims to keep our world-class talent motivated and innovating to solve multi-dimensional challenges.



Benefits and Total Rewards

We believe helping employees achieve work-life balance promotes both physical and mental well-being, increases job satisfaction, enhances productivity and helps Oxy retain top talent. We enable our employees around the world to stay centered at the intersection of their personal and professional lives. Programs are customized to the needs of each country to complement existing government services and offer employee choice, so they can select what works best for them.[1] Some of the many benefits we offer, dependent upon employee group and location, include:

Health

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

Financial

- Competitive base pay
- Performance bonuses and recognition programs
- Stock grants and other long-term incentives
- Retirement plans, with company contribution
- Life/Accident Insurance
- Short- and Long-Term Disability Insurance
- Employee discounts on products and services

Life Balance

- Flexible work schedules
- Paid Family Care Leave
- Paid Pregnancy, Parental and/or Bonding Leave
- Paid vacation time
- Educational Assistance Program
- Charitable Matching Gifts Program

Well-Being

- Employee Assistance Program
- Healthy lifestyle support app
- Wellness programs
- Voluntary Employee Resource Groups

MS 150

In April 2024, OxyHealth partnered with and supported TeamOxy for the Texas MS 150 ride. Over our 22-year effort, Team Oxy has reached the lifetime fundraising milestone of $2.1 million for the National Multiple Sclerosis (MS) Society, which funds research, new medication development and mitigation of symptoms for those diagnosed with multiple sclerosis, a disabling disease affecting the central nervous system. The largest single annual fundraiser for the National MS Society, the 2024 ride involved 74 Oxy riders plus a team of volunteers tackling the two-day, 150+ mile open road course across the beautiful heartland of Texas.

[1] *For details on our programs, refer to our Careers webpage.*

Oxy Technical Subsurface Engineering Hosts Chemical EOR Workshop, Houston, TX

Workforce Development

Oxy is dedicated to empowering our people to make the most of their careers and capabilities. To that end, we offer training and development programs for employees in numerous roles, specializations and stages of their professional journey. Our dedication to helping our employees live and work to their fullest potential includes performance assessments, leadership development, recognition programs and more. Oxy's approach to education includes expanded on-demand professional and development classes and mentoring to help enhance critical business skills, broaden employee networks and engage our employees.

Oxy's EMPower mentoring program gives employees a chance to connect with mentors from anywhere in the organization. They get advice on training, business skills, career management and more. The program aims to enable mentees to network more effectively, learn more about the company, boost confidence, make informed professional development decisions and receive personalized support.

Oxy's educational assistance program enables eligible employees to pursue degrees that expand their skills to benefit Oxy, themselves and their families. Over the years, hundreds of employees have advanced their careers by taking advantage of this tremendous benefit, whereby employees are reimbursed for up to $50,000 upon the successful completion of pre-approved courses at accredited universities, technical schools or other institutions. From MBAs to engineering degrees, learning new skills or changing careers, Oxy's educational assistance program is consistently used worldwide.

Technical Development and Rotation Programs

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

These include:

- Oxy Engineering Development Program
- Leadership-Focused Development
- Geoscience Rotation Program
- Operations and Maintenance Staff Development

Oxy Engineering Development Program

This two-year development program for new graduate engineers builds foundational field/plant knowledge by focusing on field-based roles with a hands-on learning approach. Rotations are based on selected and associated disciplines, business focus and employee interest. The program involves individualized technical mentoring, field/plant operational assignments such as workover and completions specialists, drillsite managers, wellsite managers, construction specialists and more. The program also includes tracks for junior safety engineers, environmental engineers, environmental geologists and health and safety specialists. While the primary focus is on onshore and Gulf of America oil and gas operations, there is an alternative program path that includes a broader effort to develop talent with a scope for process engineers. This track spends time in our chemical plant operations, oil and gas, OLCV and major projects. With dedicated support, the program is designed to help participants thrive and add value early in their careers to build bench strength for future technical staff and leadership.

Leadership-Focused Development

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

Geoscience Rotation Program

Our geoscience professionals work to identify new hydrocarbon and CO_2 storage resources and improve economic returns. This four- to five-year program for early career geoscientists includes rotational assignments in various fields, which help provide an advantage through enhanced integration into the organization, accelerated development and increased speed to proficiency through a defined roadmap of competencies.

Operations and Maintenance Staff Development

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

Employee Engagement

Oxy's Talent Engagement and Employee Experience team plays an important role in job satisfaction, morale and retention. Our motivated workforce helps us to continue delivering the bold strategies, complex problem solving and strong execution for which Oxy is known.

A foundational part of our employee engagement is Oxy's Quarterly Executive Virtual Conversation (QEVC). These events give employees the opportunity to hear operational, financial and HSE&S updates directly from our President and CEO and other senior leaders at Oxy. They also facilitate the submission of questions by employees, which leadership can answer during these company-wide conversations. We also host on-site town hall events throughout the year, tailored to local business unit needs, to facilitate the exchange of ideas between geographically dispersed teams. In addition to these efforts, our voluntary Employee Resource Groups (ERGs) sponsor various events open to all employees where participants can network and engage with leaders. For example, in September 2024, the Women of Oxy Network hosted a leadership panel discussion, moderated by Angela Johnson, VP Diversity and Inclusion, featuring President and CEO Vicki Hollub and Oxy Board of Directors members Vicky Bailey and Claire O'Neill. The discussion focused on insights, experiences and career journey advice highlighting how they embraced opportunities in leadership roles within each of their industries and the importance of being an advocate for others.

People Innovation Team (PIT) Leadership Cohort Graduation Ceremony, Houston, TX

Fostering Employee Innovation

Employee innovations help us to sustain operational excellence. We encourage employees to develop creative solutions that enhance efficiency, reduce resource consumption and minimize emissions and waste generation. Programs such as OxyChem's "Shark Tank," Oxy's U.S. oil and gas "Goldfish Tank," and Oman's "Teams of Teams" provide employees with opportunities to present and implement impactful ideas. For example, the 2024 "Shark Tank" program featured 13 finalist teams from across OxyChem, with the winning project from the Niagara Falls, Canada plant introducing OxyChem's first installation of an on-site solar farm to power a heating process, which is expected to reduce its carbon emissions while generating cost savings. Five other OxyChem projects were selected for funding and implementation. These initiatives help foster a culture of innovation and sustainability, demonstrating how employee-driven ideas can lead to real-world benefits across our operations.

Diversity, Inclusion and Belonging

Oxy's culture of Diversity, Inclusion and Belonging (DIB) celebrates our differences and encourages employees to spark innovation, empower growth, outperform expectations and maximize results. Oxy's recent and ongoing DIB actions are summarized below and reflect that we strive to add value, together.

Workplace Culture

- Educate, equip and activate leaders to cultivate our DIB culture across the organization
- Optimize employee engagement and voluntary ERGs open to all employees through consistent DIB communications and collaboration

Community and Engagement

- Align DIB and community efforts to enhance both internal and external programs
- Serve our surrounding communities through volunteerism
- Engage external strategic partnerships to advance our skills, obtain different perspectives, share resources and enhance innovation
- Encourage expansion of qualified contractors and suppliers who bid on Oxy projects through our Diverse Business Inclusion Program

Employee Resource Groups

Oxy's voluntary ERGs are inclusive of all employees; everyone can join, benefit from and participate. ERGs help elevate employee impact through community outreach, professional development, peer engagement and business support. The goal of each ERG is to be fully aligned with Oxy's expectation to be an employer, neighbor and Partner of Choice.® We believe ERGs are a valuable employee benefit that fosters innovation and leadership through community, camaraderie and connection. These groups can provide psychological safety and a sense of belonging that enhances trust among co-workers. Belonging establishes a foundation for better communication, collaboration and productivity. In 2024, Oxy's Friends, Relatives and Individuals Empowering Neurodiversity (FRIEND) ERG received the Ally Energy GRIT award for "Best Employee Resource Group."

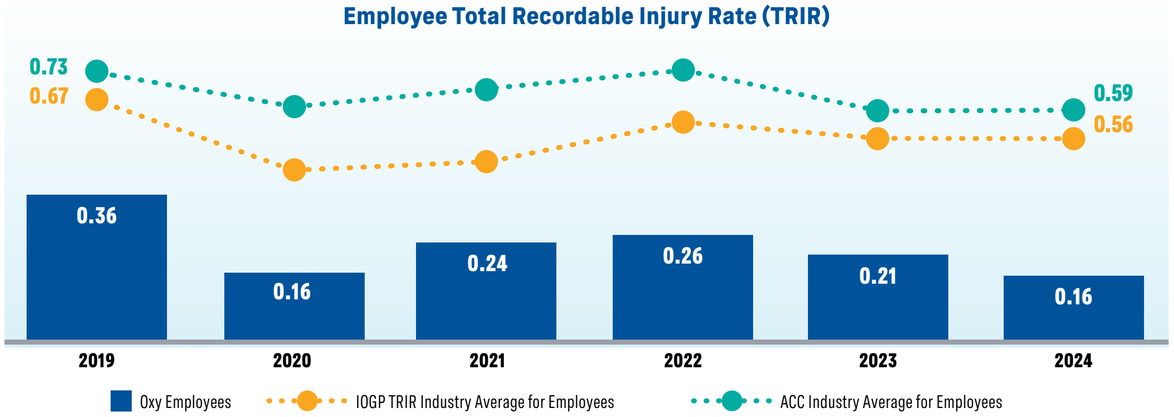
Safety Award Ceremony, Midland, TX

Health and Safety

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

2024 Safety at a Glance

- Company-wide employee TRIR: 0.16, ~23% improvement YoY, ***~72% better than 2024 industry average***[1]
- Contractor TRIR: 15% improvement YoY
- Safety innovations deployed: 18
- Long-term TRIR improvement: >55% since 2019



In 2024, our ~13,000 employees tied our 2020 record for the best employee safety performance in Oxy's history, with higher activity levels.

[1] *International Association of Oil & Gas Producers (IOGP), IOGP Safety Performance Indicators - 2024, Table B.8, p. 115, https://data.iogp.org*

Workforce Health and Safety

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

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

The nature of our work varies from facility to field, warehouse to wellsite. This means that a risk-based approach to training is required, whereby employees receive additional training based on their specific needs and job profiles. Training is performed in person, online and at specialized training facilities. Technical, field and facility personnel undergo applicable worksite-specific specialized process safety training. Our safe work systems cover critical tasks such as energy isolation, hot work, confined space entry, ground disturbance, line breaking and electrical work. A permit-to-work program is in place for these types of activities that includes job planning, assessment of potential risks and identification of appropriate safety controls, equipment and PPE. We also empower employees and contractors through Oxy's Stop Work Authority to pause or stop any work activity, without repercussions, to prevent a health, safety or environmental incident.

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

Oxy's 10 Life-Saving Rules

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

We recognize safety needs are dynamic and work to actively address shifts in physical risks such as weather conditions. For example, our Gulf of America teams recently updated the Heat Stress Management Program in recognition of the seasonality of this hazard, with a focus during May through September including awareness, prevention, monitoring and response. Our teams are continuing pilot programs deploying wearable technology that tracks the vitals of employee crew members, flagging health parameters proactively to help workers avoid an unsafe condition. Another initiative equips workers with geolocation technology that alerts both them and others when they are nearing areas that could require additional PPE.

Oxy also has a Behavior-Based Safety (BBS) observation program designed to proactively enhance site safety by focusing on both safe and at-risk behaviors in our operations. Focusing on at-risk behaviors aligned with our LSRs, trained observers monitor employees and contractors on the job for compliance with HSE standards, procedures and behaviors that conform to our OMS. Recorded observations are analyzed to identify trends, root causes and potential areas of improvement.

Observed employees and contractors are given real-time peer-to-peer feedback, and coaching in the spirit of mentorship and continued improvement. These BBS observers also look for leading practices and positive behaviors and are encouraged to share commendations with employees and contractors to reinforce beneficial behaviors and actions. In conjunction with this effort, the BBS program and LSRs were brought together through the Safety Champions challenge coin program that applies to both Oxy employees and contractors. This program recognizes workers who embrace and promote the LSRs through observed performance and helps to reinforce safety expectations.

Contractors comprise over 85% of the workers at many Oxy project sites and facilities. Our safety standards extend to these co-workers as well. We conduct daily, weekly, monthly and quarterly contractor safety meetings as applicable. Contractors are given access to extensive safety resources and guidelines. At the job site, contractor safety is often monitored in real time and periodically audited. Their safety performance is carefully tracked and analyzed to provide constructive feedback and considered in future procurement and supply chain decisions.

Heidelberg Platform, Gulf of America

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

2024 Safety Performance

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

In 2024, Oxy tied 2020 for our best-ever employee safety performance in our history, achieving a company-wide employee TRIR of 0.16, a 23% improvement from 2023, and delivering a long-term improvement of over 55% compared to 2019. Our contractor TRIR improved 15% year over year. Company-wide, we had no occupational employee or contractor fatalities in 2024. We continued to build upon our existing safety priorities in 2024: reducing incident severity, improving contractor safety performance and harmonizing safety systems, programs and protocols. In our oil and gas operations, we continued to implement new tools and technologies designed to enhance workforce effectiveness. For international and Gulf of America operations, our 2024 safety focus included core safety programs for employees and contractors, targeted training, safety technology and continued workforce engagement between Oxy and contractor leadership.

Our Onshore Resources and Carbon Management business collaborated closely with teams from recently acquired Carbon Engineering and CrownRock to harmonize HSE programs, training and incident reporting as part of our integration efforts. Additional key activities included the 2024 industrial hygiene checkup, reviewing work practices and engineering controls for process and operational hazard assessments, and increasing safety engagements with contractor participation.

The Chlorine Institute Recognized OxyChem for Exceptional Safety Performance

OxyChem's HSE&S Champions continue to contribute to improved performance. In 2024, the Chlorine Institute recognized five of OxyChem's chlor-alkali plants for their exemplary commitment to safety, marking achievements in both personal and process safety. These awards are part of the Chlorine Institute's Safety and Environmental Performance Recognition program, aimed at fostering zero incidents, injuries and releases.

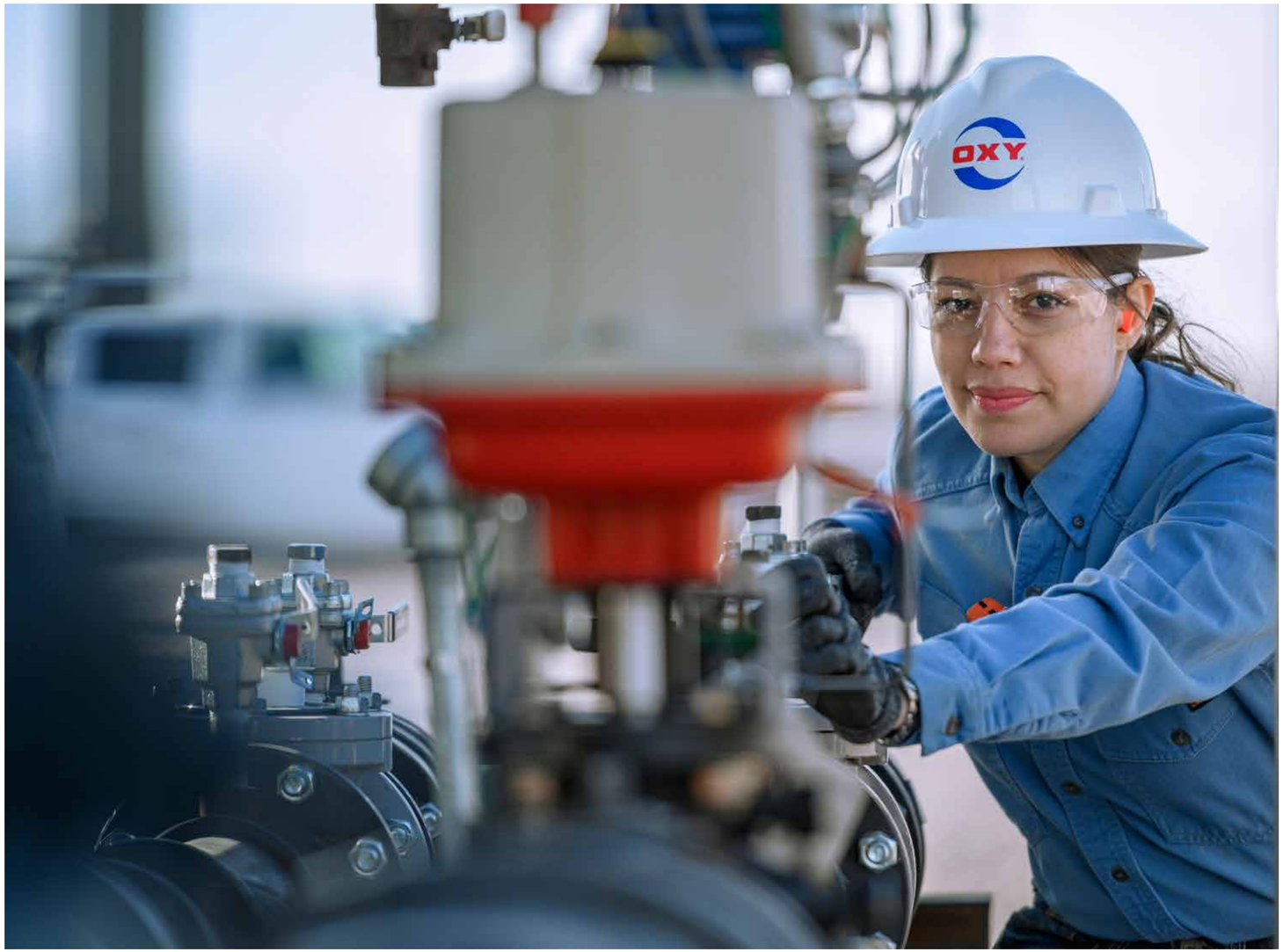
Our Building a Better Mousetrap initiative continues to encourage contractors to innovate in the execution of work and operational activities through new ideas, re-engineering approaches and technologies. These innovations can range from hardware updates to new processes and procedures and have been shown to benefit both company and contractor performance. Ideas are submitted each month and presented to the Better Mousetrap Committee. Ideas aimed at improving operational safety and engineering out hazards are submitted by contractors and employees each month and winning ideas are awarded and implemented. This helps continue to drive innovation and keep safety top of mind. Winners receive an award during regular contractor safety meetings and are also granted points within the Safety Engagement and Monitoring Program (SEMP) scorecard that raise their standing as an Oxy contractor of choice. In 2024, we received 35 submissions and supported 23 as meeting the program criteria.

Going forward, key strategic priorities include a focus on HSE resilience, reducing the potential for serious injuries and fatalities through field engagements and contractor scorecards and safety observations. We also plan to reinforce the connections between our OMS and environmental programs, identify and deploy new HSE innovations, continue to foster a culture of HSE champions and build upon our technical excellence training program.

Process Safety and Asset Integrity

Our Process Safety Management (PSM) and Asset Integrity programs are strategically designed to protect personnel, assets, communities and the environment while concurrently enhancing the operational reliability of equipment and systems. To achieve these objectives, individual business units develop timely, worksite-specific and actionable measures tailored to comply with local regulations and meet performance goals suited to their unique circumstances. Teams are responsible for diligently undertaking the selection, design and construction of assets and reviewing their suitability for designated purposes and tasks, followed by ongoing mechanical integrity inspections, maintenance of key equipment and quality assurance to maintain assets fit for service throughout their lifecycle.

In the U.S., facility processes are thoughtfully structured to adhere to applicable federal regulations enforced by OSHA, the Environmental Protection Agency (EPA) and the Bureau of Safety and Environmental Enforcement (BSEE), in addition to relevant state regulations. Beyond regulatory compliance, our processes are governed internally by the OMS, which aims to proactively identify and mitigate process risks and sustain process safety consistent with equipment and system design guidelines. For facilities subject to other regulatory frameworks, our programs align closely with OSHA's PSM elements, integrating local requirements effectively. Internal procedures and practices are developed to follow leading industry frameworks, codes and standards of authoritative professional organizations, including API, IOGP, the Center for Chemical Process Safety and the Association for Materials Protection and Performance.



EOR Facility, Hobbs, NM

Recent strategic enhancements underscore Oxy's ongoing dedication to continued improvement in PSM and Asset Integrity. These include:

- Advanced analytics that monitor process safety and asset integrity KPIs to help proactively identify potential hazards, present opportunities for enhancement and prioritize program resources
- Cloud-based applications that provide for timely, efficient and consistent process hazard analysis
- Data dashboards that are designed to support management of process risks, enhance accessibility of lessons learned internally and across the industry and enable more real-time reporting
- Innovative technologies such as drones, robotic photography supported by AI predictive analytics and cloud computing to enhance analysis of facilities and equipment that are hard to access, management of large datasets and modeling of maintenance scenarios
- An enhanced data management system that integrates various engineering disciplines, helping to optimize maintenance activities and advance process safety enterprise wide.

Our Asset Integrity management system extends across operations, facilities engineering, major projects, construction, supply chain management, business planning and HSE systems, leveraging the expertise of engineers and specialists in mechanical integrity, maintenance, corrosion management and related disciplines. The system's implementation is supported by a globally recognized, risk-based inspection process designed to assure the integrity of critical equipment. This process incorporates advanced on-stream inspection techniques, gap analyses, implementation roadmaps and extensive data analytics to minimize operational disruptions. We strive to maintain standardization and high-quality data governance across our global business units through the disciplined management of Key Performance Indicator (KPI) data.

Oxy's corrective action protocols and operational training promote employee and contractor proficiency, reinforcing the application of Root Cause Analysis (RCA) methodologies that inform our Lessons Learned programs, thereby enhancing reliability and equipment uptime. Regular audits or self-assessments are conducted by business segments, employing best practice tools and guidance from industry standards and regulatory agencies at national, state and local levels. These evaluations encompass health and safety, process safety, environmental permitting and controls, and the inspection, testing and maintenance of equipment and monitoring devices.

Recognizing the inherently collaborative nature of PSM and Asset Integrity, cross-functional teamwork and relationship building are emphasized. Process safety and asset integrity teams interact frequently with business unit personnel, maintaining an approximate 65% field utilization rate over the past decade, thus facilitating rapid implementation of necessary changes. Collaboration also extends externally to contractors and joint venture (JV) partners through standardized tools and consistent process application. Oxy's employees actively participate in professional and trade association working groups, helping position the company as an industry thought leader. In 2024, Oxy joined Pipeline Research Council International which seeks to enhance the safety, reliability and productivity of the energy pipeline industry. Our knowledge sharing extends to JV partners and during the year we hosted workshops and collaborative projects with members of ADNOC and Dolphin Energy. We believe these programs yield financial returns and bolster operational confidence through their depth, maturity and sustained investment over decades.

Emergency Preparedness and Response

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

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

First Responders in Seminole, TX

Oxy's Commitment to First Responders

Oxy's First Responder Donation Program offers funding to community fire departments, emergency medical services and law enforcement agencies for purchasing, repairing or replacing emergency equipment and rescue and safety gear and for safety training, which are crucial in oil and gas operations. Our HSE teams work closely with local fire departments to help keep up with regulatory changes and their impact on Oxy's operations.

In 2024, Oxy donated over $1,200,000 to first responders, benefiting 97 departments in 36 counties throughout our U.S. assets. By recognizing the vital contributions of first responders and investing in their safety and preparedness, we are showing our strong commitment to community well-being. The First Responder Donation Program boosts the capabilities of emergency services and also helps build strong, resilient communities.

"As an Oxy employee and a volunteer firefighter for 21 years with the La Salle Fire Department in La Salle, Colorado, I can't emphasize enough how vital it is for companies like ours to support first responders. This backing not only enhances our ability to serve our communities but also reinforces the bonds we share. Knowing that Oxy stands behind us allows us to focus on our mission: protecting lives and property. It's a powerful reminder that our work extends beyond the workplace, showing that we care about each other and the communities we live in."

—Chris Cruz, Rockies Security Coordinator

Emergency Response and Business Recovery Exercises

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

As an example from the fall of 2024, we conducted an in-person Functional Exercise requiring our Incident Management Team (IMT) to respond, mitigate and manage a simulated marine oil spill. The IMT focused on multi-agency notification, initial response coordination and the use of the Incident Command System response management principles. The purpose of this exercise was to provide members of the company's IMT, Source Control team and contractor support network with practice in implementing various response management and tactical plans. This exercise included Oxy employees, contractors and third-party vendors. The U.S. Coast Guard (USCG) Sector Houston-Galveston participated in person with the BSEE observing the exercise on site.

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

Incident Reporting

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

OxyChem uses the ACC's Chemical Transportation Emergency Center (CHEMTREC) for emergency planning and response support. The emergency call center number is listed on our shipping documents, as well as on the side of railcars. Product Safety Data Sheets (SDS) identify properties, ingredients and instructions for safe handling and use including PPE and environmental and health information in accordance with OSHA requirements, along with company contact information including telephone numbers for CHEMTREC and our Customer Service team. Local Emergency Planning Committees can serve at the operational site level as a way for communities to report incidents or request information about an incident.

Transportation Safety

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

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

In 2024, the Oxy Aviation team, which is responsible for the ongoing management, maintenance and safe operation of company aircraft, celebrated several safety milestones. This team operates the Oxy Shuttle that transports over 375 employees per week between our Houston headquarters, Midland and Carlsbad operations, saving costs compared to commercial flights, as well as on-demand global aviation solutions. In July 2024, the National Business Aviation Association recognized Oxy as its longest-standing member, with 95 years of accident-free operations flown by company pilots. Oxy Aviation's success is built on a foundation of exceptional safety, efficient use of resources and a commitment to excellence.

Driver Training Simulation, Midland, TX

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

In Oman, where a majority of roadways pass through desert, vehicles are equipped with safety features such as roll-over protection, emergency safety supplies and notification systems for assistance in both company and contractor fleets. An electronic journey management system is utilized to plan journeys while recording milestones and mandated rest periods during journeys to and from the concession areas. Oxy Oman conducts various road safety awareness campaigns across its workforce and neighboring communities. These campaigns incorporate recent technologies, such as fatigue management systems which notify drivers when their alertness decreases.

Product Stewardship

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

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

OxyChem assesses the health and safety of the products and byproducts that it manufactures in accordance with the ACC's Responsible Care program and applicable international, federal and state laws and regulations. These assessments are used to generate product labeling and SDS described above that provide comprehensive product information. OxyChem's Customer and Technical Service departments provide support to customers on the safe and environmentally responsible handling and use of products. Under the ACC's Responsible Care program and ISO 9001 certification, OxyChem surveys its customers annually to identify opportunities to enhance products and services.

OxyChem Pasadena Plant, TX

PLANET

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

In 2024, Oxy and our partners continued to make progress across several initiatives that aim to reinforce our environmental stewardship, advance our Net-Zero Strategy and more.

- Reaching Project Development Milestones
- Enhancing Operational Efficiencies
- Investing in Technology Developments
- Promoting Circularity

~78.6% ▼
REDUCTION IN METHANE EMISSIONS INTENSITY IN OPERATED ASSETS SINCE 2019

~80% ▼
REDUCTION IN ROUTINE GAS FLARING IN GLOBAL OIL AND GAS OPERATIONS, COMPARED TO OUR 2020 BASELINE

~36% ▼
REDUCTION IN FRESHWATER CONSUMPTION SINCE 2019

~2.1 MM ACRES
ENROLLED IN CONSERVATION AGREEMENTS SINCE 2011

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Environmental Stewardship

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

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

Wrage Produced Water Recycling Facility, Glasscock County, TX

Our Focus

GHG Emissions and Climate Change

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

Water Stewardship

- Reducing freshwater consumption
- Expanding water reuse and recycling
- Advancing innovative technologies to help identify beneficial reuse opportunities for treated produced water

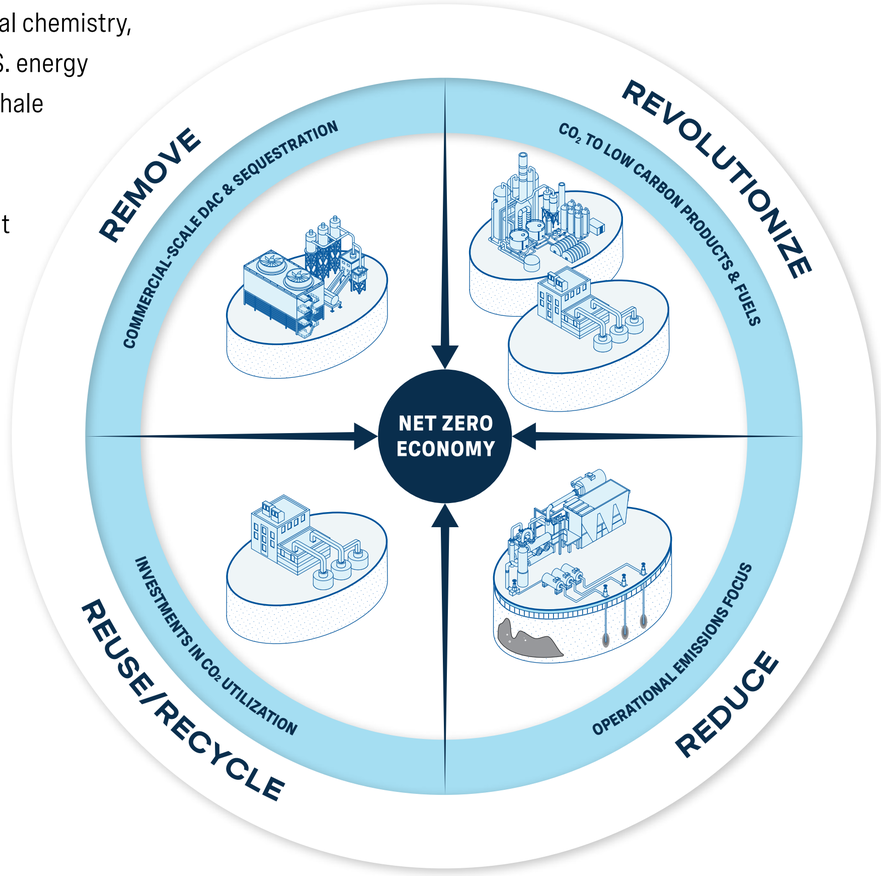
Biodiversity and Habitat Conservation

- Promoting species conservation and habitat restoration through public-private partnerships
- Minimizing our surface footprint through multi-well pads, directional drilling, tankless facilities and optimized use of existing infrastructure

Climate

Oxy recognizes the significant challenge climate change poses to our society and is committed to be part of the solution. We are dedicated to bringing people, resources and innovative technology together and leveraging our decades of experience in carbon management in EOR, essential chemistry, reservoir engineering and major infrastructure projects to accelerate our Net-Zero Strategy and help others do the same. Long-term U.S. energy independence depends on carbon capture for CO_2 EOR to maximize production from oil reservoirs. We believe expanding CO_2 EOR into shale reservoirs is a revolutionary technological advancement for oil and gas production and will be critical for U.S. energy security.

Oxy believes that carbon management technologies, including DAC and CCUS, can, given the necessary incentives for their development and deployment, provide essential CO_2 reductions and removals to assist the world's transition to a less carbon-intensive economy.



Climate Strategy and Net-Zero Goals

As the first U.S. oil and gas producer to establish net-zero emissions goals for our operations and products (direct and indirect emissions) we have taken a leadership role in developing innovative solutions.

We believe Oxy's unique strategy to use DAC-sourced CO_2 for EOR operations can result in net-zero oil production and allow both Oxy and our business partners to meet climate goals, such as those in the Paris Agreement, while delivering the diverse energy supply and critical products that society needs to function.

In 2020, Oxy was the first U.S. oil and gas company to set goals to achieve net-zero across our total emissions inventory:

- Net-zero emissions in our operations and energy use[1] before 2040, with an ambition to achieve before 2035
- Net-zero for our total emissions inventory including product use with an ambition to achieve before 2050
- Total carbon impact through carbon removal and storage technology and development past 2050

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

Supporting Global Climate Initiatives

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

At the 2024 UN Climate Conference COP29 in Baku, Azerbaijan, Oxy's Carbon Engineering and 1PointFive showcased advancements in the largest commercial-scale DAC facility, STRATOS, highlighting our teams' continued innovations and efficiency enhancements in the second phase design at the facility. Oxy contributes technical expertise to advisory panels that are developing high-integrity carbon standards and methodologies, emphasizing that carbon management technologies are an important solution to help stakeholders meet their climate goals.

Leveraging 50+ Years of CO_2 Management

Oxy has among the largest CO_2 management operations in the world, including large-scale carbon separation, transportation, recovery and sequestration in EOR. Our subsurface engineering teams have decades of experience characterizing reservoirs for CO_2 sequestration. When injected into the reservoir, CO_2 displaces hydrocarbons trapped in the pores of the rock. As the oil is produced, the CO_2 remains securely sequestered deep underground. CO_2 has been sequestered securely in EOR operations for over 50 years. This expertise enables us to broaden our portfolio of subsurface sequestration options beyond oil and gas fields to include dedicated sequestration in saline geological formations.

We believe that Oxy has one of the most capable and experienced carbon management teams in the world, with multidisciplinary talent in geosciences, engineering, data and spatial sciences and more. Oxy has built on our foundation to bring leading-edge carbon removal development capabilities in-house with our 2023 acquisition of DAC pioneer Carbon Engineering and continued research and development (R&D) investments.

Our enterprise-wide strategy aims to strengthen our energy and chemical businesses, advance continued U.S. energy independence and position us for success in a net-zero economy, providing competitive advantages that set us apart from our peers.

Oxy Low Carbon Ventures

We launched Oxy Low Carbon Ventures (OLCV) in 2018 to expand upon our industry-leading experience in managing CO_2. OLCV and its 1PointFive, Carbon Engineering and TerraLithium affiliates are advancing leading-edge technologies and solutions, including DAC, sequestration hubs and direct lithium extraction (DLE), that apply Oxy's engineering, geoscience and major projects experience to economically grow our businesses while reducing emissions.

1PointFive focuses on commercializing and deploying DAC and sequestration technologies at scale to remove CO_2 from industrial processes and the atmosphere, which can then be used to create lower-carbon products like fuels, chemicals, concrete and ultimately Net-Zero Oil, or be injected into saline formations for long-term sequestration to help meet our ambitious net-zero goals.

In June 2024, TerraLithium and BHE Renewables, a wholly owned subsidiary of Berkshire Hathaway Energy, announced a joint venture for the demonstration and deployment of TerraLithium's DLE and associated technologies to extract and commercially produce high-purity lithium compounds from geothermal brine.

New U.S. technologies like NET Power, a natural gas power plant with integrated carbon capture, are being developed to deliver 24/7 reliable, dispatchable power with near-zero emissions to help meet the rapidly rising electricity demand from data centers and advanced manufacturing.

"We have the technology that can address emissions and help companies decarbonize, either through purchasing carbon removal credits from us or capturing CO_2 that we can use to create low-carbon products. Ultimately, we plan to produce Net-Zero Oil that sequesters more CO_2 than is emitted during its use by consumers."

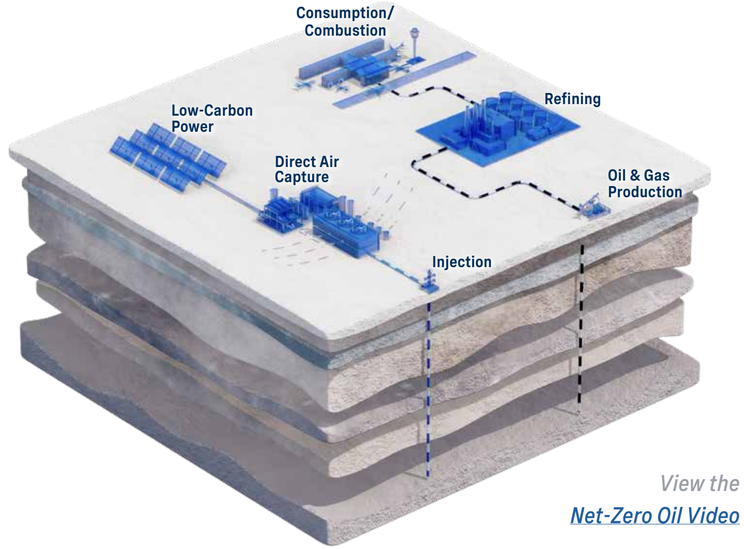
—Vicki Hollub, President and CEO

A Pathway to Lower-Carbon Products via Lower-Carbon Oil and Gas

The IPCC's Sixth Assessment Report in 2022 projected 2050 oil demand in 1.5ºC scenarios at up to 50% of 2019 levels, specifically for hard-to-abate sectors that will continue to require liquid fuels and for hydrocarbon feedstocks. We believe a society built with lower-carbon products will require a company that can deliver lower-carbon hydrocarbons. A key part of Oxy's long-term business strategy is to establish a supply of lower-carbon oil and gas, ultimately including Net-Zero Oil, to meet these needs.

CO_2 is a valuable resource that we believe can be used to extend the reserves-to-production ratio in mature oil fields by almost 10 years, and boost associated gas production, which can help expand U.S. leadership in global energy markets.

Typical methods of oil production often recover approximately 10% of the oil in place from a reservoir. We have found that CO_2 EOR operations allow for incremental recovery of ~20%, and in some fields more than 60%, of the total oil in place. This type of EOR involves injecting CO_2 into oil and gas reservoirs to release oil and gas remaining after primary production. Uniquely, the oil produced through EOR using CO_2 captured from DAC would not only extend the life of the reservoir; it could also produce a net-zero barrel of oil. This is because the quantity of CO_2 that is injected to produce the oil can be equal to or greater than the emissions the recovered oil generates when used. We believe Net-Zero Oil is the most scalable, affordable way to meet the growing demand for lower-emission liquid fuels by using existing energy infrastructure, rather than incurring the enormous costs for new infrastructure needed to develop and transport new fuels, such as hydrogen.



View the
Net-Zero Oil Video

CO_2 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
	~0.5
EMISSIONS CAPTURED & SEQUESTERED	-0.4-0.6
NET-ZERO OIL EMISSIONS	~0.0

[1] *Company estimates*

A Just Transition to a Net-Zero Economy

A just and successful transition to a net-zero economy depends on meeting society's needs for energy, goods and services reliably and affordably. Oxy's pathway to net zero is also a pathway to help sustain U.S. energy independence by supplying oil, natural gas and critical materials with a lower carbon intensity. This pathway directly supports four key stakeholder groups in the net-zero transition: energy workers, energy-producing communities, communities susceptible to climate impacts and low-income consumers.

Energy Workers

Oxy's pathway requires the skills, training and initiative of our workers to build, deploy and operate DAC and CCUS projects, and to produce low- or zero-emissions power, fuels, plastics, building materials and feedstocks. As reflected in our Human Resources program, Oxy invests in hiring, developing and retaining a skilled workforce for the future across our upstream oil and gas, midstream, essential chemistry and low-carbon businesses. Our focus on developing our dynamic workforce to meet the long-term needs of Oxy, our customers and our communities includes robust training, systems and innovative technologies that enhance health and safety, such as in our transportation and heat stress prevention programs.

Energy-Producing Communities

Oxy works hard to maintain our reputation as a Partner of Choice® in the communities where we operate. Our Net-Zero Strategy leverages our substantial oil and gas technologies, property holdings and infrastructure to advance safe, secure handling and sequestration of captured anthropogenic or atmospheric CO_2. Consequently, our focus provides for and assumes continued local investments in energy-producing areas that sustain community benefits such as prosperity, public health and safety and enhanced environmental quality.

Communities Susceptible to Climate Impacts

To achieve atmospheric removal of CO_2 at a climate-relevant scale, Oxy seeks to advance the commercial deployment of DAC as quickly as possible. Susceptible nations and communities have called for rapid action. Oxy's pathway includes essential near-term actions, such as DAC, that can begin removing CO_2 from the atmosphere concurrent with emissions reduction. We believe rapid and widespread deployment of DAC technologies, particularly when paired with Oxy's investments in emissions reduction technologies, has the potential to slow the increase of, and ultimately help to reduce, CO_2 concentrations in the atmosphere to help mitigate climate change.

Consumers

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

Building the Vision: Where a Lower-Carbon Economy Thrives

Development of Carbon Sinks

In addition to sequestration of CO_2 in saline formations, the scale-up of unconventional EOR using captured CO_2 is a key part of Oxy's Net-Zero Strategy.

Oxy has a medium-term target to facilitate geologic storage or use of 25 million MT of captured CO_2e per year by 2032, which is equivalent to approximately 5.4 million gasoline powered passenger vehicles driven for one year.[1] A strong Monitoring, Reporting and Verification (MRV) plan approved by the EPA is integral to certifying the sequestration of carbon removed via DAC operations. The MRV plan enables DAC operations to quantify and verify how much CO_2 is being captured and sequestered, the integrity of the reservoir and compliance with applicable regulations. Oxy received the first MRV plan approval from the EPA in 2015 to utilize anthropogenic CO_2 in our EOR fields in the Permian. We have now received four MRV plan approvals, with the subsequent approvals occurring in 2017, 2019 and 2023, for securely sequestering CO_2 in our oil and gas reservoirs. These fields with approved MRV plans provide geologic pore space to effectively sequester CO_2 at scale. We believe the U.S. Gulf Coast and the Permian Basin are opportunity-rich in industrial and utility point-source emitters and Oxy is collaborating with other companies on multiple carbon capture initiatives, covering the spectrum from technology to transportation and subsequent sequestration via CCUS.

[1] *Calculations based on data from US EPA.*

CCUS Development: Progress on STRATOS

Construction of STRATOS progressed on schedule throughout 2024. Oxy has a joint venture for the development of STRATOS with BlackRock through a fund managed by its Diversified Infrastructure business. The agreement provides $550 million of committed investment from BlackRock's fund.

As of December 2024, STRATOS capture Trains 1 and 2 were mechanically complete; start-up operations are expected in mid-2025, with ramp up of the initial 250,000 metric tons per year capture capacity to progress through year-end 2025.

At CE's Innovation Centre, scientists and engineers continue to work to accelerate innovation of DAC technology, drive cost reductions and capital efficiency improvements, and catalyze broader partnerships for DAC deployment. Innovation is one of the key drivers to lower the cost of capture globally. Engineering and procurement for STRATOS Trains 3 and 4 are currently underway, incorporating 1PointFive and CE's latest R&D. Start-up operations on an additional 250,000 metric tons of capacity are expected to commence in mid-2026. This phased build-out of STRATOS incorporates the latest advancements from CE's Innovation Centre, and the new design is expected to further reduce operating expenses and enhance reliability, which will support future DAC development.

STRATOS DAC Facility, Notrees, TX

Oxy has long recognized CO_2 as an important resource and a key input to our EOR operations. In Oxy's vision of a circular economy, CO_2 will be treated as a valuable resource across industry sectors. This strategy promotes a more sustainable approach to managing carbon emissions. We believe CO_2 reuse needs to happen at a climate-relevant scale to make a meaningful impact on global emissions.

Oxy's progress in carbon transparency, documentation and collaboration underscores our dedication to our vision of a lower-carbon future.

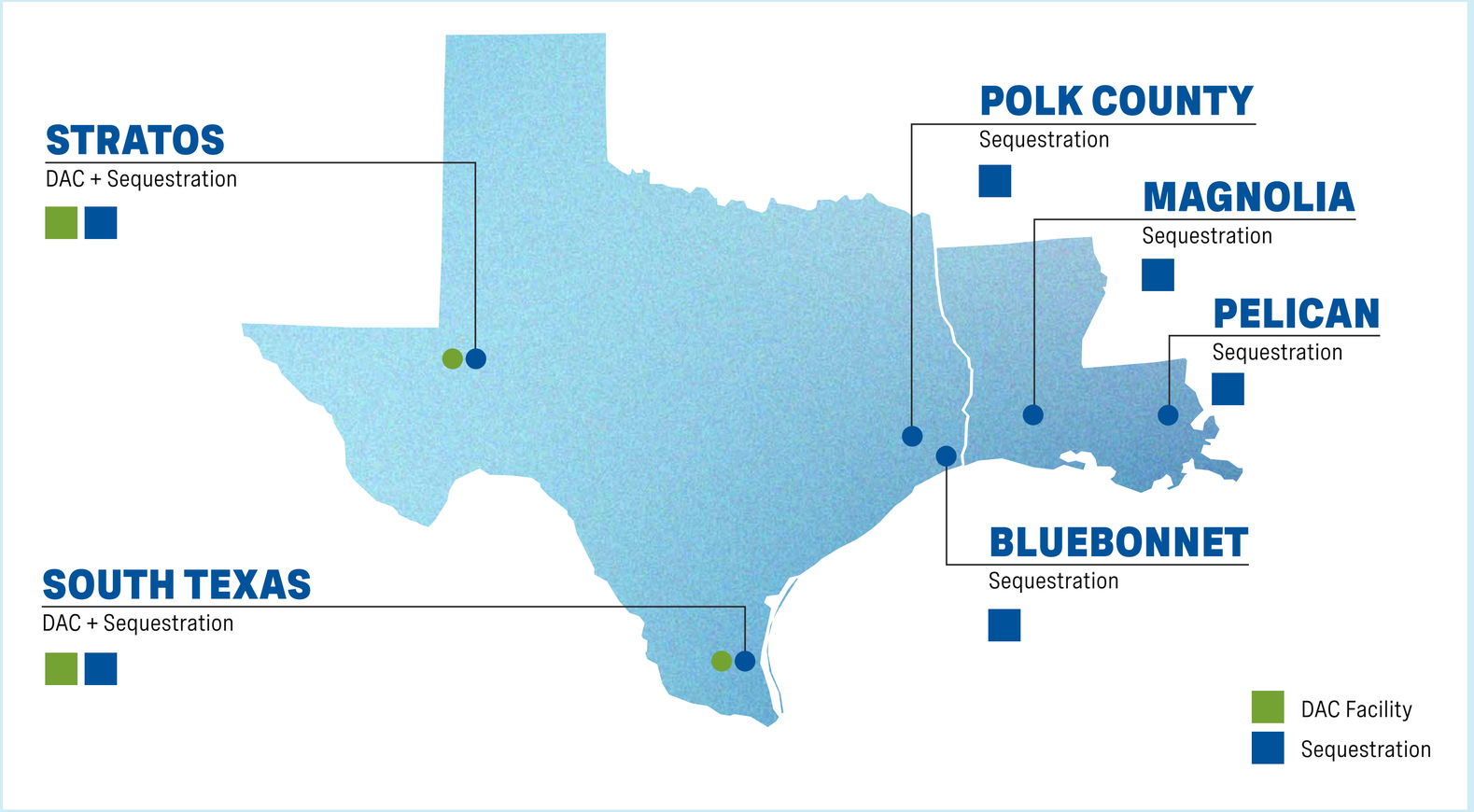
2024 Progress on DAC and Sequestration

In 2022, 1PointFive leased rights to 106,000 subsurface acres from King Ranch with associated surface rights for our second state-of-the-art DAC plant and other carbon removal facilities. This expansive area, comprising several counties in Texas, has the potential to host multiple DAC installations and a cutting-edge sequestration hub strategically located near the Texas Gulf Coast.

DAC facilities at this planned hub could be capable of removing up to 30 million metric tons of CO_2 annually. The initial DAC facility planned for this South Texas location, which is in the FEED stage, is to be designed to capture up to 500,000 metric tons of CO_2 per year.

In 2024:

- OLCV and TAE Technologies, a global leader in fusion energy development, signed a memorandum of understanding to explore commercial opportunities that use TAE's fusion technology to provide emissions-free power and heat for DAC facilities.
- Through year-end 2024, Oxy secured interests in more than 300,000 acres (more than 400 square miles) of pore space in Texas and Louisiana. This could give our sequestration hubs a collective capacity to sequester up to 6 billion metric tons of CO_2. 1PointFive's Bluebonnet and Magnolia Sequestration Hubs were awarded funding from the DOE that supports the development of commercial services to address industrial sources of emissions.



Supporting a Market for Durable CDRs

DAC provides a solution for hard-to-abate industries such as aviation and maritime to address their residual emissions with carbon dioxide removal (CDR) credits. DAC CDR credits represent one metric ton of CO_2 removed from the atmosphere and securely sequestered underground. DAC CDR credits are a high-quality carbon removal due to their measurability and durability.

During 2024, Oxy subsidiary 1PointFive announced several contracts to sell DAC CDR credits to leading global businesses:

- Boston Consulting Group (BCG) agreed to purchase 21,000 metric tons of CDR credits over three years
- Trafigura, a market leader in the global commodities industry, agreed to purchase at least 50,000 CDR credits by 2030
- AT&T, as part of its commitment to reduce carbon emissions and become carbon neutral in its global operations by 2035, agreed to purchase CDR credits
- Microsoft agreed to purchase 500,000 metric tons of CDR credits over six years. The agreement is the largest single purchase of CDR credits enabled by DAC to date. Under the terms of the agreement with Microsoft, the captured CO_2 underlying the credits will be securely stored through subsurface saline sequestration and will not be used to produce oil and gas.

International CCUS Development

In 2023, Oxy signed a Memorandum of Understanding with the Abu Dhabi National Oil Company (ADNOC) to evaluate participation in DAC facilities and CO_2 sequestration hubs in the United States and the UAE, including a one million metric ton per year DAC facility in the UAE. In 2024, work on the feasibility of a UAE DAC development progressed as planned and is now under evaluation. Oxy's Memorandum of Understanding with OQ Gas Networks SAOC, the sole transporter of natural gas in Oman, to jointly study the development of potential CCUS projects in Oman in conjunction with Oxy's EOR projects remained active through 2024.

Learn more about this UAE international CCUS MoU in our announcement online.

Other Low-Carbon Investments and Initiatives

Pure Lithium: A Boston-based lithium metal battery technology company that produces battery-ready lithium metal anodes in one step from brine-sourced lithium.

Cemvita: A forward-thinking biotech firm that has developed a CO_2 utilization platform that mimics photosynthesis using CO_2 as feedstock to produce industrial chemicals and polymers.

NewLight: A biotechnology company producing advanced sustainable materials.

Carbon Upcycling: A waste and carbon utilization company unlocking a new frontier of circular materials.

LanzaTech: A CCUS company with the technology to turn CO_2 into valuable products including ethylene and sustainable aviation fuels.

SensorUp: An enterprise software developer of a data integration platform for methane leak detection and repair, measurement reconciliation, reporting and verification of methane emissions.

Cemvita Factory, Houston, TX

Greenhouse Gas Emissions, Methane and Flaring

Operational Emissions Focus

We are dedicated to improving operational performance by implementing practices and technologies within our operations to help reduce emissions and maximize the use of natural gas production through field development planning.

Oxy has embedded emissions reduction and net-zero planning into core business decision making throughout the organization. Our teams are innovating to find cost-effective ways to reduce emissions while delivering on our financial and operational goals, enabling even more progress. Oxy has established an Emissions Community of Practice to institutionalize leading practices and provide a framework for internal capacity-building and collaboration around Oxy's emissions reduction efforts across our assets and our net-zero goals. Highlighting the integral nature of sustainability goals in our businesses, more than 100 cross-functional representatives participate in teams that address specific aspects of emissions management. These efforts help our businesses explore multiple options for reducing carbon intensity in current and planned operations. Projects compete internally based on financial and operational metrics, as well as their ability to leverage existing infrastructure and facilities to expedite time to market, reduce costs, lower GHG emissions or intensity and support long-term trajectories along our net-zero pathway.

We reduced methane emissions intensity in our operated assets in 2024 by 78.6% from 2019 and 40% from 2023. We implemented several key emissions reduction projects in 2024, including:

- Conversion of facilities to tankless design and consolidation of facilities in our U.S. onshore oil and gas operations
- Removal of gas-driven pneumatic devices or converting them to non-emitting
- Consolidating gas lift compression to optimize utilization of the existing fleet and release surplus units
- Implementing additional fuel gas measurement and usage data to enhance associated emissions estimates
- Re-routing vents to a closed piping system
- Conversion of turbine compressor seals from wet to dry-type, by Oxy Oman
- Completing 48 projects at 13 OxyChem plants that reduced energy use or increased hydrogen utilization.

In addition, we are working to reduce carbon intensities of anticipated future production as field development plans include utilization of surplus heat to reduce demand for electricity, reduction of emitting equipment through optimizations and incorporation of innovative equipment designs and, most significantly, increased electrification over time as utilities expand generation and transmission capacity.

Where electrical compression is not yet feasible due to electrical infrastructure lead time, lower emitting combustion equipment is being selected, and fuel gas meters are informing emissions estimates and performance data.

Focus on Methane

Methane Detection Technologies

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

In 2024, Oxy fully deployed the SensorUp platform in assets that will supply gas to STRATOS to monitor and account for methane emissions and perform measurement-informed carbon accounting for the natural gas feed to STRATOS. We also integrated methane monitoring flyover data for U.S. onshore oil and gas operations into SensorUp, along with relevant data from publicly available methane data sources such as CarbonMapper, to streamline workflows and responses to methane alerts and further expedite leak detection and repair (LDAR). In addition, we are using SensorUp for methane accounting and reconciliation to enhance alignment with guidance from OGMP 2.0 and applicable federal and state regulations.

Oxy's Emissions Technology team focuses on deploying remote emissions monitoring technologies using satellites, aircraft, unmanned aerial vehicles (drones) and ground-based sensors. These technologies help identify, detect, monitor and predict unplanned emissions—and alert Oxy's operations, maintenance and air quality personnel to enable rapid action. The Emissions Technology team also works collaboratively with technology providers and data scientists to evaluate enhancements to techniques that estimate and measure methane emissions, which is a core component of Oxy's emissions management program.

Internationally, Oxy has leveraged satellite-based methane monitoring programs to provide routine coverage for our operations in Oman as well as LDAR in key facilities, flare Destruction Removal Efficiency (DRE) testing and methane slip testing at engine stacks.

For additional details on our methane management programs, refer to our Climate Report.

Methane Emissions Reduction Projects

Oxy's Find It, Fix It, Measure It, Predict It program applies one of our most valuable resources in our push for methane emissions reduction, our dedicated operators and maintenance personnel, to identify and fix unplanned emissions. The program includes training, inspection and reporting tools for operations and maintenance personnel and close coordination with Oxy's Air Quality and Emissions Technology teams. It also leverages reports from the on-site and remote-sensing technologies described above to help expedite repairs and minimize emissions.

Flaring Reduction

In 2024, Oxy continued to sustain zero routine flaring (ZRF) in U.S. oil and gas operations and reduced routine flaring in our global oil and gas operations by 80%, compared to our 2020 baseline, through additional gas compression and rich gas injection in Oman, showcasing that our operations are on track to reach ZRF by the World Bank's 2030 target. We are implementing a diverse range of projects to capture natural gas that has traditionally been flared and use it to help boost energy production or maintain field pressure or sell it for additional income.

As we continue to progress toward elimination of routine flaring company-wide, we are also pursuing reduction of non-routine flaring that may occur during maintenance, facility upgrades and third-party plant and pipeline outages. We have successfully deployed closed-loop gas capture at several fields in the Permian Basin to eliminate or reduce the need for non-routine flaring, where feasible and safe, during plant and pipeline outages or other temporary operational conditions. Gas is temporarily injected into existing wells instead of being flared when shutting down production is not feasible due to surface or subsurface conditions. This emissions mitigation technique also complements the installation of new tankless facilities or conversion of existing facilities to tankless designs, which reduce or eliminate oil storage on well pads and route production fluids by pipeline to central processing facilities.

For additional details on our flaring reduction programs, refer to our Climate Report.

Other Air Emissions

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

Energy Utilization and Efficiency

The ongoing enhancements of Oxy's energy efficiency are central to our HSE&S Principles, Net-Zero Strategy and business performance. Oxy has for many years used cogeneration, increased energy efficiency and focused integration of renewable energy to advance our strategy of realizing both lower costs and lower emissions. Power consumption is the largest driver of Oxy's operating costs. Oxy has invested in energy conservation projects, process changes and the use of lower-carbon power and feedstocks as a result of hands-on, employee-driven innovations. Our centralized Power Team works to provide affordable, reliable power delivery across our North American assets, including the daily management of three cogeneration facilities, a solar plant and retail consumption across 16 states and in Canada. We take into consideration location and market-based carbon intensity factors as applicable when making power investment and purchasing decisions, and we generally utilize power purchase agreements, renewable or alternative energy credits and on-site generation to diversify our energy supply, promote reliability and lower intensity of certain operations.

Guided by the principles of the ACC's Responsible Care® Energy Efficiency program, OxyChem's plants have successfully implemented numerous energy-saving enhancements, including cogeneration using combined heat and power (CHP). In addition, OxyChem partnered with the DOE's Better Plants® program to apply leading practices in energy management to help advance OxyChem's sustainability goals through in-plant engineering, training and development programs at its Ingleside, Pasadena and Battleground, TX plants. OxyChem is also lowering CO_2 combustion emissions through its production and use of hydrogen as a non-carbon-based fuel source. In addition, Oxy provides a variety of demand response products across our plants in Kansas, Louisiana, Tennessee and Texas, which help support the reliability of the electrical grid. By offering to reduce power consumption at specific plants when called upon by the grid operator, Oxy helps maintain grid reliability for end-use customers. We continue to evaluate opportunities to reduce our electricity costs by instituting practices to consume less electricity in high-demand hours, by minimizing electric transmission costs and by increasing our participation in demand response opportunities.

Goldsmith Solar Plant

Oxy operates a solar photovoltaic (PV) facility near Odessa, TX. The Goldsmith solar plant expands on Oxy's efforts to economically lower GHG intensity by using emissions-free power sources in our operations where feasible. The 120-acre field was the first large-scale solar facility of its kind that directly powers oil and gas operations in Texas and features 174,000 PV panels with a total capacity of 16 megawatts, which powers the entire Goldsmith EOR field and often supplies surplus electricity to the grid. After construction of the Goldsmith solar plant, the area around the panels was reseeded with native vegetation which Oxy continues to monitor and manage.

In 2024, the facility generated over 40,000 MWh of electricity, reducing the Goldsmith EOR field's emissions by nearly 16,000 MT of CO_2 compared to electricity purchased from the grid.

Oxy is collaborating with producers of low-carbon energy to generate electricity for our operations well beyond our own solar-powered Goldsmith EOR field. In 2024, Oxy entered into several agreements to purchase low-carbon energy for certain facilities, resulting in an additional emissions reduction of over 305,000 MT of CO_2 compared to purchased electricity from the grid.[1]

[1] *These reductions are reflected in specific facility and product carbon intensities, but did not lower 2024 indirect energy use emissions in the company-wide GHG inventory in 2024 due to the protocol currently applied to such emissions.*

Cogeneration, Hydrogen Use and Innovation at OxyChem

OxyChem Taft Plant, LA

For over two decades, several OxyChem plants have used natural gas and steam cogeneration, also known as CHP, to reduce their electrical power usage from the grid, and even to supply substantial surplus electricity to the grid to serve local and regional communities.

Hydrogen substitution, as a non-carbon fuel source, is also an important part of OxyChem's decarbonization strategy. OxyChem's Taft, Battleground, Ingleside, Convent, Geismar, New Johnsonville and Wichita plants use hydrogen, a byproduct from the chlor-alkali process, to generate power. In 2024, OxyChem increased the use of hydrogen by 4.6% which lowered OxyChem's CO_2e emissions.

In 2024, OxyChem implemented its first anti-idle locomotive railcar mover at its Pasadena, TX plant, reducing fuel expense and emissions. This lowered 2024 on-site railcar emissions of CO_2 by 10% and NOx and PM by 21% each, compared to idling locomotives at the plant. Building on this success, OxyChem plans to add another railcar mover to its fleet in 2025.

Partnerships to Reduce Energy Consumption

Since 2019, OxyChem has been a partner in the DOE Better Plants® program to help reduce energy consumption across our plants and in our neighboring communities. OxyChem received a Better Practice Award for holding multiple in-plant training events with the DOE at our Ingleside, Pasadena and Battleground, TX plants that led to energy efficiency and process changes reducing CO_2 emissions by 7,000 MT annually. Additionally, OxyChem received a DOE Better Project Award for recovery and use of hydrogen to reduce GHG combustion emissions at its Geismar, LA chlor-alkali plant.

OxyChem was also recognized by the DOE for extending its energy management programs into local communities to help schools reduce their energy consumption. Reflecting its industry leadership in sustainability, OxyChem engaged the DOE Industrial Assessment Centers (IAC) at Louisiana State University and Texas A&M University to perform free energy audits to help schools lower their energy costs.

Since 2022, OxyChem has donated over $300,000 to eight schools in St. James Parish, LA and the La Porte, TX Independent School District to help implement the energy saving opportunities identified by the DOE IACs. The estimated energy savings impact from this program has been over 1,930 MWh annually. OxyChem has played a role in increasing the energy efficiency of these schools and providing a brighter learning environment.

Water Stewardship

The production of oil and gas and chemicals inherently requires significant water resources. Recognizing the importance of responsible water management, our water stewardship initiatives aim to conserve and protect local water resources in the regions where we operate. Central to our stewardship strategy is optimizing the use of non-potable water supplies, including produced water derived from oil and gas operations, recycling produced and process water and minimizing freshwater use whenever feasible. Our water stewardship framework and practices are consistent with Ipieca Impact Opportunity 5, emphasizing biodiversity, land and water stewardship, and follow Ipieca Impact Pathway 51, advocating integrated water resource management, local participation and reuse to mitigate freshwater dependence.

We tailor our water stewardship to regional characteristics, working to prevent our operations from impairing the ability of local municipalities, ranchers, farmers and other stakeholders to access essential water resources. Regular assessments of our practices, encompassing supply, treatment and circular water management principles, help us identify enhancement opportunities. Our centralized Water Strategy and Technology Group leads these efforts, engaging stakeholders, designing innovative water treatment solutions and promoting best management practices globally. We established a Water Stewardship Community of Practice in 2022 to enhance collaboration and operational planning, integrating professionals from HSE, water management and engineering disciplines.

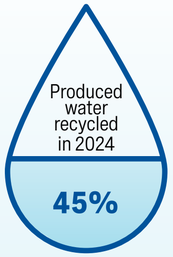
We engage actively with industry peers, academia and water management consortia in New Mexico, Texas and Colorado to collaboratively advance water recycling, desalination technologies and regulatory frameworks. These partnerships facilitate knowledge sharing, technological innovation and enhanced water management practices.

We transparently report company-wide water management metrics in our Sustainability Data Summary, employ tools like the WRI Aqueduct Water Risk Atlas to assess water-related risks, particularly in water-stressed areas, and participate in CDP's Water Security disclosure. CDP recognized Oxy with an "A-" (Leadership Level) score for our 2024 Water Security disclosure.

Optimizing the use of non-potable water supplies, including produced water from our oil and gas production

Recycling produced water and process water from our operations

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



Circular Water Management

- Reduce losses via water efficiency
- Reuse water that needs minimal or no treatment
- Recycle resources and wastewater
- Recover resources from wastewater and put them to beneficial use
- Restore and return water at substantially the same, or better, quality

Upstream Oil and Gas Water Management

Our upstream oil and gas operations generate substantial volumes of produced water, saline water from hydrocarbon reservoirs. This produced water would not be generated and available for use without oil and gas production. The effective utilization and recycling of produced water can significantly reduce operational freshwater needs and help to sustain freshwater resources for municipal, agricultural and other industrial users. Throughout our global operations, we rely on recycled produced water and other non-freshwater sources. In 2024, approximately 22,000 megaliters of produced water were recycled for hydraulic fracturing operations. We also shared over 5,700 megaliters of recycled produced water with other operators.

Oxy's Water-On-Demand Benefits Include:

~460 million
barrels, or over 19 billion gallons, of water moved via pipelines since 2012

67+ million
traffic miles (over 100,000 MT of CO_2 emissions) avoided since 2012

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

Storage
Less reliance on on-site water storage tanks

Innovative Water Management

Starting operations in 2022 in Lea County, New Mexico, our Lost Tank facility's recycling capacity grew from ~9.5 to more than 28 megaliters per day, with over 7,950 megaliters of water recycled through year-end 2024.

"Through the treatment and reuse of produced water, we leverage innovation and collaboration to optimize and preserve water," said Babatunde Cole, President and General Manager of Oxy's Delaware Basin business unit. "We are committed to sustainable practices and effective water management, which benefit the Delaware Basin and beyond."

Oxy was an early participant, and continues to participate, in FracFocus®, a website that provides well-specific voluntary disclosure of hydraulic fracturing operations, including the chemical compounds used in fracturing fluids. In addition to serving as a national registry, the website provides information about hydraulic fracturing and groundwater protection. Oxy is dedicated to conducting hydraulic fracturing in a manner that safeguards the environment and 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 using available data, including proximity to waterways and other environmental attributes. Our deep knowledge of rock and fluid properties helps us to drill wells based on geologic characteristics that drive productivity in oil and gas-bearing rock while isolating those formations from freshwater zones.

We continue to expand our water recycling infrastructure and capabilities. The Dos Ochos quad-cell pond system in Texas treats produced water for reuse. It is complemented by the interconnected El Gordo satellite facility, collectively creating an efficient and integrated water recycling system.

Our 2024 acquisition of CrownRock increased our Midland Basin water handling capabilities by nearly doubling our water storage capacity and more than tripling our water recycling capacity while creating additional value for Oxy through enhanced midstream service offerings with an emphasis on conveyance and reuse of produced water. In 2024, our Midland Basin operations utilized approximately 6,150 megaliters of recycled produced water and our Delaware Basin program used about 15,900 megaliters of recycled produced water. In Colorado, our Water On Demand pipeline network has further enhanced operational efficiency by reducing truck traffic, storage needs and our environment footprint. Since 2012, approximately 79,500 megaliters of water have been transported through this pipeline system, avoiding over 67 million truck traffic miles.

OxyChem Water Management

As an ACC Responsible Care® company, OxyChem is committed to reporting on its water management practices and water stewardship. OxyChem actively integrates advanced water conservation, recycling and reuse practices within its manufacturing processes.

OxyChem focuses on reducing consumption of water through conserving, recycling and reusing process water, where feasible. In 2024, OxyChem implemented numerous water reuse projects across many plants, resulting in the reduction of ~351 megaliters of water consumption. Most of OxyChem's water use reductions came from efficiencies in the reuse of water at its Ingleside, TX, Ludington, MI and Taft, LA plants.

OxyChem Ingleside Plant, TX

Water Quality Management

Across our operations, maintaining high standards of water quality is integral to our operational and environmental performance. Our water quality management is designed to adhere to permits, standards and regulations governing water discharge and stormwater runoff.

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

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

Oxy considers the longer-term patterns of integrated water resources management, regenerative capacity of groundwater 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.

Our operations implement robust HSE and Asset Integrity programs, integrating multidisciplinary teams from operations, facilities engineering, HSE, major projects, construction, supply chain and business planning to promote effective water management and associated equipment reliability. This approach encompasses mechanical integrity inspections, corrosion management, quality assurance processes and ongoing maintenance practices designed to uphold water system integrity and environmental performance. 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.

Waste Management

Responsible waste management practices are integrated into Oxy operations through our HSE&S Principle to **advance the circular economy through waste minimization, reuse and recycling and extending the productive lives of our property, plants and infrastructure**.

Waste Management in Everyday Operations

Our operations prioritize waste minimization and pollution prevention through plans, programs and practices that include tracking the generation, treatment, recycling and disposal of a variety of residual materials and wastes. These efforts aim to maximize the beneficial use, reuse and recycling of natural resources and byproducts while minimizing our waste generation and disposal. Our waste management plans are designed to comply with applicable regulatory requirements and our HSE&S Policy and to advance our HSE&S Principles.

A key component of our approach is active and constructive engagement in the development of legislation and regulations. In Texas, for example, Oxy worked with trade associations and other stakeholders in 2024 to help inform the Texas Railroad Commission's major update of its water protection and waste management rules. Oxy's business units in Texas are incorporating these regulatory changes into our waste management programs to help maintain compliance.

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

International Organization for Standardization (ISO) standards also play a role in providing guidance and frameworks that we incorporate into our OMS to promote responsible waste management practices. Oxy's integrated solid waste management facility in Oman is certified under the ISO 14001 Environmental Management System, reflecting its comprehensive environmental strategy. Oxy's South Oman operation is also certified under the ISO 50001 Energy Management System which facilitates enhancements to energy efficiency and heat recovery, as well as associated cost savings and emissions reductions, in our steamflood EOR operations. Together, ISO 14001 and ISO 50001 provide a holistic approach to waste management and the conservation of natural resources which helps us improve environmental performance and advance long-term sustainability.

Updated waste management procedures in our U.S. onshore oil and gas operations helped centralize several waste-related processes, optimizing aspects of waste identification, handling and storage times. These processes include a training matrix with online and in-person training sessions to enhance implementation, and a dashboard-driven program that tracks the generation, handling and lifecycle of a variety of materials to streamline waste management. In addition, in our Gulf of America operations, the waste team collaborated with software developers to create a new platform for enhanced waste tracking visibility and centralized data storage for offshore operations and supporting facilities.

As part of these ongoing efforts, Oxy continues to strengthen the waste management program by leveraging technology to enhance the handling and management of waste. These efforts support our HSE&S Principles and help provide jobs and opportunities to local residents in our areas of operation. Our innovative projects described on the following pages are among the most notable and extend across our diverse assets, underscoring Oxy's global dedication to responsible waste management and sustainability.

Waste Management Community of Practice

In 2024, Oxy launched the Waste Management CoP, which consists of subject matter experts from our U.S. business units. The group meets quarterly and serves as Oxy's primary initiative focused on waste management. The CoP is building upon last year's mapping of waste management processes and systems across our organization and developing an electronic waste management system including the establishment of new storage areas for EOR plants.

Aggregate Recycling Facility

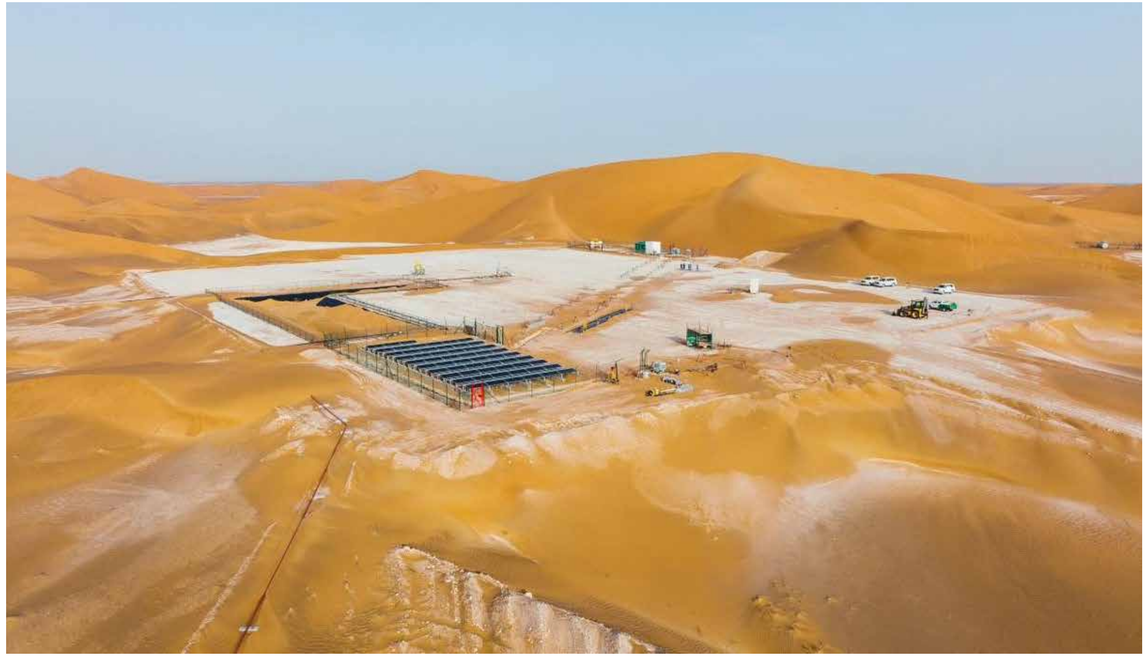
Drilling generates residual materials such as drilling muds and cuttings and production activities generate residuals such as tank solids. Strategically located in the DJ Basin, Oxy's Aggregate Recycling Facility (ARF) recycles these residual materials, including liquids and slurries from Oxy's upstream oil and gas operations in the area. Though its focus is primarily on solids recycling, water recovered from the ARF is used to offset freshwater needs during well completion operations.

In 2024, the ARF saved over $18 million when compared to traditional commercial disposal, recycled ~142 megaliters of water, avoided 400,000 truck transport miles and recycled over 30,000 cubic meters of backfill. Our Rockies operations continue to source water from the ARF for certain well plug and abandonment (P&A) processes. Facilities such as the ARF aim to reduce the amount of solid waste, recover valuable materials within cuttings and proppants and lessen the environmental footprint of oil and gas operations.

Tasharuk Program

In the Sultanate of Oman, the Tasharuk Program creates in-country value and supports Omani small and medium-sized enterprises (SMEs). First established in 2013, Tasharuk, which means "collaboration" in Arabic, aligns with UN SDG 8: Decent Work and Economic Growth by supporting the growth and sustainability of SME businesses in Oman.

The Tasharuk Program is rolling out in phases, with each phase emphasizing a different area of contribution. Currently, we are at Phase 6, "Waste2Wealth," which focuses on responsibly managing consumer waste within Oxy's Oman operations. The project is targeting waste that includes wood, plastic, containers, paper, organic waste, water bottles, shopping bags and other categories that have traditionally been sent to landfills or incinerators.



Tasharuk Solar Field, Oman

The Waste2Wealth initiative is the first project within Oxy Oman operations to holistically reduce the quantity of multiple types of waste. The project is being implemented at Oxy's Mukhaizna field operations and has already demonstrated success in waste reduction and minimizing CO_2 emissions.

This solution is in alignment with our Net-Zero Strategy and the Sultanate's Oman Vision 2040 to achieve further economic diversification in the country and support the environment. The Waste2Wealth initiative received the Oman Energy Association (OPAL) Best Practices Award under the Environment and Net-Zero Emissions category.

Waste Management Initiatives at OxyChem

ACC Sustainability Leadership Award for Circularity

Circular Reuse Initiative for Chlorine Recovery

Collaboration among OxyChem's Deer Park and La Porte, TX plants and its Geismar, LA plant exemplifies an advancement in waste minimization and resource recovery. Instead of following the typical industry approach of incinerating chlorinated byproducts called heavy ends and light ends—which destroys valuable chlorine in the process—the La Porte and Geismar plants repurpose these byproducts. This innovative approach diverts these byproducts from incineration, utilizing them as feedstock. In 2024, this initiative successfully reclaimed 147 million pounds of chlorinated byproducts. This helped minimize OxyChem's waste generation and waste disposal costs, optimize the use of existing resources and enhance environmental performance by lowering emissions.

Supporting Sulfuric Acid Regeneration

At OxyChem, sulfuric acid from the electrolysis process is reused and recycled to minimize waste and create value. During process operations, sulfuric acid becomes partially neutralized. Instead of disposing of the spent acid, the material is typically either repurposed on site or sent off site to be processed into usable, concentrated sulfuric acid. This program has enabled OxyChem to recycle an average of ~50 million pounds of sulfuric acid annually.

Supporting Leading-Edge PVC Recycling Research

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

In accordance with our HSE&S Principles, OxyChem supports circularity and stewardship of this high-demand product. OxyChem's Avon Lake, OH Technical Center is leading cutting-edge research in the recyclability of rigid PVC products. The Technical Center has successfully recycled PVC pipe, siding, window sash and PVC air contactor packing for our Direct Air Capture technology over 10 times without additives or compromising its mechanical properties. Avon Lake continued its PVC recycling research in 2024, formulating virgin PVC compounds with recycled post-consumer PVC with the aim of helping the U.S. vinyl industry meet its ambitious recycling goal.

In addition to its own efforts, OxyChem advanced PVC recycling by contributing to the Vinyl Institute's VIABILITY™ post-consumer recycling grant program. Working in conjunction with other leading domestic PVC producers, the grant funded nine different post-consumer PVC recycling groups across the U.S. to assist with the costs of R&D, equipment and other support to accelerate PVC recycling.

Brine Filter Cake Recycling Program

OxyChem's Convent, LA plant manages a brine filter cake recycling program that repurposes the filter cake for environmentally beneficial applications such as agricultural lime that enhances nutrient availability, promotes soil microbe activity and improves soil structure. On average, this initiative has led to approximately 4,550 tons of brine filter cake being recycled per year—reducing OxyChem's waste generation while supporting local farmers in improving soil quality. Due to the success of this initiative, OxyChem is exploring additional opportunities for brine filter cake reuse to extend the benefits of this program.

Spill Prevention

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

We have addressed spill prevention in four primary ways:

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

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

Collaboration is at the heart of Oxy's approach to spill prevention. It takes a variety of teams, skills, datasets, tools and diverse perspectives to prevent and mitigate spills. Our multidisciplinary Spill Reduction Team (SRT) is composed of almost 50 employees, including six core team leads and over 40 regular contributors.

Tankless Facility Design

In 2024, the SRT focused on enhancing field data management for spill recording and investigation by:

- Transitioning to a GPS-based smartphone solution
- Reducing data entry steps
- Employing automatic triggering of notifications
- Supporting Root Cause Analysis (RCA)
- Enabling timely due diligence inspections

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

Technology plays a specific role in spill prevention, enabling efforts that range from early detection and monitoring to asset integrity, process control and analytics. Oxy's research into new spill prevention technologies continues to generate positive results.

Oxy's new facility designs, our enhanced spill prevention program and our cross-industry collaboration reflect our respect for people and sensitive ecosystems. Our advanced spill dynamics and simulations account for variables including site-specific topography, heat transfer, evaporation and fluid properties. This is important for several reasons, including enabling our SPCC facilities to anticipate locations of potential spills more accurately. This analysis allows our operational teams to conduct focused inspections that augment our maintenance and prevention efforts to help minimize potential impacts to the environment.

Operation Clean Sweep®

OxyChem participates in the Operation Clean Sweep® (OCS) Blue program, an industry initiative to implement leading practices to prevent and report spills of plastic resin products outside of the manufacturer's fence line. OxyChem's Pasadena, TX plant recently attained third-party audited OCS Blue Verification through the implementation of more than 25 specific management practices, rigorous internal audits and external inspections by qualified verifiers. OxyChem is working with its transportation partners to implement the OCS Blue program during transportation of PVC resin products. Since joining OCS Blue in 2020, OxyChem has had no reportable spills of PVC resin products across its PVC manufacturing sites.

Incident Preparedness Training Exercise

Biodiversity, Land Use and Remediation

Our efforts to actively promote habitat conservation, protect biodiversity, use land prudently and decommission sites responsibly once our work is done can take many forms.

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

Oxy's surface planning teams work closely with other in-house experts to evaluate potential operating locations and their distinct ecosystems and conservation needs. Depending on the specific location and landowner, this could include:

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

Arabian Oryx, UAE

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

Oxy strives to avoid affecting species and their habitats where possible and, where not feasible, to minimize such effects through focused operational strategies, mitigation measures and site-specific environmental management plans. Oxy applies the environmental impact assessment (EIA) process for new drilling sites and implements mitigation hierarchy principles in managing these locations. Portions of UAE Onshore Block 3 intersect with the Environment Authority Abu Dhabi's protected area for the Arabian Oryx, which is listed in International Union for Conservation of Nature (IUCN) Management Category IV for protected areas. Oxy has undertaken an EIA, established environmental management plans with ongoing monitoring and maintains the required permit for drilling and well testing in this area. In other international operating areas, Oxy follows similar EIA and permitting processes and has verified operations are not located in IUCN protected areas. Our Gulf of America operations are also not located in IUCN protected areas and we produce EIAs for new drilling locations that are submitted to applicable agencies.

Whether operating on the private land of a community member or federal or state lands, we strive to go beyond compliance and follow conservation strategies that include habitat enhancement, species monitoring and other data-driven proactive protection measures. Oxy takes a holistic project lifecycle approach toward stewardship, reflecting the needs of the surrounding area before, during and after operations.

Protecting Endangered Species

We continue to support conservation programs to reduce or offset impacts to native species where we operate, whether endangered, threatened or prevalent. Since 2011, Oxy has enrolled approximately 2.1 million acres under various conservation agreements in Texas and New Mexico for species that include:

The Lesser Prairie-Chicken

Tympanuchus pallidicinctus

The Dunes Sagebrush Lizard

Sceloporus arenicolus

The Texas Hornshell Mussel

Popenaias popeii

The Rio Grande Cooter

Pseudemys gorzugi

The Gray Redhorse

Moxostoma congestum

The Blue Sucker

Cycleptus elongatus

The Pecos Springsnail

Pyrgulopsis pecosensis

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

Minimizing Operational Footprint

One of Oxy's most powerful tools to protect biodiversity is to reuse existing oil and gas infrastructure and previously disturbed surface where feasible.

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

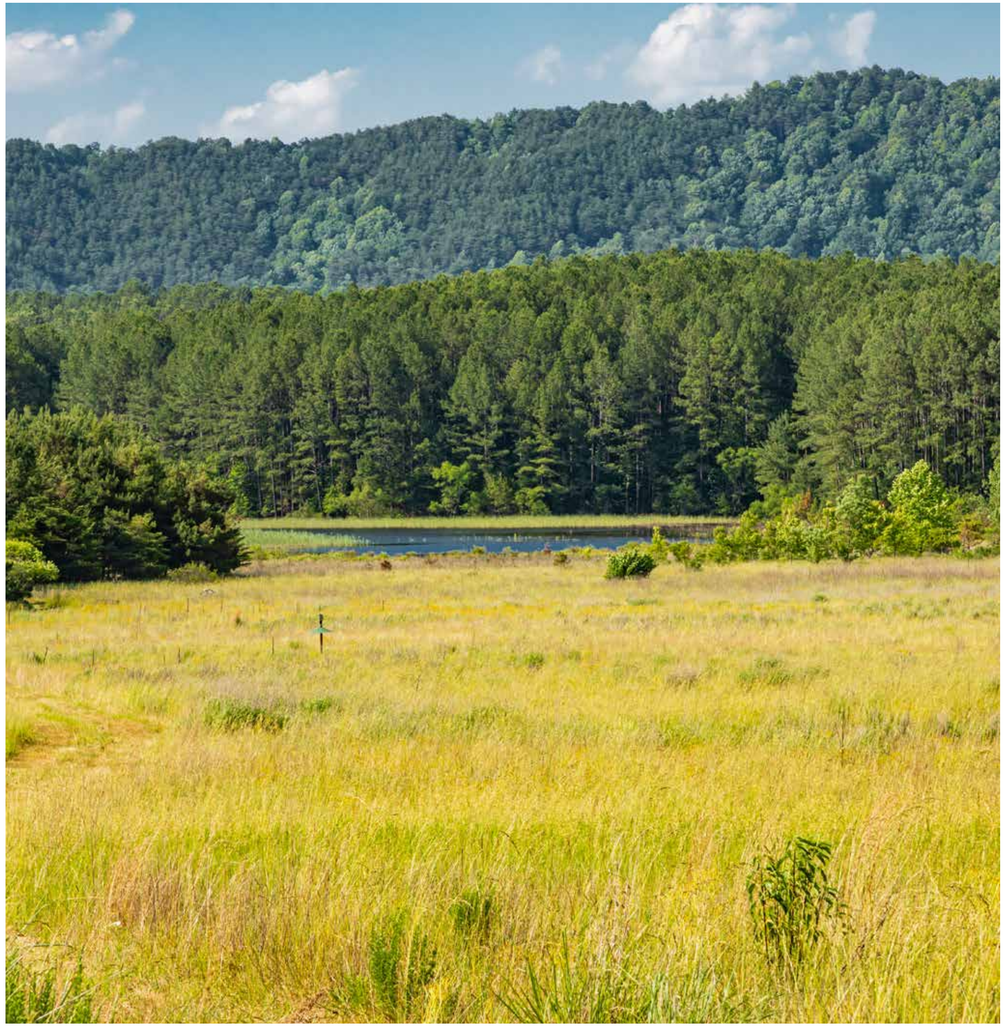
In the Delaware Basin, we reduced our surface footprint for construction of new wells and facilities by an average of 28% since 2022 using co-located wells and facilities. This practice is being applied in other business units.

Restoration After Use

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

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

Decommissioned platforms in our Gulf of America operations get a second life when they are repurposed as artificial reefs to support the establishment of hard and soft deep-sea corals, as well as fish and invertebrate marine communities.



Copperhill, TN

Glenn Springs Holdings

Glenn Springs Holdings, an affiliate of OxyChem, manages former operating locations and other properties in accordance with our HSE&S Principles to help safeguard people and the environment. Glenn Springs has earned numerous national habitat awards from the Wildlife Habitat Council (WHC), National Wild Turkey Federation, Pheasants Forever and Ducks Unlimited. Through engagement with regulatory agencies and local community groups, Glenn Springs has taken a leadership role at many sites to advance its management strategy and remediation outcomes at former industrial and mining properties. During 2024, Glenn Springs managed six sites with WHC Conservation Certification® in Kansas, Louisiana, Ohio, West Virginia and two in Tennessee. Glenn Springs continues to maintain the certification of these sites through ongoing monitoring and management.

As of year-end 2024, Glenn Springs participated in or monitored remedial activities or proceedings at 158 environmental sites on behalf of OxyChem as well as certain other subsidiaries of Oxy. The environmental remediation program is described in our Annual Report on Form 10-K.

Glenn Springs works hard to combine remediation and beneficial reuse of legacy sites in a manner that helps enhance environmental quality and advance community interests.

Eastern Wild Turkeys, Montague, MI

Motus Wildlife Tracking System

At Glenn Springs' Painesville, OH and North Tonawanda, NY sites, staff actively participated in an international collaborative wildlife habitat project.

The Motus Wildlife Tracking System is a global network of researchers using automated radio telemetry to monitor birds, bats and insects. This system facilitates cooperative research on the ecology and conservation of migratory species. By registering projects, receivers and tags with Motus, the initiative integrates local, regional and hemispheric studies into a large-scale collaborative effort, maximizing research impact and resource efficiency.

The Motus tower at the Painesville site is part of an Ohio State University (OSU) research project aimed at assessing the impact of wind turbines on avian populations. The OSU researchers are particularly interested in the migration routes and lake-crossing behavior of birds traveling across Lake Erie. Glenn Springs supports this effort by providing power and internet access to transmit the collected data.

Meanwhile, the North Tonawanda Motus tower helps bridge a data gap along the Niagara River flyway, which connects Lake Ontario to Lake Erie. This addition enhances the network's ability to track and study migratory movements in the region.

For more information and a visualization, refer to the Motus network website.

Promoting a Healthy, Resilient Coast through the Gulf of America Alliance

Oxy served as a 2024 Gulf Star Partner for the Gulf of America Alliance. The Alliance is dedicated to working on issues common to the five-state Gulf region. The Gulf Star Program leverages contributions from agencies and businesses to fund projects that enhance the Gulf in four areas: coastal community resilience, environmental education, habitats and wildlife and clean water.

Projects that Oxy supported in 2024 included a diamondback terrapin *(Malaclemys terrapin)* habitat study by researchers from Texas A&M University in Corpus Christi, TX, studies to reduce bird entanglement at a pier and rookery near Tampa Bay, FL and a new project to understand reddish egret (*Ardea rufescens*) habitat use.

Prairie Restoration at Former Refinery

The Enid, OK Prairie Restoration project was designed to create new wildlife habitat and provide environmental educational opportunities at a former 350-acre refinery that was active from the 1920s to the 1980s. Through collaboration with Oklahoma State University's Environmental Science Club and the Garfield County Master Gardeners Club, the site has become a resource for students, professionals and community groups to engage in hands-on experiences.

Eight projects were developed to enhance a variety of wildlife species. In 2024, a large-scale pollinator plot was constructed along a major roadway for visibility and public awareness. This project is registered with Monarch Watch and serves as an educational tool and demonstration of sustainable land use.

Efforts to accelerate restoration included transitioning from traditional mowing practices to adaptive management strategies. Selective vegetation control, strategic cattle grazing and hay production have been implemented to reduce invasive species and encourage the growth of native vegetation. Partnerships with local stakeholders have helped guide installation of bird nesting boxes, further supporting regional biodiversity.

Educational events have introduced young people to career opportunities in environmental science, natural resources and habitat management. In 2024, Glenn Springs applied to the WHC for Conservation Certification of the Enid Prairie Restoration project. Looking to 2025, the conservation program aims to build on these successes, continuing to serve as a model for conservation, education and sustainable land management.

Monarch Butterfly, Montague, MI

Environmental Costs

Oxy discloses our estimated environmental capex, operating expenses and remediation expenses, as well as significant environmental proceedings, in our Annual Report on Form 10-K. In addition, our Sustainability Data Summary includes the amount of HSE fines paid to government agencies under notices of violation or proceedings such as administrative orders, consent orders or agreements or court actions brought by or on behalf of government agencies to enforce environmental laws or regulations. Oxy strives to work cooperatively with regulatory agencies to identify, disclose, investigate and resolve non-compliance issues and takes steps to prevent their recurrence.

PROSPERITY

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

In 2024, Oxy continued to work closely with community leaders and regional stakeholders across our operating locations around the world to promote productive, mutually beneficial development through local hiring, regional investment and community support, including:

- Direct Investment in Regional Infrastructure
- High-Impact Support for Social Services
- Advancing In-Country Value
- Continued Community Engagement

>$27 MM IN SOCIAL INVESTMENTS WORLDWIDE	~$4 Billion IN TAXES CONTRIBUTED

In Oman:

>23,000 DIRECT AND INDIRECT JOBS	>95% OF OXY WORKFORCE IS OMANI	~40% OF TOTAL SUPPLY CHAIN EXPENDITURES DIRECTED TO IN-COUNTRY VALUE

Community Engagement 74
Social Investment 76
Supply Chain Management 80
Industry Engagement and Leadership 82

Community Engagement and Social Investment

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

Fostering meaningful engagement with the communities where we operate is fundamental to our approach. By actively listening to local residents, we gain valuable insight into their priorities and aspirations. This understanding enables us to develop targeted initiatives that are designed to promote economic growth, enhance social well-being and strengthen local infrastructure while avoiding or mitigating potential concerns.

By addressing unique local needs, we seek to bring sustainable and inclusive growth and opportunity to our host communities. Oxy's long-term relationships facilitate our efforts to address pressing community needs and also contribute to lasting, positive outcomes.

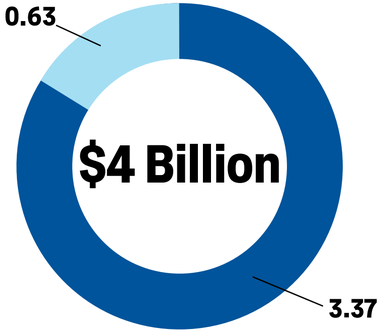
In 2024, Oxy paid ~$3.4 billion in U.S. federal, state and local income, property, sales, payroll and severance taxes, out of a total of ~$4 billion paid in taxes globally. In 2024, we invested ~$27 million directly toward community and social investments, above and beyond our investments in our workforce, assets and infrastructure. With over 12,700 hours dedicated in 2024, our employee volunteerism efforts highlight the impact of Oxy-sponsored events where employees contributed their time to support eligible organizations.

Our Focus

- Community Engagement
- Social Investment
- Managing our Supply Chain
- Operating as a Partner of Choice®

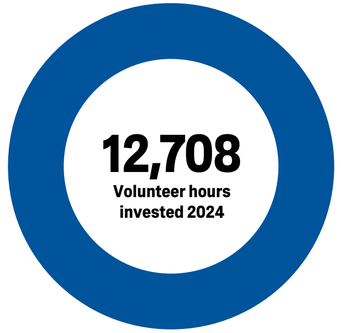
For example, OxyChem is actively engaged through employee volunteerism in post-storm recovery efforts within the communities where we operate along the Gulf coast. Oxy's Matching Gift Program enables eligible employees and members of the Board of Directors to have their qualified donations matched dollar-for-dollar, effectively doubling their gift value. In 2024, employees donated a total of $1.84 million, which Oxy matched, collectively raising over $3.6 million to benefit more than 1,400 organizations that serve the communities where we live and work and share our vision for a vibrant future.

TAXES

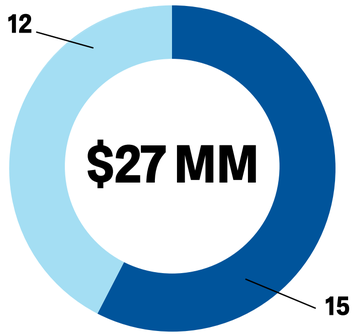


Taxes paid, US$, billions
Taxes paid, Non-US$, billions

VOLUNTEER HOURS



SOCIAL INVESTMENTS



Charitable Giving[1] US$, millions
Social Investment[2] US$, millions

[1] *Defined as U.S. charitable giving and in kind fair valuations made to entities approved by the U.S. Internal Revenue Service (IRS) as tax-exempt charitable organizations under Section 501(c)(3) or to qualified federal, state or local organizations under Section 170(c) of the U.S. Internal Revenue Code and non-U.S. contributions recognized as charitable in the country where the contribution is made by local laws or for tax purposes.*

[2] *Defined as U.S. and international community or social responsibility projects to support public-private initiatives and foundations that are not recognized as charitable for tax purposes.*

Community Engagement

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

Our employees and contractors, along with their families, live and work in the communities where we operate. This connection strengthens our ability to engage with local residents, governments, regulators, conservation groups and other community stakeholders. Our approach to community engagement is built on Oxy's core values and HSE&S Principles and is an integral part of our sustainability strategy. We are dedicated to transparent and responsible operations that foster trust and collaboration.

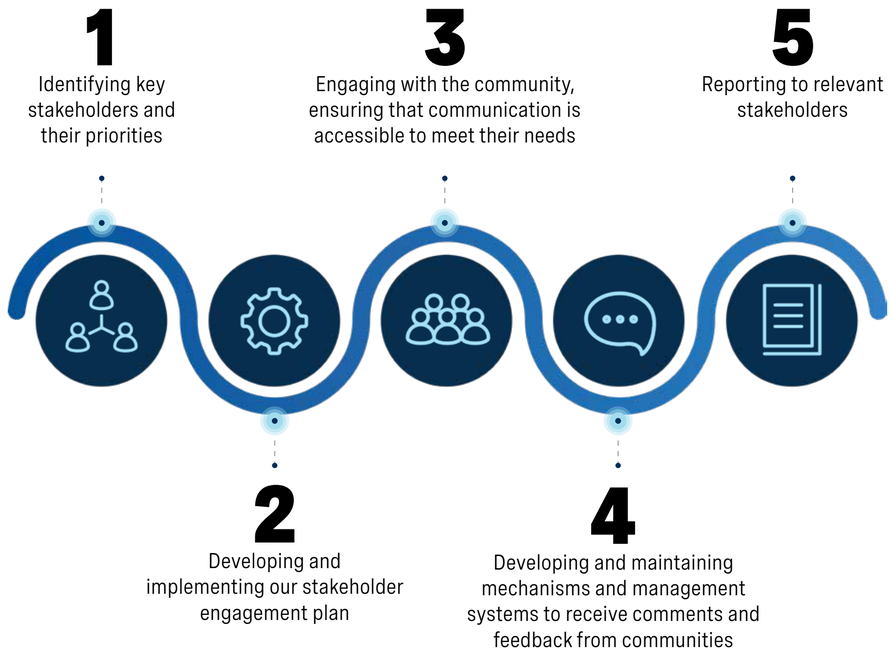
It is important to us that neighbors, community leaders and local governments are informed and have opportunities to provide input regarding our operations and development plans. Before, during and after a significant project, we work hard to provide transparency and open lines of communication. That means engaging with others on their terms, translating information into multiple languages as needed, offering various contact methods, being responsive to outreach and extending our working hours to enable community members to participate in discussions without inconveniencing their daily schedules.

Our Stakeholder Relations team, working both in the field and at our offices, plays a key role in maintaining proactive communication with our communities. We share relevant HSE data with community members and regulators, including air quality monitoring summaries and operational notices. We proactively provide information about our operations through community meetings, digital platforms and direct outreach.

In addition to sharing information, the Stakeholder Relations team actively listens and responds to community feedback through the community response line. Whether through direct conversations, digital updates or community meetings, we work closely with our neighbors to address their needs and seek to provide engagement that remains timely, meaningful, accessible and aligned with our core values.

Community Consultation Framework

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



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

Engagement in the Sultanate of Oman

In Oman, Oxy's Corporate Social Responsibility (CSR) team considers multiple factors in designing outreach programs, including community needs, the number of residents in communities surrounding our operations, the economy and standard of living, the level of infrastructure development of the area, availability of healthcare facilities, educational level, cultural and social norms and environmental and climate conditions. Based on these factors, we identify the communities where we believe our engagement can provide the most benefit and where our operations can play a role in regional sustainability.

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

OxyChem Community Advisory Panels

OxyChem is dedicated to the safety and security of the communities in which we operate, as well as communicating transparently with community residents about its processes and products. One method OxyChem uses to enhance engagement and dialogue with local communities is the Community Advisory Panel (CAP). The majority of OxyChem plants participate in CAPs, which convene manufacturing plant representatives, plant-area neighbors, local officials and first responders to discuss operations and community priorities. Some of the CAPs include other industrial neighbors. CAPs meet routinely throughout the year, providing a platform to raise questions or concerns while giving OxyChem and industrial neighbors an opportunity to share information about their respective operations.

Community Engagement and Carbon Dioxide Removal Technologies

In May 2024, Oxy hosted a field tour of Carbon Engineering's Innovation Centre in Squamish, BC. We brought together policymakers, a group of leaders from the private sector, labor and community organizations and academics—many representing communities that could potentially host DAC projects in the future. By uniting industry experts, policymakers and community leaders, the tour aimed to explore the role of community engagement in DAC development.

This initiative not only demonstrated our technical capabilities but also emphasized our commitment to transparency and effective community engagement. During the trip, participants engaged in candid discussions exploring the local benefits and potential impacts of DAC deployment. By proactively seeking input from the participants, Oxy was able to gather diverse perspectives and insights to foster inclusive, transparent and meaningful engagement in DAC development.

CE's Innovation Centre in Squamish, BC, Canada

Social Investment

Oxy's dedication to community and social investment is centered on economic and social well-being, particularly for those most in need. Operating under the core value of Commit to Good, Oxy is proud to support the social initiatives of our partners as well as the volunteer efforts of our employees. Through local partnerships, charitable initiatives and organizational support, we aim to promote sustainable human development in the communities where we operate.

We strive to benefit communities where our team members build lives, raise families and make lasting bonds with their neighbors. Our social investment programs are tailored to the unique contexts of the regions in which we operate, while concentrating our efforts across seven key areas:

- Health and Safety
- Education
- Social Services
- Military and Veterans
- Environment
- Arts, Culture and Sport
- Community Vitality

Oxy Volunteers at Food Bank of the Rockies in Denver, CO

Oxy Volunteers at Habitat for Humanity Build Site in Houston, TX

Social Investment Highlights

Health and Safety

25,000 people benefited from health programs in Oxy's partnerships with the **American Cancer Society** and **Houston Methodist Hospital**.

36 counties in the United States received **over $1.2 million** in support through our **First Responders donation program** in 2024.

647 patients accessed essential healthcare services at **Oxy Oman's field clinics** in concession areas in 2024.

Emergency relief efforts supported by Oxy Oman and Dar Al Atta'a provided **immediate assistance to flash flood areas** in Al Batinah and Al Sharqiyah Governorates.

Community Vitality

The **DotNxt Jadeer Program**, an **entrepreneurial development initiative** in Oman focused on frontier technology, has an annual intake of **1,200 participants.**

Continued collaboration between the **Houston Astros and 1PointFive** advances **carbon removal efforts using DAC technology**, supporting sustainability goals and a **lower-carbon future**.

Arts, Culture & Sport

6,000 students in Permian Basin school districts participated in the Ellen Noël Art Museum's Art 2 Go **mobile arts program**.

800+ students benefit from **new sports courts** near Mukhaizna operations, promoting well-being and activities like basketball, soccer, volleyball and handball.

Oxy Oman was recognized for **"Achievements in Sports Initiatives"** for advancing sports development in the Sultanate.

Military & Veterans

>300 Oxy employees mentored 650+ veterans to transition into the civilian workforce.

Environment

Through our partnership with **Volunteers for Outdoor Colorado**, employees supported **environmental restoration** in communities across metro Denver and Weld County.

Social Services

133,000 families benefited from Oxy's contribution of **2.3 million pounds of fresh produce** through the Feeding America network.

16 families from **Texas and Colorado** moved into new, **affordable housing** through Oxy's contributions to Habitat for Humanity.

13,000 people in **remote villages in Oman received clean drinking water** through Oxy's program, which has expanded since 2008 to reach areas up to 124 miles from conventional water sources.

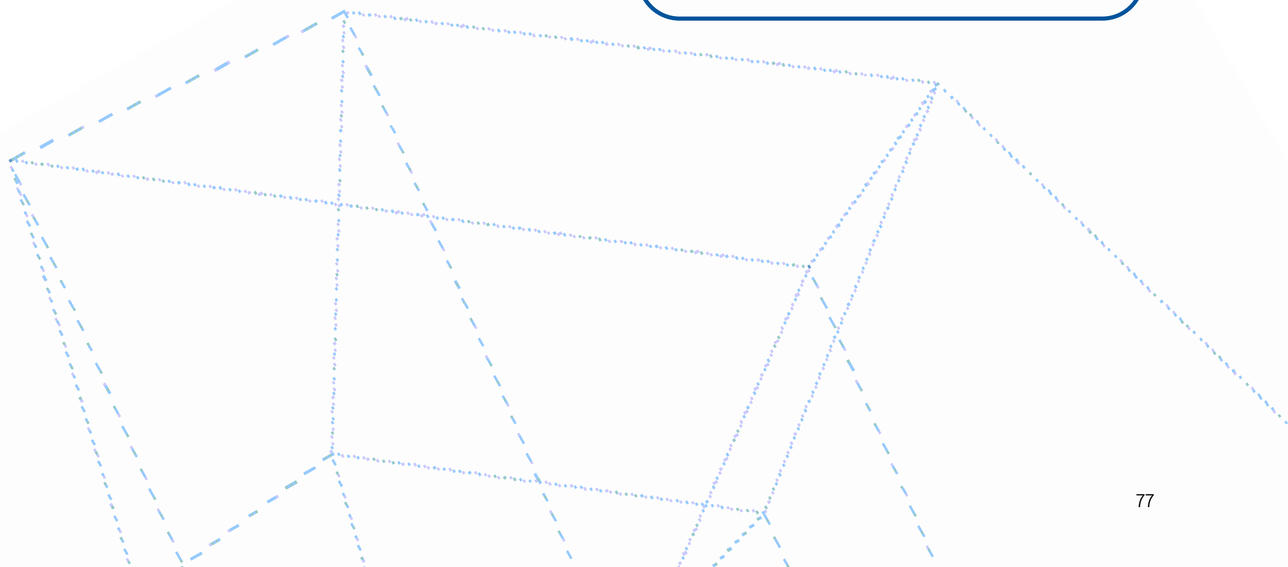
Education

>23,000 participants engaged in our **U.S. STEM education programs**, with 15% pursuing higher education post-completion.

~72,000 books were distributed through our literacy program in partnership with the **Barbara Bush Foundation** and **Rockies community libraries**.

>600 students in **Oman concession areas** are recognized annually for **academic excellence**, as well as the top 100 performers nationwide.

Oxy Oman received the "Social Impact of Technology" Award in 2024 for its role as an Onsor Partner, promoting locally manufactured laptops.



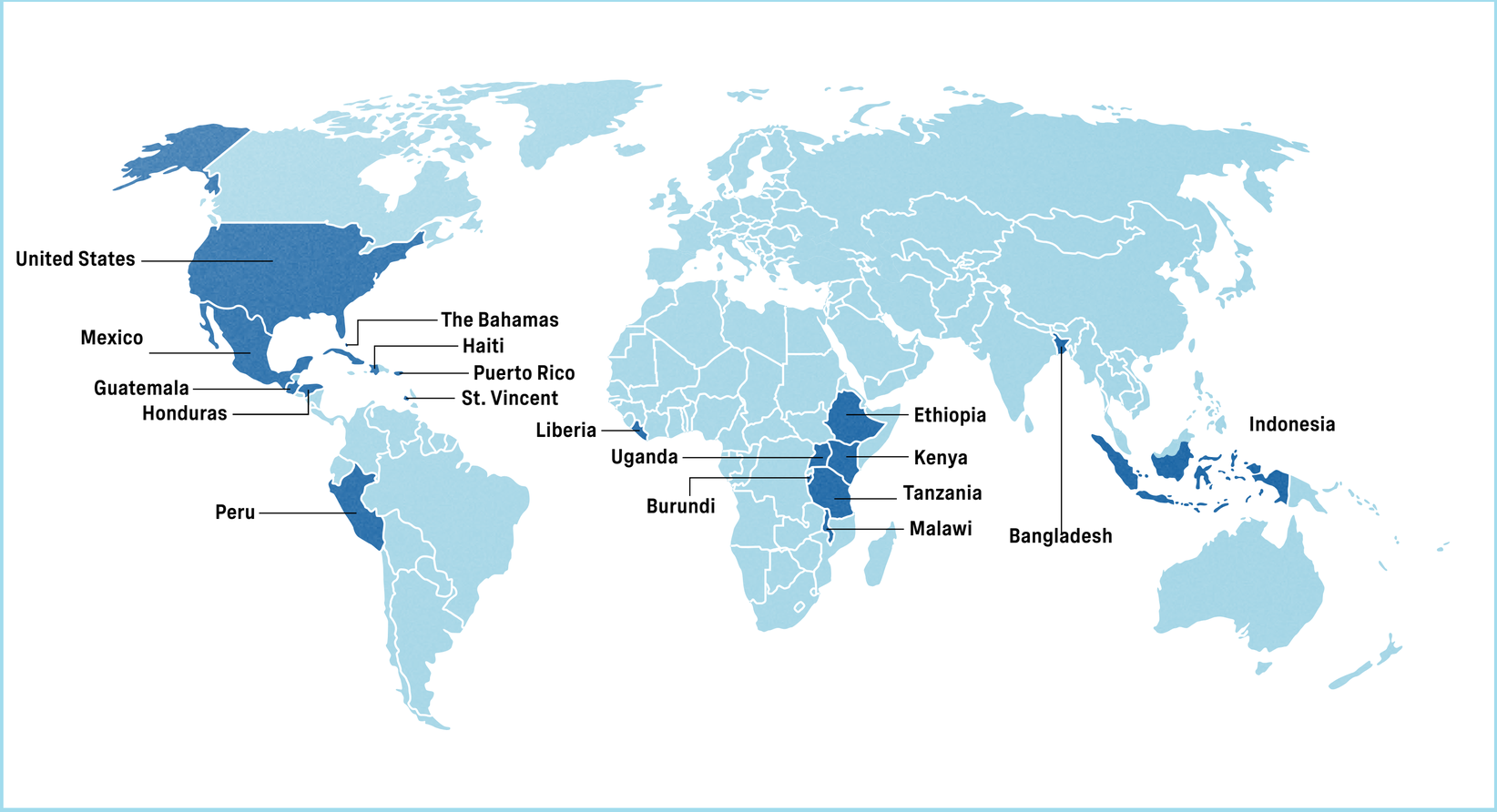
Water Mission: Clean and Safe Drinking Water through Chemistry

In 2024, OxyChem worked with Water Mission to provide essential chlorine chemistry to disinfect water for residents of North Carolina who were impacted by Hurricane Helene. The Water Mission Disaster Assistance Response Team brought aid to the hardest-hit areas in western North Carolina. Water Mission provided safe drinking water for over 112,000 people, installing 19 safe water systems using OxyChem's ACL® products throughout the impacted areas.

The partnership between OxyChem and Water Mission since 2016 has provided clean, safe drinking water to more than 1 million people in multiple U.S. states and Puerto Rico, Bangladesh, Burundi, Ethiopia, Guatemala, Haiti, Honduras, Indonesia, Kenya, Liberia, Malawi, Mexico, Peru, St. Vincent, Tanzania, The Bahamas and Uganda.

OxyChem is actively supporting the verification of both the environmental and social impacts of water projects in several African countries.

Over 8 years, OxyChem has donated ~178,000 pounds of ACL® water disinfection tablets that Water Mission has used to produce more than one billion gallons of clean drinking water. OxyChem was honored for its Water Mission partnership in 2020 with the Sustainability Leadership Award from the American Chemistry Council and in 2021, 2023 and 2024 with the Social Impact Award from the Vinyl Sustainability Council.



Green Walk Park: Redefining Urban Sustainability in Oman

In 2024, Oxy concluded the construction of Green Walk Park, Muscat's first linear park, designed to enhance urban recreation and sustainability in Al Maabilah. This vibrant community space features a 3-kilometer walkway and bike lane, children's playgrounds, a skateboarding and rollerblading park, outdoor gyms and multipurpose courts. Its eco-friendly footprint includes over 1,800 trees and 36,000 square meters of grass, establishing the park as a family-oriented gathering place for the ~250,000 residents living nearby.

OxyChem Geismar Nature Center: A Model for Volunteer-Driven Conservation

The OxyChem Geismar Nature Center in Louisiana is a powerful demonstration of OxyChem's dedication to sustainability and wildlife conservation. This 1,800-acre habitat serves as a sanctuary for numerous species while actively engaging employees, their families and community members in environmental stewardship. Geismar plant employees volunteer their time to monitor the habitat by conducting wildlife observations, such as documenting bird box activity, surveying bat and wood duck boxes and supporting pollinator plots.

In addition to observations, employees dedicate five work hours annually to maintain the infrastructure of the Nature Center. Volunteer activities include maintaining roads and trails, removing invasive species, clearing waterways and helping the space remain accessible and thriving for wildlife. These hands-on efforts help conserve the biodiversity of this natural habitat and highlight the value of community-driven initiatives in fostering sustainable ecosystems.

The plant's conservation achievements have earned the prestigious Wildlife Habitat Council's Wildlife at Work℠ certification, reflecting the Center's alignment with OxyChem's broader sustainability goals. The Geismar Nature Center embodies the essence of volunteerism, showcasing how employee engagement can drive tangible environmental benefits while fostering a deeper connection with conservation efforts.

Hope Springs: Creating Sustainable Housing through Collaboration

In 2024, Oxy and Greeley-Weld Habitat for Humanity began to develop Hope Springs, the largest Habitat for Humanity project in Colorado. This initiative combines sustainability, technology and modern design, utilizing 3D-printed homes to provide affordable housing for families in Greeley. The community also includes essential amenities such as a childcare center, mini-pitch soccer fields and the Occidental Nature Discovery Park—a green recreational space made possible through Oxy's $250,000 2024 contribution, part of our $1 million commitment.

The Hope Springs project reflects Oxy's endeavors to foster inclusive and resilient communities. Since 2016, Oxy has supported Greeley-Weld Habitat for Humanity, with employees contributing over 2,000 volunteer hours to build affordable housing. This collaborative effort between businesses, non-profits and local organizations demonstrates the positive impact of sustainable partnerships in addressing housing needs and promoting social and environmental well-being.

Supply Chain Management

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

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

- A Corporate Security background check, which includes government lists or databases regarding corruption, sanctions and human rights
- Review of the supplier's or contractor's HSE&S certifications, programs and performance applicable to its scope of work, including its Contractor Safety Questionnaire and its HSE&S commitments
- Additional diligence for specific roles such as specialized HSE&S, construction and engineering services, security personnel and non-U.S. consultants under applicable policies.

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

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

Oxy maintains ongoing engagement with our suppliers and contractors, involving Oxy's Operations, Supply Chain and HSE&S teams. This includes collaborative efforts such as:

- Sharing updates of our OMS and applicable policies and procedures
- Soliciting input on HSE&S innovations, training and collateral materials, such as our Life-Saving Rules and Stop Work Authority practices to help reduce hazards and prevent incidents
- Holding periodic meetings with supplier and contractor management to discuss HSE&S topics and project performance
- Maintaining our SEMP scorecard with our on-site suppliers and contractors to share HSE&S performance data and lessons learned, identify opportunities for enhancement and elevate potential issues for resolution.

Oxy's supplier and contractor assessment and management efforts also include:

- Conducting Contractor Field Audits of HSE&S performance with tracking of action plans to address findings
- Pursuing contractual remedies, potentially including contract termination, for non-compliance by a supplier or contractor with laws, regulations, key policies or contractual requirements
- Conducting a periodic internal review among Operations, Supply Chain and HSE&S teams regarding our supplier and contractor management program to promote continued improvement.

OxyChem's Supplier Code of Conduct similarly conveys the expectations for contractors and suppliers doing business with OxyChem regarding HSE, sustainability, human rights and ethical business conduct and includes applicable internationally recognized standards and the ACC's Responsible Care® program.

Oxy Booth at Oman Petroleum and Energy Show

Diverse Business Inclusion Program

Oxy recognizes the benefit of considering an expansive pool of qualified suppliers and contractors who bid competitively on Oxy projects. Supplier selections are based on merit, aptitude, technical and HSE qualifications and economics. We believe that a diverse supply chain helps to promote competition, cost savings and resilience for the goods and services we purchase. Oxy's Supply Chain team works closely with technical experts and specialists to select the best, most qualified suppliers.

Local Supply Chain Management

Oxy's Supply Chain team strives to maximize our use of vendors based in the countries where we operate to help increase job creation and economic opportunities for local residents. For example, Oxy celebrated our 40th anniversary of operations in the Sultanate of Oman in 2024, where we have forged an enduring partnership with the Omani Government, as well as local communities and business partners. Our in-country value (ICV) strategies are dedicated to fostering the local production of Omani goods and services, boosting Omanization and championing local businesses. We collaborate closely with small and medium-sized enterprises (SMEs) to promote prosperity through strong relationships and workforce skills development.

As part of our ICV strategy, we provide substantial support for the development and qualification of local vendors and offer a number of major manufacturing opportunities. To further deliver ICV, we focus our spending in our capital projects and ongoing operation and maintenance in Oman on local goods, services and labor with our Omani contractors and suppliers. We also monitor our spending on Omani SMEs.

As of year-end 2024, our Oman ICV was over 40% of total supply chain expenditures, of which ~18% was spent on Omani SMEs. As a result of these efforts, Oxy's operations in Oman contribute to more than 20,300 jobs locally through contractors and suppliers, in addition to our more than 3,300 direct employees.

Industry Engagement and Leadership

Oxy's 100+ year legacy of asset acquisition, infrastructure development, leadership and large-scale project delivery, both in the U.S. and internationally, has enabled us to build professional relationships essential to strong and sustainable execution of our mission. We are an active participant in the following leading organizations:

American Chemistry Council's Responsible Care® Program

The ACC's Responsible Care® Program is the chemical industry's premier global initiative to promote safety and sustainability, driving continued improvement and supporting innovative progress in manufacturing operations and our supply chain, including measuring and transparently reporting HSE and sustainability data.

American Petroleum Institute (API)

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

Carbon Capture Coalition

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

CDP

CDP, formerly the Carbon Disclosure Project, is a non-profit organization that maintains a dataset on corporate and municipal action on climate change, water security and other environmental matters.

DOE Better Plants® Program

As part of the DOE's Better Plants® Program, OxyChem partnered with the Industrial Assessment Centers (IACs) to perform energy audits at its plants and help local schools lower their energy costs with efficiency enhancements funded by OxyChem.

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 governments. Their goal is to reduce shipping-related emissions by at least 50% by 2050.

Gulf of America Alliance

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

International Association of Oil & Gas Producers (IOGP)

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

Ipieca

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

Marine Preservation Association (MPA)

MPA is a 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 high standards for prevention of oil spills in the marine environment.

Methane Guiding Principles (MGP)

MGP is a partnership of over 45 international organizations that are committed to reducing methane emissions from the natural gas supply chain.

Oil and Gas Climate Initiative (OGCI)

OGCI is a CEO-led initiative composed of 12 of the world's leading energy companies, producing around a third of global oil and gas. OGCI focuses on leading the industry's response to climate change and accelerating action toward a net-zero future consistent with the climate goals of the Paris Agreement.

Oil and Gas Decarbonization Charter (OGDC)

OGDC is a global industry effort dedicated to speeding up climate action and achieving high-scale impact across the oil and gas sector. Oxy is a founding member and active participant in the Signatories Committee.

Oil and Gas Methane Partnership (OGMP) 2.0

Sponsored by the UN Environment Programme, OGMP 2.0 is a collaborative effort by leading oil and gas companies, governments and NGOs to develop a measurement-based reporting framework for the oil and gas industry that facilitates timely and efficient methane emissions reductions.

Permian Strategic Partnership (PSP)

PSP, which Oxy co-founded in 2018, works to enable the fulfillment of the Permian Basin's economic potential and improve the well-being of its residents. Oxy and PSP, along with the thousands of member company employees who live and work in the Permian Basin, are committed to safe and environmentally responsible operations and participate in projects that aim to improve the quality of life in the Permian. PSP has invested in educational capacity, workforce training, expanded healthcare access and improved transportation safety and infrastructure across the region.

Vinyl Sustainability Council (VSC)

OxyChem is a member of the Vinyl Institute and serves on its VSC, supporting strong policies focused on product innovation, stewardship and water infrastructure. The VSC serves as the subject matter leader on sustainability issues pertaining to the vinyl industry in North America. The VSC champions science-based enhancement practices to help 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 has received the Vinyl Sustainability Council Social Impact Award in 2021, 2023 and 2024.

World Bank's Global Flaring and Methane Reduction (GFMR) Partnership

The GFMR partnership is a multi-donor trust fund composed of governments, oil companies and multilateral organizations committed to ending routine gas flaring at oil production sites across the world and reducing methane emissions from the oil and gas sector to near zero by 2030.

ABOUT THIS REPORT

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

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

This report is intended to highlight some of Oxy's sustainability efforts during the year ended December 31, 2024. It is not a comprehensive description or representation of all of Oxy's sustainability activities during that time.

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Oxy Reporting Guidance

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

Relevance	The content represents stakeholder perspectives on the most relevant sustainability issues and the topics that Oxy considers most significant to our business operations and our stakeholders. We generally align reported indicators to the SASB Standards and with the Ipieca Sustainability Reporting Guidance, both of which were developed to establish consistent industry-specific disclosure and facilitate communication among companies, investors and other key stakeholders. Our reporting is also informed by the TCFD and TNFD recommendations to address governance, strategy, risk management and metrics and targets.
Scope	Our reporting provides information on our global operations across our oil and gas, chemical and midstream and marketing segments, as well as sustainability and community programs and their effects on our stakeholders, including shareholders, employees, contractors and suppliers, customers, joint venture partners, NGOs, governments and the communities where we operate.
Boundary	Oxy applies operational control as our primary organizational boundary for climate and sustainability reporting. Oxy's operated assets include those in the oil and gas, chemical and midstream and marketing segments, with Oxy Low Carbon Ventures (OLCV) included within the midstream and marketing segment, and other operated assets where applicable that are not part of the foregoing segments. Unless otherwise indicated, quantitative performance data are based on Oxy's operational control and do not include outside-operated joint ventures or facilities, customers or end users of Oxy's products.
Integration and Alignment	The Board is engaged to oversee the strategy established by executive leadership, including on sustainability, and associated external reporting on certain strategic matters. The Board's S&SE Committee is responsible for oversight of Oxy's external reporting on environmental, social and sustainability matters, including climate-related risks and opportunities. The Board's EH&S Committee oversees Oxy's Operating Management System (OMS), which sets consistent worldwide expectations for managers and employees throughout our operations to assess and manage performance and risks.
Credibility	The reported indicators are based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and definitions, assumptions, data sources and estimates or measurements that are subject to change, including through rulemaking and guidance. Our reporting on these indicators is based on data compiled by our business units and corporate functions, which typically include estimates. We internally review and evaluate the data and supporting information, including definitions, assumptions, data sources and the basis for estimates or measurements, and update those if we believe warranted. In addition, we have commissioned an independent, external limited assurance verification process for key GHG emissions estimates for several years. We strive to enhance our reporting processes based on reporting guidance and our dialogue with shareholders and other stakeholders.
Transparency	We aim to provide clear, understandable information to address topics about which our key stakeholders have expressed an interest and to continue improving our associated processes.
Timeliness	We report on annual performance indicators and data and our activities through year-end 2024, except where indicated.

Naranjillos Gas Plant, Bolivia

Sustainability Report Topic Prioritization

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

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

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

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

Multi-Step Assessment Process

Define Purpose and Scope

- Identify objectives and audience of the assessment

Establish Internal and External Context

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

Engage Stakeholders

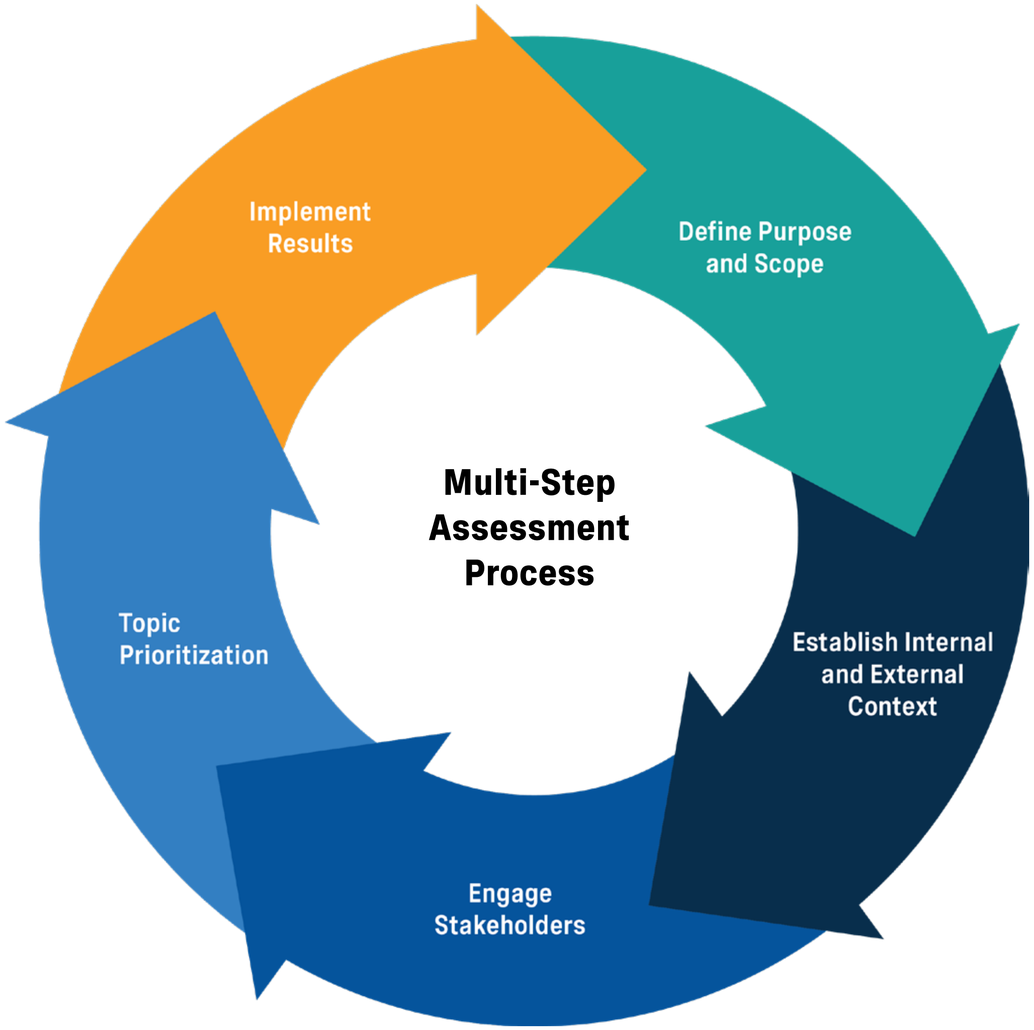
- Key internal and external stakeholder engagement through multiple platforms and feedback mechanisms
- Document significance and relevance of topics to our business and stakeholders

Topic Prioritization

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

Implement Results

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



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Oxy's Sustainability Data Summary

PLANET

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Corporate Greenhouse Gas (GHG) Inventory									
GHG Emissions — Direct (Scope 1) and Indirect Energy Use Emissions (Scope 2) (million metric tons CO_2e), Operated basis — Total Oxy (Oil & Gas, OxyChem and Other Operations) [1] [2] [3] [4]									
Direct GHG Emissions and Indirect Energy Use Emissions (million metric tons CO_2e), Operated basis — Total Oxy (Oil & Gas, OxyChem and Other Operations)									
Total direct GHG emissions and indirect energy use emissions, Operated basis - Total Oxy (Oil & Gas, OxyChem and Other Operations)	22.73 *	21.91 *	22.50*	27.53 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHG emissions, Operated basis - Total Oxy (Oil & Gas, OxyChem and Other Operations)	17.90 *	17.37 *	17.60 *	21.62		CCE-4: C1	EM-EP-110a.1 EM-MD-110a.1 RT-CH-110a.1	GRI 305-1	
Indirect energy use GHG emissions, Operated basis - Total Oxy (Oil & Gas, OxyChem and Other Operations) - Market-based	4.83 *					CCE-4: C2	Not Applicable	GRI 305-2	
Indirect energy use GHG emissions, Operated basis - Total Oxy (Oil & Gas, OxyChem and Other Operations) - Location-based		4.55 *	4.90 *	5.91		CCE-4: C2	Not Applicable	GRI 305-2	
Direct GHG Emissions and Indirect Energy Use Emissions (million metric tons CO_2e), Operated basis — Oil & Gas									
Total direct GHG emissions and indirect energy use emissions, Operated basis - Oil and Gas	14.94 *	14.08 *	14.55 *	19.42 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.1.5 11.1.6
Direct GHG emissions, Operated basis - Oil and Gas	11.89 *	11.15 *	11.35 *	15.41		CCE-4: C1	EM-EP-110a.1 EM-MD-110a.1 RT-CH-110a.1	GRI 305-1	Not Applicable
Indirect energy use GHG emissions, Operated basis - Oil and Gas [5] - Market-based	3.05 *					CCE-4: C3	Not Applicable	GRI 305-2	11.1.6
Indirect energy use GHG emissions, Operated basis - Oil and Gas [5] - Location-based	3.00 *	2.93 *	3.20 *	4.01		CCE-4: C3	Not Applicable	GRI 305-2	11.1.6

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Direct GHG Emissions and Indirect Energy Use Emissions (million metric tons CO_2e), Operated basis — OxyChem									
Total direct GHG emissions and indirect energy use emissions, Operated basis - OxyChem	7.78 *	7.82 *	7.95 *	8.10 *	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHG emissions, Operated basis - OxyChem	6.00 *	6.20 *	6.25 *	6.21		CCE-4: C2		GRI 305-2	
Indirect energy use GHG emissions, Operated basis - OxyChem [5] - Market-based	1.78*					CCE-4: C3		GRI 305-2	
Indirect energy use GHG emissions, Operated basis - OxyChem - Location-based	1.69 *	1.61 *	1.70 *	1.89		CCE-4: C3		GRI 305-2	
Direct GHG Emissions and Indirect Energy Use Emissions (million metric tons CO_2e), Operated basis — Other Operations [6]									
Total direct GHG emissions and indirect energy use emissions, Operated basis - Other Operations	0.011 *	0.011 *	0.003 *	0.013	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHG emissions, Operated basis - Other Operations	0.004	0.011	0.003	0.007		CCE-4: C1, C2		GRI 305-1 GRI 305-2	
Indirect energy use GHG emissions, Operated basis - Other Operations [5] - Market-based	0.007					CCE-4: C3		GRI 305-2	
Indirect energy use GHG emissions, Operated basis - Other Operations - Location-based	0.007	0	0	0.006		CCE-4: C3		GRI 305-2	
GHG Emissions Intensity — Direct (Scope 1) and Indirect Energy Use Emissions (Scope 2) (metric tons CO_2e/BOE), Operated basis — Total Oxy (Oil & Gas, OxyChem and Other Operations) [1] [2] [3] [4]									
Direct GHG Emissions and Indirect Energy Use Emissions Intensity (metric tons CO_2e/BOE), Operated basis — Oil and Gas									
Total direct GHG emissions and indirect energy use emissions intensity, Operated basis - Oil and Gas	0.0239	0.0269	0.0299	0.0335	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Direct GHG emissions intensity, Operated basis - Oil and Gas	0.0190	0.0213	0.0233	0.0266					
Indirect energy use GHG emissions intensity, Operated basis - Oil and Gas	0.0049	0.0056	0.0066	0.0069					

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Direct GHG Emissions and Indirect Energy Use Emissions Intensity (metric tons CO_2e/MT), Operated basis — OxyChem									
Total direct GHG emissions and indirect energy use emissions intensity, Operated basis - OxyChem	0.661	0.695	0.672	0.672	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	Not Applicable
Direct GHG emissions intensity, Operated basis - OxyChem	0.510	0.551	0.528	0.515					
Indirect energy use GHG emissions intensity, Operated basis - OxyChem	0.151	0.144	0.144	0.157					
Total direct GHG emissions and indirect energy use emissions intensity - OxyChem (excluding power sales to the grid)	0.515	0.513	0.506	0.508					
GHG Emissions — Direct (Scope 1) and Indirect Energy Use (Scope 2) (million metric tons CO_2e), Equity basis — Total Oxy (Oil & Gas, OxyChem and Other Operations) [1] [2] [3] [4]									
Total direct GHG emissions and indirect energy use emissions, Equity basis - Total Oxy (Oil & Gas, OxyChem and Other Operations)	19.25	18.71	18.93	20.70	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C1, C2	Not Applicable	GRI 305-1 GRI 305-2	Not Applicable
Direct GHG emissions, Equity basis - Total Oxy (Oil & Gas, OxyChem and Other Operations)	15.51	15.27	15.28	15.96		CCE-4: C1	EM-EP-110a.1 EM-MD-110a.1 RT-CH-110a.1	GRI 305-1	
Indirect energy use GHG emissions, Equity basis - Total Oxy (Oil & Gas, OxyChem and Other Operations)	3.74	3.44	3.65	4.74		CCE-4: C2	Not Applicable	GRI 305-2	
Direct GHG Emissions and Indirect Energy Use Emissions (million metric tons CO_2e), Equity basis — Oil & Gas [3]									
Total direct GHG emissions and indirect energy use emissions, Equity basis - Oil & Gas	11.61	10.89	10.97	12.60	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: C3	Not Applicable	GRI 305-1 GRI 305-2	11.1.5 11.1.6
Direct GHG emissions, Equity basis - Oil & Gas	9.66	9.07	9.03	9.75			EM-EP-110a.1 EM-MD-110a.1	GRI 305-1	11.1.5
Indirect energy use GHG emissions, Equity basis - Oil & Gas	1.95	1.82	1.94	2.85			Not Applicable	GRI 305-2	11.1.6

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Direct GHG Emissions and Indirect Energy Use Emissions Intensity (metric tons CO_2e/BOE), Equity basis — Oil & Gas [3]									
Total direct GHG emissions and indirect energy use emissions intensity, Equity basis - Oil & Gas	0.0239	0.0244	0.0259	0.0350	Not Applicable	CCE-4: C4	Not Applicable	GRI 305-4	11.1.8
Direct GHG emissions intensity, Equity basis - Oil & Gas	0.0199	0.0203	0.0213	0.0271					
Indirect energy use GHG emissions intensity, Equity basis - Oil & Gas	0.0040	0.0041	0.0046	0.0079					
Methane Emissions (CH_4) - Direct (Scope 1) and Indirect Energy Use (Scope 2), Operated basis									
Methane Emissions (CH_4) (thousand metric tons), Operated basis									
Total direct and indirect energy use methane emissions, Operated basis – Total Oxy [3]	29.53 *	38.21 *	45.44 *	109.48	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-5: C1	EM-EP-110a.1 EM-MD-110a.1	Not Applicable	Not Applicable
Direct and indirect energy use methane emissions, Operated basis – Oil & Gas [3]	29.32 *	38.01 *	45.22 *	109.25			EM-EP-110a.1 EM-MD-110a.1		11.1.5
Direct and indirect energy use methane emissions, Operated basis – OxyChem	0.21 *	0.20 *	0.22 *	0.23			Not Applicable		Not Applicable
Methane Emissions (CH_4) Intensity, Operated basis									
Methane emissions intensity from operated oil and gas production (% of operated wet gas production for market) [3] [7]	0.12	0.20	0.26	0.56	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Methane emissions intensity from operated gas production (% of operated wet gas production for market) [3] [7]	0.06	0.10	0.13	0.23					
Methane emissions intensity from operated oil and gas production (metric tons CH_4/BOE) [3]	0.00005	0.00007	0.00009	0.00019					
Methane emissions intensity – OxyChem (metric tons CH_4/Thousand metric tons of production)	0.0095	0.0179	0.0182	0.0195					

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Gas Flaring — Oil & Gas [3] [8]									
Flaring emissions (million metric tons CO_2e)	1.05	0.87	1.08	2.32	Not Applicable	CCE-7: C4	EM-EP-110a.2	Not Applicable	11.1.5
Flaring emissions intensity (metric tons CO_2e/BOE)	0.00168	0.00166	0.00222	0.00401		Not Applicable	Not Applicable		Not Applicable
Volume of total gas flared (MMscf)	17,689	*15,426*	18,412	33,649		CCE-7: C1	Not Applicable		Not Applicable
Volume of routine gas flared (MMscf)	2,104	3,736	6,527	11,586		CCE-7: A2	Not Applicable		Not Applicable
Volume of non-routine gas flared (MMscf)	8,995	7,171	7,897	22,064 [9]		CCE-7: A2	Not Applicable		Not Applicable
Volume of safety gas flared (MMscf)	6,590	4,519	3,988			CCE-7: A2	Not Applicable		Not Applicable
Direct GHG Removals (million metric tons CO_2e) [5]									
Total direct GHG removals, Operated basis - Total Oxy					Not Applicable	CCE-4: C1, C2	Not Applicable	GRI 305-1	Not Applicable
Total direct carbon offsets retired by the company - Total Oxy [10]									
Indirect Value Chain (Scope 3) GHG Inventory (million metric tons CO_2e)									
Indirect Value Chain GHG Emissions (million metric tons CO_2e) [1] [2] [3] [11]									
Indirect value chain GHG emissions, Operated basis - Oil and Gas Transportation, Refining, and Use of Sold Products	277 *	234 *	217 *	259	Planet, Core: Climate Change Greenhouse Gas Emissions	CCE-4: A2, A7	Not Applicable	GRI 305-3	11.1.7
Indirect value chain GHG emissions, Equity basis - Oil and Gas Transportation, Refining, and Use of Sold Products	199 *	184 *	175 *	151					

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Carbon Dioxide Removals, Use, Sequestration and Credits (million metric tons CO_2) [5]									
Carbon Dioxide Removals, Use, Sequestration and Credits (million metric tons CO_2)									
Carbon dioxide removals through Direct Air Capture (DAC) - Oxy operated					Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Carbon dioxide removals from DAC and sold as Carbon Dioxide Removal (CDR) credits [12]						CCE-3: A6			
Carbon dioxide removals from DAC for use and sequestration [13]						CCE-3: A6			
Carbon dioxide removals from DAC for geologic sequestration not associated with oil and gas production - Oxy operated [13]						Not Applicable			
Carbon dioxide removals from DAC for use and sequestration associated with oil and gas production (e.g., Enhanced Oil Recovery (EOR)) - Oxy operated						CCE-3: A6			
Other Air Emissions [3] [14]									
Other Air Emissions — Oil & Gas									
Nitrogen Oxides (NOx) (thousand metric tons)	32.55	31.24	30.38	47.25	Planet, Expanded: Air Pollution	ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1	GRI 305-7	11.3.2
Sulfur Oxides (SOx) (thousand metric tons)	2.72	1.50	1.89	3.78		ENV-5: C1	EM-EP-120.a1 EM-MD-120a.1		
Carbon Monoxide (CO) (thousand metric tons)	36.25	35.35	35.92	40.42		ENV-5: A1	Not Applicable		
Volatile Organic Compounds (VOCs) (thousand metric tons)	74.89	66.96	67.11	150.15		ENV-5: C1	EM-EP-120a.1 EM-MD-120a.1		
Particulate Matter (PM) (thousand metric tons)	2.54	2.50	2.93	1.97		ENV-5: A1	EM-EP-120a.1 EM-MD-120a.1		
Hazardous Air Pollutants (HAPs) (thousand metric tons)	2.15	1.72	1.47	NA		ENV-5: A1	Not Applicable		

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Other Air Emissions — OxyChem									
Nitrogen Oxides (NOx) (thousand metric tons)	2.49	2.62	2.75	2.28	Planet, Expanded: Air Pollution	ENV-5: C1	RT-CH-120a.1	GRI 305-7	Not Applicable
Sulfur Oxides (SOx) (thousand metric tons)	0.03	0.03	0.03	0.02		ENV-5: C1	RT-CH-120a.1	GRI 305-7	
Carbon Monoxide (CO) (thousand metric tons)	0.73	0.76	0.85	0.68		ENV-5: A1	Not Applicable	GRI 305-7	
Volatile Organic Compounds (VOCs) (thousand metric tons)	0.38	0.39	0.38	0.36		ENV-5: C1	RT-CH-120a.1	GRI 305-7	
Particulate Matter (PM) (thousand metric tons)	1.14	0.74	0.88	0.76		ENV-5: A1	Not Applicable	GRI 305-7	
Hazardous Air Pollutants (HAPs) (thousand metric tons)	0.18	0.16	0.24	0.19		ENV-5: A1	RT-CH-120a.1	GRI 305-7	
Ozone Depleting Substances (ODS) (thousand pounds)	23.24	12.61	16.79	11.31		ENV-5: A1	Not Applicable	GRI 305-6	
Energy, Electricity and Hydrogen Utilization									
Total energy consumption (GJ) - Total Oxy [3] [15]	327,314,063	*324,695,632*	255,214,750	274,902,302	Not Applicable	CCE-6: C1	RT-CH-130a.1	GRI 302-1	Not Applicable
Total energy intensity (MMBtu/metric ton) - OxyChem	9.68	10.14	9.73	9.85		CCE-6: A2	Not Applicable	GRI 302-3	
Total purchased electricity consumption (MWh) - Total Oxy [3]	12,036,810	10,972,332	11,323,187	14,333,909		Not Applicable	RT-CH-130a.1	GRI 302-1	
Total renewable electricity on-site generation (MWh) - Total Oxy [3] [16]	41,158	43,273	43,324	14,730		CCE-3: A4	RT-CH-130a.1	GRI 302-1	
Total renewable electricity on-site consumption (MWh) - Total Oxy [3] [17]	32,643	31,678	33,855	14,730		CCE-6: C1	RT-CH-130a.1	GRI 302-1	
Total hydrogen combusted as non-carbon fuel (MMBtu) - OxyChem	10,241,728	9,787,195	10,740,919	9,308,493		CCE-3: A4	Not Applicable	Not Applicable	
Alternate Energy Credits (AECs), Renewable Energy Credits (RECs) and Renewable Power Purchase Agreements (PPAs) (MWh) - Oil and Gas [5] [18]	665,589					CCE-3: A7	Not Applicable	GRI 302-1	
Alternate Energy Credits (AECs), Renewable Energy Credits (RECs) and Renewable Power Purchase Agreements (PPAs) (MWh) - OxyChem [5] [18]	150,000					CCE-3: A7	Not Applicable	GRI 302-1	
Alternate Energy Credits (AECs), Renewable Energy Credits (RECs) and Renewable Power Purchase Agreements (PPAs) (MWh) - Other Operations [5] [6] [18]						CCE-3: A7	Not Applicable	GRI 302-1	

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Spills to Land or Surface Water [3] [19]									
Reportable spills, crude - volume (bbl)	12,412	6,997	13,890	1,901	Not Applicable	ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Reportable spills, crude - normalized volume (bbl/MMBOE)	21.1	13.4	28.6	3.3		ENV-6: C2	Not Applicable	GRI 306-3	11.8.2
Reportable spills, crude - count	154	105	126	73		ENV-6: C2	EM-EP-160a.2 EM-MD-160a.4	GRI 306-3	11.8.2
Spilled crude, recovered - volume (bbl)	9,731	5,544	12,627	1,291		ENV-6: A1	EM-EP-160a.2 EM-MD-160a.4	Not Applicable	11.8.2
Reportable spills, produced water - volume (bbl)	134,262	49,426	55,981	18,677		ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, produced water - count	215	83	96	67		ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - mass (lbs) - OxyChem [20]	3	24,452	30,450	53,234		ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Reportable spills, chemicals - count - OxyChem	1	5	10	5		ENV-6: A5	Not Applicable	GRI 306-3	GRI 306-3
Spills, vinyl resin - mass (lbs) [21]	0	0	0	0		ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
Spills, vinyl resin - count [21]	0	0	0	0		ENV-6: A5	Not Applicable	GRI 306-3	Not Applicable
HSE fines (US$)									
HSE fines	1,826,042 [22]	275,834	679,234	186,446	Not Applicable	Not Applicable	Not Applicable	GRI 2-27	Not Applicable
Hydraulic Fracturing (%)									
Hydraulically fractured wells for which there is public disclosure of frac-fluid chemicals used	100	100	100	100	Not Applicable	Not Applicable	EM-EP-140a.3	Not Applicable	Not Applicable
Hydraulically fractured sites where ground or surface water quality deteriorated compared to baseline	0	0	0	0					

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Water [3]									
Total water withdrawn (megaliters) [23]	494,174	471,837	470,121	610,579	Not Applicable	ENV-1: C1 ENV-1: A4	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4
Total freshwater withdrawn (megaliters)	111,447	108,698	118,648	257,770	Planet, Core: Freshwater availability Water consumption and withdrawal	ENV-1: C1	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4
Total non-freshwater withdrawn (megaliters)	382,727	363,139	351,473	352,809	Not Applicable	ENV-1: A4	EM-EP-140a.1 RT-CH-140a.1	GRI 303-3	11.6.4
Total freshwater consumption (megaliters)	30,173	31,936	37,216	47,448	Planet, Core: Freshwater availability Water consumption and withdrawal	ENV-1: C2	RT-CH-140a.1	GRI 303-5	11.6.6
Total wastewater discharged (megaliters)	210,413	183,728	179,306	295,536	Not Applicable	ENV-2: A5	EM-EP-140a.2.	GRI 303-4	11.6.5
Total produced/flowback water recycled/reused (megaliters) [24]	223,618	226,716	223,851	247,837	Not Applicable	ENV-2: A5	EM-EP-140a.2	Not Applicable	Not Applicable
Produced/flowback water recycled/reused (%) [24]	45	48	48	41	Not Applicable	ENV-2: A5	EM-EP-140a.2	Not Applicable	Not Applicable
Waste (Thousand tons) [25]									
Hazardous waste generated - Oil & Gas	167	114	200	NA	Not Applicable	ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Hazardous waste generated - OxyChem	44	51	58	50		Not Applicable	RT-CH-150a.1	GRI 306-3	Not Applicable
Non-hazardous waste generated	189	204	190	58		ENV-7: C3	Not Applicable	GRI 306-3	11.5.4
Total material recycled	865 [26]	225	249	120		ENV-7: C3	RT-CH-150a.1	GRI 306-4	11.5.5
Total waste to landfill	118	125	76	46		ENV-7: C3	Not Applicable	GRI 306-4 GRI 306-5	11.5.6
Hazardous waste to landfill	44	50	NA	NA		ENV-7: C3	Not Applicable	GRI 306-3 GRI 306-5	11.5.6
Non-hazardous waste to landfill	74	75	NA	NA		ENV-7: C3	Not Applicable	GRI 306-4 GRI 306-5	11.5.6

Data as of 06/26/2025

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Biodiversity and Habitat Conservation									
Land under formal conservation management agreements (acres) [27]	2,085,706	1,601,684	861,913	812,187	Not Applicable	Not Applicable	Not Applicable	GRI 304-3	11.4.4
Designated habitats protected - count [28]	14	14	13	12	Not Applicable	Not Applicable	Not Applicable	GRI 304-3	11.4.4
Wildlife Habitat Council Certified sites - count [29]	6	6	5	5	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

PEOPLE

Fatalities - Count [30]									
Employees	0	0	0	0	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9	11.9.10
Contractors	0	1	5	0					
Total Fatalities	0	1	5	0					
Injuries and Safety Incidents [30]									
Total Recordable Injury Rate (TRIR), employees only [31] (injuries per 200,000 work-hours)	0.16	0.21	0.26	0.36	People, Core: Health and well-being Health and safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1	GRI 403-9 GRI 403-10	11.9.10 11.9.11
Total Recordable Injury Rate (TRIR), employees and contractors (injuries per 200,000 work-hours)	0.29	0.34	0.33	0.29		SHS-3: C1	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 (incidents per 200,000 work-hours)	0.13	0.14	0.16	0.17		SHS-3: C1, A1	Not Applicable	Not Applicable	Not Applicable
Process Safety Incidents [30]									
Tier 1 process safety events - count [32]	135	149	137	182	Not Applicable	SHS-6: C1	EM-EP-540a.1 RT-CH-540a.1	Not Applicable	11.8.3
Tier 1 process safety event rate	0.28	0.32	0.33	0.33	Not Applicable	Not Applicable	EM-EP-540a.1 RT-CH-540a.1		Not Applicable
Reportable incidents on operated DOT-regulated pipelines - count [33]	0	0	0	0	Not Applicable	Not Applicable	EM-MD-540a.1		Not Applicable

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Employee Diversity [30]									
Total employees - count [34]	13,323	12,570	11,973	14,350	Not Applicable	Not Applicable	Not Applicable	GRI 2-7	Not Applicable
U.S. employees - count	9,322	8,854	8,167	10,290	Not Applicable	Not Applicable		GRI 2-7	Not Applicable
Female employees, U.S. Total (%)	22	23	22	22	People, Core: Dignity and Equality Diversity and Inclusion	SOC-5: C2		GRI 2-7 GRI 405-1	11.11.5
Minority employees, U.S. Total (%)	36	35	34	30		SOC-5: C2		GRI 405-1	11.11.5
Contractors - count	27,515	26,620	24,942	40,158		Not Applicable		GRI 2-8	Not Applicable
Women in Professional Positions, U.S. Total (%)	29	30	30	31		SOC-5: C2		GRI 405-1	11.11.5
Women in Management Positions, U.S. Total (%)	22	22	22	21		SOC-5: C3		GRI 405-1	11.11.5
Minorities in Professional Positions, U.S. Total (%)	38	38	36	29		SOC-5: C2		GRI 405-1	11.11.5
Minorities in Management Positions, U.S. Total (%)	25	26	25	24		SOC-5: C3		GRI 405-1	11.11.5
Local/National employees compared to expatriate employees in management positions (%)	97	95	95	99		SOC-5: C3 SOC-15: C1		GRI 202-2	11.11.2
Board Director Diversity (%) [35]									
Independent Directors	90	90	90	89	Governance, Core: Quality of Governing Body Governance Body Composition	Not Applicable	Not Applicable	GRI 2-9	Not Applicable
Women on Board	30	30	30	33		GOV-1: A1		GRI 2-9 GRI 405-1	11.11.5
Minorities on Board	30	30	30	11		GOV-1: A1		GRI 2-9 GRI 405-1	11.11.5

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Employee Turnover (%)									
Voluntary employee turnover	2.9	3.4	5.1	15.8	Prosperity, Core: Employment and wealth generation Absolute number and rate of employment	SOC-6: A1	Not Applicable	GRI 401-1	11.10.2
Non-voluntary employee turnover	1.0	0.9	2.1	5.6					
Workforce Training beyond HSE									
Workforce Training, total avg hrs./year, per U.S. total employees [36]	11.20	12.8	21.9	30.3	People, Core: Skills for the future Training provided	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 [37]	38.14	26.9	36.3	NA	People, Core: Skills for the future Training provided	SOC-7: C2	EM-EP-320a.1	GRI 404-1	11.10.6
Percent of Employees Unionized (%)									
Employees unionized, U.S. total	4.6	4.7	5.1	5.3	People, Expanded: Dignity and Equality Freedom of association and collective bargaining	Not Applicable	Not Applicable	GRI 2-30	Not Applicable

PROSPERITY

METRIC	2024	2023	2022	2019	WEF-IBC	IPIECA-API-IOGP	SASB	GRI Universal Standard 2021/GRI Topic Standard	GRI Oil & Gas Sector Standard
Taxes Paid (US$, millions)									
Taxes paid, US [3]	3,369	3,172	3,255	2,169	Prosperity, Expanded: Community and social vitality Total tax paid for significant locations	GOV-4: C4	Not Applicable	Not Applicable	Not Applicable
Taxes paid, Non-US	627	714	1,074	1,678					
Total taxes paid [3] [38]	3,996	3,886	4,330	3,847					
Total Social Investments (US$, millions)									
Total social investments, global [39]	27.0	25.3	24.2	38.8	Prosperity, Expanded: Community and social vitality Total social investment	SOC-13: C2	Not Applicable	GRI 201-1	11.21.2
Total Annual Capital Expenditures (US$, millions)									
Total annual capital expenditures	7,018	6,170	4,497	6,367	Prosperity, Core: Employment and wealth generation Financial investment contribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total Production									
Production of crude (Mbbl) operated - Gross [3]	394,610	363,491	338,238	410,057	Not Applicable	Not Applicable	EM-EP-000.A	Not Applicable	Not Applicable
Production of natural gas (MMcf) operated - Gross [3]	1,169,043	963,669	889,453	1,014,439			EM-EP-000.A		
Total production of oil & natural gas (MBOE) operated - Gross [3]	589,450	524,103	486,480	579,130			EM-EP-000.A		
Production of chemicals (metric tons)	11,827,199	11,286,878	11,825,554	12,062,219			RT-CH-000.A		
Total Production Sites - Count									
U.S. Onshore operated oil and gas basins or regions	5	5	5	7	Not Applicable	Not Applicable	EM-EP-000.C	Not Applicable	Not Applicable
Offshore operated oil and gas platforms	8	9	10	10			EM-EP-000.B		
OxyChem manufacturing plants [40]	23	23	23	24			Not Applicable		

Footnotes and Explanations to Oxy's Sustainability Data Summary Table

NA=Not Available

* These estimates have been independently verified by ERM Certification and Verification Services, Inc. (ERM CVS). See the Independent Assurance Statements available on our website.

Italicized data reflect an updated estimate for a prior reporting period based on our review of data sources and methodologies.

For acquisitions, data will be included only from the date of closing onward, unless specified otherwise.

Grey-shaded cells indicate new metrics or methodologies for ventures and projects introduced in 2024 for which relevant data will be reported annually beginning with 2024 or 2025, as applicable.

[1] Oxy applies operational control as our organizational boundary and primary approach to reporting. We include within this boundary the operated oil and gas assets of Oxy, the assets operated by Occidental Chemical Corporation (OxyChem) or its affiliates in the chemical segment, and certain assets not part of oil and gas or chemical operations such as company-operated aviation and low-carbon ventures or projects including Carbon Engineering ULC, STRATOS and TerraLithium. We exclude operated assets that are sold during the reporting year. Oxy continues to enhance our processes and systems, including those with respect to equipment inventories and estimation or measurement of greenhouse gas (GHG) emissions. Totals may not equal the sum of components due to independent rounding. We also provide estimates of certain production and emissions data on an equity basis, where data are available, excluding assets that are sold in a given year. Our equity emissions estimates currently reflect our proportionate equity interest in our operated oil and gas and chemical assets, and our third-party operated international joint ventures. They do not reflect our equity interests in third-party operations in the U.S., either onshore or offshore Gulf of America, 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 Report on Form 10-K.

[2] Oxy has commissioned limited assurance verification by ERM CVS annually since 2021, covering emissions from 2019 through 2024. For 2019 - 2020, these included Total Direct GHG emissions and Indirect Energy Use GHG emissions (Scope 1 and 2) from operated assets company-wide and by business segment. For 2021 onwards, these included company-wide and business segment Direct GHG Emissions (Scope 1), Indirect Energy Use GHG Emissions (Scope 2), Total Direct GHG Emissions and Indirect Energy Use GHG Emissions (Scope 1 and 2), and methane emissions from operated assets, and Indirect Value Chain GHG emissions (Scope 3) for transportation, refining and use of oil and gas products (Scope 3: Category 9, 10 and 11, respectively), our most relevant categories, on an operated basis and equity basis. See Independent Assurance Statements at oxy.com/sustainability.

[3] The acquisition of CrownRock expanded Oxy's operations and some associated metrics. Data from CrownRock is included from August through December 2024, reflecting the period following the acquisition — except in our corporate GHG inventory, which includes CrownRock emissions for the full 2024 calendar year.

[4] Oxy began applying market-based emission factors for indirect energy use GHG emissions, where available, in 2024 estimates of emissions and resulting intensities, instead of location-based factors which were used in prior years.

[5] New metrics introduced in 2024 that are relevant to Oxy's low-carbon ventures and projects and will be reported annually beginning with 2024 or 2025 data, as applicable.

[6] "Other Operations" primarily include company-operated aviation and low-carbon ventures such as Carbon Engineering, STRATOS and TerraLithium.

[7] 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 track progress toward our methane intensity targets, compares the total estimated volume of 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 divides estimated methane emissions attributed solely to gas production by our operated wet gas production. Since our primary method reflects methane emissions from both oil and gas production, it yields higher intensities than the NGSI method.

[8] Since 2020, Oxy has endorsed the World Bank's Zero Routine Flaring by 2030 Initiative and applied the World Bank's classification of routine flaring to company-specific data from our oil and gas operations and estimated routine, non-routine and safety flaring volumes separately.

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

[10] Carbon offsets refer to tradable certificates or credits reflecting the avoidance, reduction or removal of CO_2 emissions.

[11] Oxy's Indirect Value Chain GHG Emissions (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, U.S.-based emission factors and the EPA/IPCC AR5 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) which 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 Value Chain emissions estimates reflect oil and gas production presented in our Annual Report on Form 10-K.

[12] Carbon dioxide removal (CDR) credits sold to customers for removals performed in the year reported. Note that verification and transfer of credits may not occur in the same year as reported.

[13] CO_2 sequestered in Oxy-operated assets that was captured from the atmosphere.

[14] Since 2021, NOx, SOx, CO, VOC and PM estimates have been based on standard emission factors and equipment inventories for Oil and Gas and OxyChem. For 2019 - 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.

[15] In 2023, Oxy's estimation methodology for energy consumption was modified to be based on GRI 302-1 (2016). Fuel consumption was converted to gigajoules (GJ) using standard conversion factors.

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

[17] The Goldsmith solar plant generates electricity for the needs of Oxy's nearby Goldsmith EOR field, and the surplus power is supplied to the Texas grid. Renewable electricity generated in our international operations is consumed on site.

[18] Alternative Energy Credits (AECs) and Renewable Energy Credits (RECs) refer to tradable credits that enable the allocation of electricity generated from alternative or renewable energy sources to particular uses. Lower-carbon Power Purchase Agreements (PPAs) refer to contractual agreements between entities to purchase electricity from renewable energy projects.

[19] Reportable spills are those deemed reportable under the regulations of the relevant jurisdiction in which a given Oxy-operated asset is located. The 2024 reportable spill counts and volumes reflect ongoing enhancements of timely detection, reporting, estimation and resolution of spills of oil and produced water from our operated assets, and implementation of mitigation measures in our facility designs and asset integrity and maintenance programs.

[20] Includes spills from OxyChem operated plants 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.

[21] 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.

[22] Approximately two-thirds of the HSE regulatory fines paid in 2024 related to a settlement with the State of New Mexico about air emissions at a facility that an Oxy subsidiary voluntarily disclosed in 2019.

[23] Total water withdrawn is defined as total water from fresh and non-fresh water sources (surface, municipal, groundwater, treated produced water and third-party water sources). Fresh water defined as Total Dissolved Solids (TDS) <1,000 ppm. Water data are presented for operated assets only and exclude discontinued operations, exploration, offices and worker housing.

[24] 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 another beneficial reuse.

[25] Since 2021, waste data (excluding wastewater) are from OxyChem and international oil and gas operations only. 2019 - 2020 estimates for waste are from OxyChem operations only.

[26] This metric includes materials that are not disposed of, but instead reused, recovered or repurposed for beneficial use, such as being used as raw material for another process. Over 72% of the recycled material in 2024 was soil excavated during construction activities at OxyChem's Battleground, TX plant.

[27] Candidate Conservation Agreements (CCA), Candidate Conservation Agreements with Assurances (CCAA) and Conservation Easements for U.S. operations refer to voluntary agreements that limit uses of the land in order to protect its conservation value. A CCA is a voluntary agreement on federal lands, while a CCAA and a Conservation Easement are voluntary agreements on non-federal lands. These agreements promote collaborative on-the-ground conservation for species and their habitats. In addition, Oxy participates in conservation initiatives with the National Fish and Wildlife Foundation (NFWF) and other organizations on other public and private lands. However, this metric excludes the associated acreage from these initiatives.

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

[29] Oxy manages voluntary Wildlife Habitat Council (WHC) Conservation Certified sites for biodiversity enhancement and conservation education activities.

[30] The acquisition of CrownRock is included in the 2024 data for these metrics. Although CrownRock was acquired in August 2024, these workforce related metrics include a full year of Oxy data plus a full year of CrownRock data for 2024.

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

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

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

[34] 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 of each year presented.

[35] The Board's composition reflects Board members active as of December 31 of each year presented.

[36] Since 2023, the U.S. workforce training metric reflects mandatory online or in-person training recorded in Oxy's Learning Management System only and does not include on-the-job training, intern and new hire orientation or rotation programs, participation in external seminars or professional societies or continuing education programs. This metric also excludes HSE training, which is addressed in the next entry.

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

[38] This metric includes U.S. federal, state and local income, property, sales, payroll and severance taxes and similar taxes paid to other national, regional and local governments, and excludes royalty payments to government entities.

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

[40] OxyChem owns 23 manufacturing plants, of which 21 are under its operational control. Environmental and employment data in this summary generally exclude the two plants operated by other entities.

Cautionary Statement Regarding Forward-Looking Statements and Data

This report contains forward-looking statements based on management's current expectations relating to Oxy's operations, strategies, outlook and business prospects. Words, and variations of words, such as "estimate," "project," "predict," "will," "would," "should," "could," "may," "might," "likely," "anticipate," "advance," "progress," "commit," "strategy," "initiative," "plan," "seek," "strive," "intend," "believe," "expect," "aim," "ambition," "goal," "target," "objective," "work," and similar expressions that convey the prospective nature of events or outcomes generally indicate forward-looking statements. You should not place undue reliance on these forward-looking statements, which speak only as of the date of this report. Actual outcomes or results may differ from anticipated results, sometimes materially, and reported results should not be considered an indication of future performance. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and definitions, assumptions, data sources and estimates or measurements that are subject to change in the future, including through rulemaking or guidance. Factors that could cause results to differ from those projected or assumed in any forward-looking statement include, but are not limited to: general economic conditions, including slowdowns and recessions, domestically or internationally; our indebtedness and other payment obligations, including the need to generate sufficient cash flows to fund operations and development initiatives; our ability to successfully monetize select assets and repay or refinance debt and the impact of changes in our credit ratings or future increases in interest rates; assumptions about energy markets; global and local commodity and commodity-futures pricing fluctuations and volatility; supply and demand considerations for, and the prices of, our products and services; development, financing and deployment of technology necessary to execute our strategy; having sufficient land and appropriate joint venture partners to execute on our strategies; actions by the Organization of the Petroleum Exporting Countries (OPEC) and non-OPEC oil producing countries; results from operations and competitive conditions; future impairments of our proved and unproved oil and gas properties or equity investments, or write-downs of productive assets, causing charges to earnings; unexpected changes in costs; inflation, its impact on markets and economic activity and related monetary policy actions by governments in response to inflation; availability of capital resources, levels of capital expenditures and contractual obligations; the regulatory approval environment, including our ability to timely obtain or maintain permits or other government approvals, including those necessary for drilling and/or development projects; our ability to successfully complete, or any material delay of, field developments, expansion projects, capital expenditures, efficiency projects, acquisitions or divestitures; risks associated with acquisitions, mergers and joint ventures, such as difficulties integrating businesses, uncertainty associated with financial projections or projected synergies, restructuring, increased costs and adverse tax consequences; uncertainties and liabilities associated with acquired and divested properties and businesses; uncertainties about the estimated quantities of oil, natural gas and NGL reserves; lower-than-expected production from development projects or acquisitions; Oxy's ability to realize the anticipated benefits from prior or future streamlining actions to reduce fixed costs, simplify or improve processes and improve Oxy's competitiveness; exploration, drilling and other operational risks; disruptions to, capacity constraints in, or other limitations on the pipeline systems that deliver our oil and natural gas and other processing and transportation considerations; volatility in the securities, capital or credit markets, including capital market disruptions and instability of financial institutions; government actions (including geopolitical, trade, tariff and regulatory uncertainties), war (including the Russia-Ukraine war and conflicts in the Middle East) and political conditions and events; health, safety and environmental (HSE) risks, costs and liability under existing or future federal, regional, state, provincial, tribal, local and international HSE laws, regulations and litigation (including related to climate change or remedial actions or assessments); legislative or regulatory changes, including changes relating to hydraulic fracturing or other oil and natural gas operations, retroactive royalty or production tax regimes, and deep-water and onshore drilling and permitting regulations; our ability to recognize intended benefits from our business strategies and initiatives, such as our low-carbon ventures businesses or announced greenhouse gas (GHG) emissions reduction targets or net-zero goals; climate change and other macro events that cannot be predicted over the next 30 years; potential liability resulting from pending or future litigation, government investigations and other proceedings; disruption or interruption of production or manufacturing or facility damage due to accidents, chemical releases, labor unrest, weather, power outages, natural disasters, cyber-attacks, terrorist acts or insurgent activity; the scope and duration of global or regional health pandemics or epidemics, and actions taken by government authorities and other third parties in connection therewith; the creditworthiness and performance of Oxy's counterparties, including financial institutions, operating partners and other parties; failure of risk management; our ability to retain and hire key personnel; supply, transportation and labor constraints; reorganization or restructuring of our operations; changes in state, federal or international tax rates; actions by third parties that are beyond our control; and the factors set forth in Part I, Item 1A "Risk Factors" of Oxy's Annual Report on Form 10-K for the fiscal year ended December 31, 2024 and in Oxy's other filings with the U.S. Securities and Exchange Commission (SEC). Unless legally required, Oxy does not undertake any obligation to update, modify or withdraw any forward-looking statements as a result of new information, future events or otherwise. Targets and expected timing to achieve targets and strategies are subject to change without notice due to a number of factors. Inclusion of information in this report does not necessarily indicate such information is material to an investor in our securities. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. Oxy assumes no liability for the content contained on the referenced third-party websites.

About Our GHG Emissions Estimates

The GHG emissions estimates described in this report are derived from a combination of direct measurement and calculated values using activity-based parameters and established emission factors as of December 31, 2024. Oxy applies operational control as our organizational boundary and primary approach to reporting. We include within this boundary the operated oil and gas assets of Oxy, the assets operated by Occidental Chemical Corporation (OxyChem) or its affiliates in the chemical segment, and certain assets not part of oil and gas or chemical operations such as company-operated aviation and low-carbon ventures or projects including Carbon Engineering ULC, STRATOS and TerraLithium; we exclude operated assets that are sold in a given year. With assets acquired during the calendar year, we report the full year's emissions instead of the prorated portion. We use industry standards and practices for estimating GHG emissions, including guidance from the GHG Protocol, IPCC, Sustainability Accounting Standards Board (SASB), U.S. Environmental Protection Agency (EPA), American Petroleum Institute (API) and Ipieca and their specified calculations and source categories. Oxy has endeavored to estimate direct GHG emissions from our operations (Scope 1), including carbon dioxide (CO_2), methane, nitrous oxide and refrigerants which we consider the GHGs relevant to our businesses, and applying the EPA/IPCC AR5 Global Warming Potentials (GWP) starting with 2024 emissions per EPA regulations; indirect CO_2 emissions associated with the generation by others of electricity, steam or heat that we purchase for use in our operations (Scope 2); and the CO_2 emissions generated by others in our downstream oil and gas value chain (Scope 3) that we believe are most relevant—downstream transportation and distribution of our oil and gas products (Category 9), processing and refining of our oil and gas products (Category 10), and use of our sold oil and gas products by Oxy's customers and the ultimate consumers (Category 11). Oxy currently reports indirect emissions from energy use under both the location-based and market-based approaches, consistent with GHG Protocol guidance. Our location-based approach uses the average carbon intensity of the grid based on Oxy's geographic locations, which include regional, subnational or national boundaries (i.e., grid factors). The market-based approach is based on Oxy's purchase of contractual instruments for electricity, with a residual factor for other purchased electricity. 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 typically 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 total company CO_2e emissions to differ from the prior estimate by more than 5% of our company-wide operational and energy use (Scope 1 and 2) GHG emissions estimate in the relevant year. The Sustainability Data Summary in Appendix I of this report incorporates the reported GHG emissions estimates for 2019, 2022 and 2023 that were presented in our 2024 Climate Report. Even as techniques for emissions estimation and measurement are refined, our operational and energy use net-zero goal and ambition are intended to cover substantially all (greater than 95% of) source types of GHG emissions as well as emissions avoidance, reductions and removals at facilities that we operate. Oxy also provides estimates of certain emissions and production data on an equity basis, where available, excluding assets that are sold in a given year. Our equity emissions estimates currently reflect our proportionate equity interest in our operated oil and gas and chemical assets and our third-party operated international joint ventures. They do not reflect our equity interests in third-party operations in the U.S., either onshore or offshore Gulf of America, or passive equity investments, because we do not currently have consistent access to such data from those operators. Equity-based production data reflect oil and gas production presented in our Annual Report on Form 10-K, and equity-based value chain (Scope 3) emissions estimates reflect that total equity production.

Oxy's value chain emissions 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 (Scope 3 Category 9, 10 and 11, respectively), applying the 2009 and 2021 API Compendium and U.S.-based emission factors and the EPA/IPCC AR5 GWP for 2024 (with the EPA/IPCC AR4 GWP applied to earlier years presented) 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 categories most relevant to Oxy, we are continuing to assess methodologies to estimate emissions associated with these and other categories with respect to our oil and gas, chemical and other operations and products. Reporting of estimated emissions generated by others helps to evaluate the lifecycle emissions associated with our operations and products and to aid in expressing the magnitude of our net-zero goals and ambitions and does not indicate an acceptance by Oxy of responsibility for the emissions of others. There are multiple proposed or recently adopted changes to various GHG reporting regulations and protocols, including from the EPA, the 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 interim GHG targets to reflect new regulations and protocols, although we expect to retain our overarching net-zero goals and ambitions and to continue to implement emissions reduction plans that we believe will complement our investments in DAC, Carbon Capture, Utilization and Sequestration (CCUS) and other low-carbon technologies and infrastructure.

2024 Independent Assurance Statement

ERMCVS

Independent Limited Assurance Report

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 Sustainability Report, Climate Report and annual Sustainability Data Summary (together the 'Reports') for the 2024 reporting period.

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2024 set out in Appendix A is fairly presented in the Reports, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Reports.
Reporting period	1 January 2024 to 31 December 2024
Reporting criteria	• World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (2004, as updated January 2015) • American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2021 • IPCC Guidelines for National Greenhouse Gas Inventories, 2006 • US EPA Mandatory Greenhouse Gas Reporting Rule (GHGRP)
Assurance standard and level of assurance	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). 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.
Respective responsibilities	OXY is responsible for preparing the Reports and for the collection and presentation of the information within them, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS's responsibility is to provide a conclusion to OXY on the agreed assurance scope based on our engagement terms with OXY, the assurance activities performed, and exercising our professional judgement.

2024 Independent Assurance Statement (cont.)

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Reports, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by OXY in the Reports relating to the assumptions applied to calculate the indirect value chain (Scope 3) GHG emissions (both Operated and Equity basis) with respect to downstream oil & gas transportation and distribution, refining, and use of sold products.

OUR ASSURANCE ACTIVITIES

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

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing a sample of qualitative and quantitative evidence supporting the Selected Information at the corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information, which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting visits to the following OXY facilities to review source data and local reporting systems, and controls:
  - OXY Permian operations, including the Seminole gas processing plant, Texas, USA (virtual)
  - Occidental Chemical Corporation – Convent Chemical plant and Taft cogeneration facilities, Louisiana, USA (in-person)
  - OXY Oman – Muscat HQ, and Block 53 field operations, Sultanate of Oman (virtual)
- Reviewing a sample of purchased power invoices for indirect energy use GHG emissions at selected facilities throughout OXY operations;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Reports to ensure consistency with our findings.

2024 Independent Assurance Statement (cont.)

THE LIMITATIONS OF OUR ENGAGEMENT

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

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

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

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

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

Heather I. Moore

Partner, Corporate Assurance

Malvern, PA

26 June 2025

On behalf of:

ERM Certification & Verification Services Incorporated

www.ermcvs.com | post@ermcvs.com

2024 Independent Assurance Statement (cont.)

ERMCVS

APPENDIX A: SELECTED INFORMATION

Indicator	Value	Unit of measure
2024 Total OXY (Oil & Gas, OxyChem, and Other Operations), Operated Basis		
Direct GHG emissions (Scope 1)	17.90	million metric tonnes CO_2e
Indirect energy use GHG emissions (Scope 2) – market-based	4.83	million metric tonnes CO_2e
Total direct and indirect energy use GHG emissions, (Scope 1 & 2) – market-based	22.73	million metric tonnes CO_2e
Total direct and indirect energy use GHG emissions, (Scope 1 & 2) – location-based	22.60	million metric tonnes CO_2e
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	29.53	thousand metric tonnes CH_4
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	0.83	million metric tonnes CO_2e
2024 Total OXY Oil & Gas, Operated Basis/Equity Basis (only for Scope 3 emissions)		
Direct GHG emissions (Scope 1)	11.89	million metric tonnes CO_2e
Indirect energy use GHG emissions (Scope 2) – market-based	3.05	million metric tonnes CO_2e
Indirect energy use GHG emissions (Scope 2) – location-based	3.00	million metric tonnes CO_2e
Total direct GHG emissions and indirect energy use GHG emissions (Scope 1 & 2) – market-based	14.94	million metric tonnes CO_2e
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	29.32	thousand metric tonnes CH_4
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	0.82	million metric tonnes CO_2e
Indirect value chain GHG emissions (Scope 3), Operated basis – downstream Oil and Gas Transportation and Distribution, Refining, and Use of Sold Products (categories 9,10, and 11)	277	million metric tonnes CO_2e
Indirect value chain GHG emissions (Scope 3), Equity basis – downstream Oil and Gas Transportation and Distribution, Refining, and Use of Sold Products (categories 9,10, and 11)	199	million metric tonnes CO_2e

2024 Independent Assurance Statement (cont.)

Indicator	Value	Unit of measure
2024 Total OxyChem, Operated Basis		
Direct GHG emissions (Scope 1)	6.00	million metric tonnes CO_2e
Indirect energy use GHG emissions (Scope 2) – market-based	1.78	million metric tonnes CO_2e
Indirect energy use GHG emissions (Scope 2) – location-based	1.69	million metric tonnes CO_2e
Total direct GHG emissions and indirect energy use GHG emissions (Scope 1 & 2) – market-based	7.78	million metric tonnes CO_2e
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	0.21	thousand metric tonnes CH_4
Direct and indirect energy use methane emissions (Scope 1 & 2) – market-based	0.01	million metric tonnes CO_2e
2024 Other Operations, Operated Basis		
Total direct GHG emissions and indirect energy use GHG emissions (Scope 1 & 2) – market-based	0.011	million metric tonnes CO_2e

Select Examples of Oxy's Contributions to Sustainable Development

This table presents a sample of Oxy's activities within the context of the UN Sustainable Development Goals for which we believe we can make a greater societal contribution.

Oxy also evaluates opportunities to contribute to other SDGs in our operations and investments.

3.8 - 3.8.1

- OxyHealth, Oxy's well-being program, coordinates on-site biometric screenings and flu shot events at various facilities, extending the benefit to spouses and domestic partners.
- Oxy employees and dependents have access to health insurance, mental health support and other related benefits.
- Up to 14 weeks of fully paid parental leave offered to eligible U.S. employees; including 8 weeks of pregnancy leave plus 6 weeks of bonding leave for birth mothers and 6 weeks of bonding leave for non-birth parents.

6.3 - 6.3.2

- 8,860 megaliters of process water treated across Oxy facilities in 2024.
- 100% of OxyChem's operations monitor wastewater effluent discharge quality for standard effluent parameters.

6.4 - 6.4.2

- 36% reduction in freshwater consumption achieved company-wide since 2019.
- Recycling capacity increased from ~9.5 to more than 28 megaliters per day, with over 7,950 megaliters of water recycled through year-end 2024.
- ~79,500 megaliters delivered via the Rockies Water on Demand system from 2012 through 2024.

7.a - 7.a.1

- 16 MW of renewable power capacity at Oxy's Goldsmith solar plant, the first large-scale solar installation to directly power oil and gas operations in Texas.
- 3 in-plant training events hosted at OxyChem's plants under the Department of Energy Better Plants® program, identifying opportunities for enhanced energy management and GHG emissions reductions.
- Invested in breakthrough technologies like NET Power—a natural gas power plant with integrated carbon capture—that is being developed to deliver 24/7 reliable, dispatchable power with near-zero emissions to help meet rising electricity demand.

8.3 - 8.3.1

- Over 40% of Oxy Oman's total supply chain expenditures were allocated to Oman in-country value, with nearly 18% dedicated to Omani small and medium-sized enterprises (SMEs) in 2024.
- The DotNxt Jadeer Program in Oman engaged 1,200 participants in entrepreneurial development focused on frontier technology.

8.8 - 8.8.2

- Oxy implements policies on Human Rights, HSE and Equal Employment Opportunity, a Code of Business Conduct for our directors, officers and employees and a Supplier Code of Conduct.
- In 2024, our employees tied our best-ever safety performance record, and achieved it with higher activity levels. The company-wide employee TRIR was 0.16, a 23% improvement year over year, and our contractor TRIR improved by 15% year over year, with no employee or contractor occupational fatalities in 2024.

9.3 - 9.3.1

- The Tasharuk Program, launched in 2013, fosters SME growth and sustainable development through initiatives across Oxy Oman operations.
- >600 tons of consumer waste are processed monthly at Mukhaizna through innovative recycling practices, reducing landfill volumes and CO_2 emissions while repurposing materials into valuable products through the Tasharuk Program's "Waste2Wealth" initiative.

9.4 - 9.4.1

- Since 2019, Oxy has reduced GHG emissions on a CO_2 equivalent basis by ~17.3% through numerous emissions reduction projects, controls and efficiency enhancements.
- OxyChem completed 48 projects in 2024 that reduced energy use and increased hydrogen utilization across 13 plants.
- Invested $253 million in environmental capex in 2024 designed for the prevention, monitoring and control of emissions or releases to air, water or land from operations, which include numerous projects aimed at reducing emissions of CO_2 and methane across our operations.
- Acquired full ownership of Carbon Engineering in 2023, the technology developer behind the STRATOS Direct Air Capture facility and a leading innovator in carbon removal R&D.

12.2 - 12.2.1

- Sustained zero routine flaring in U.S. oil and gas operations.
- Reduced routine flaring in global oil and gas operations by 80% compared to our 2020 baseline.
- Deployed closed-loop gas capture systems and tankless facilities in select Permian Basin assets to reduce non-routine flaring and enhance natural gas utilization.
- Repurposed previously flared gas for energy production, field pressure maintenance or commercial sale, advancing responsible resource use and emissions mitigation.

12.4 - 12.4.2

- ~50 million pounds of sulfuric acid is recycled annually by OxyChem, supporting sustainable chemical management.
- 100% of OxyChem plants operate under ACC's Responsible Care® program, which includes HSE metrics, auditing and performance standards that surpass regulatory requirements.

12.6 - 12.6.1

- Publish an annual Sustainability Report, Sustainability Data Summary and Climate Report, and have responded to CDP questionnaires annually since their inception, demonstrating transparency in sustainability and climate disclosures.

13.2 - 13.2.2

- Recognized by OGMP 2.0 as having achieved the Gold Standard pathway in 2024 on the basis of a credible implementation plan.
- ~78.6% methane emissions reduction since 2019 through targeted abatement and monitoring strategies.
- STRATOS, our first commercial Direct Air Capture (DAC) facility, achieved mechanical completion of Trains 1 and 2 in 2024; start-up operations underway in 2025.
- Engineering for Trains 3 and 4 and the proposed South Texas DAC Hub incorporates the latest DAC innovations from Carbon Engineering.
- Secured over 300,000 acres of pore space in TX and LA to support up to six CO_2 sequestration hubs for DAC and industrial sources.

17.3 - 17.3.1

- Committed funding to the World Bank's GFMR Partnership to help end routine flaring and reduce methane emissions globally.
- Original signatory to the Oil and Gas Decarbonization Charter (OGDC) to reduce upstream methane emissions intensity to near zero by 2030, defined as less than 0.2% methane emissions compared to our operated wet gas production for market.
- Actively involved in emissions reduction programs propagated through multiple associations including OGCI and its Aiming for Zero Methane Emissions pledge, the Methane Guiding Principles, OGMP 2.0 and The Environmental Partnership.

17.17 - 17.17.1

- Contributed $1 million to Greeley-Weld Habitat for Humanity's Hope Springs project, supporting construction of 174 sustainable and affordable homes and a community nature park in Colorado.
- Built the ~2 mile Green Walk linear park in Muscat, Oman.

SASB Index

This table presents Oxy's activities within the context of the Sustainability Accounting Standards Board (SASB) Oil & Gas - Exploration & Production Industry Standard (version 2023-12) and the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard (version 2023-12). Disclosures common to both sectors are indicated by their respective sectoral codes and consolidated by topic. References in this index are reported or discussed further in the 2024 Annual Report on Form 10-K, Oxy Sustainability Data Summary, Climate Report, Sustainability Report, CDP Submission and on oxy.com/sustainability.

Topic	Metric	Code(s)	Oxy Reference(s)
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1 RT-CH-110a.1	Oxy Sustainability Data Summary
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	EM-EP-110a.2	
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110a.3 RT-CH-110a.2	2025 Climate Report
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM_{10})	EM-EP-120a.1	Oxy Sustainability Data Summary
	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	
Water Management	(1) Total water withdrawn and (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1 RT-CH-140a.1	Oxy Sustainability Data Summary Oxy CDP Submission 2024
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected and (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Oxy Sustainability Data Summary Oxy CDP Submission 2024 Hydrocarbon content in discharged water - Not reported
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Oxy Sustainability Data Summary
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.2	Oxy CDP Submission 2024
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Oxy Sustainability Report 2025 pages 59-60

Topic	Metric	Code(s)	Oxy Reference(s)
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	Oxy Sustainability Report 2025 pages 44-45, 67-71
	(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	EM-EP-160a.2	(1), (2), (5) Oxy Sustainability Data Summary (3) Not applicable (4) Not reported
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Not reported
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Not reported
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-EP-210a.3	Oxy Sustainability Report 2025 pages 20-21, 73-75 Human Rights Policy Statement
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1 RT-CH-210a.1	Oxy Sustainability Report 2025 pages 20-21, 73-75
	(1) Number and (2) duration of non-technical delays	EM-EP-210b.2	Not reported
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	EM-EP-320a.1	Oxy Sustainability Data Summary
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Oxy Sustainability Report 2025 pages 17-18, 34-42
	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Oxy Sustainability Data Summary
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Oxy Sustainability Report 2025 pages 15-18, 28-29, 34-37

Topic	Metric	Code(s)	Oxy Reference(s)
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	2025 Climate Report
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	
	Amount invested in renewable energy, revenue generated by renewable energy sales	EM-EP-420a.3	Not reported
	Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	EM-EP-420a.4	2025 Climate Report
Business Ethics & Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Zero
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Oxy Sustainability Report 2025 pages 20-21, 80-81
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1 RT-CH-530a.1	Oxy Climate Advocacy and Engagement Oxy's Position on Climate-Related Policies Oxy Sustainability Report 2025 pages 22-23
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	Oxy Sustainability Data Summary
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	Oxy Sustainability Report 2025 pages 7, 14-18, 34-43 2024 Annual Report 10-K pages 9-23
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	Oxy Sustainability Data Summary
Hazardous Waste Management	(1) Amount of hazardous waste generated and (2) percentage recycled	RT-CH-150a.1	Oxy Sustainability Data Summary
Product Design for Use-Phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Not reported

Topic	Metric	Code(s)	Oxy Reference(s)
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances and (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Not reported
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	Oxy Sustainability Report 2025 pages 35-37, 42-43, 64-66, 82-83
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Zero
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Oxy Sustainability Data Summary
	Number of transport incidents	RT-CH-540a.2	Oxy Sustainability Data Summary Oxy Sustainability Report 2025 page 42
Activity Metrics	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	Oxy Sustainability Data Summary
	Number of offshore sites	EM-EP-000.B	
	Number of terrestrial sites	EM-EP-000.C	
	Production by reportable segment	RT-CH-000.A	

GLOSSARY

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

A

ACC: American Chemistry Council. Trade association that represents America's chemical industry.

ACI: Annual Cash Incentive.

AI: Artificial intelligence.

Anthropogenic: Resulting from or produced by human activities**.**

API: American Petroleum Institute. Trade association that represents America's oil and natural gas industry.

B

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

BBS: Behavior-Based Safety.

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

Btu: British thermal unit is the amount of heat required to raise the temperature of one pound of water by one degree Fahrenheit.

C

CAP: Community Advisory Panel.

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

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

CCUS: Carbon capture, utilization and sequestration.

CDP: A non-profit organization that manages a system for disclosing environmental data. Formerly known as the Carbon Disclosure Project www.cdp.net.

CDR: Carbon dioxide removal credit.

cf: Cubic foot.

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, which enhances the efficiency of the plant.

CO_2e: Carbon dioxide equivalent. Obtained by converting a mixture of GHGs to a single number based on the global warming potential of each individual GHG in the mixture.

CO_2 EOR: Carbon dioxide enhanced oil recovery. Oxy is an industry leader in applying CO_2 EOR, which can increase ultimate oil recovery by 10 to ~20% in the fields where it is employed.

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

D

DAC: Direct Air Capture. DAC pulls CO_2 directly from the atmosphere and delivers it in a pure, compressed form so it can be used in processes like enhanced oil recovery to create low-carbon fuels and products or permanent carbon removal through carbon sequestration. DAC technology allows for collection of atmospheric CO_2, making it a key solution for addressing difficult to capture, and historical, emissions.

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

DIB: Diversity, Inclusion and Belonging. Oxy's program to help recruit, develop and retain top talent, promote Oxy's core values and sustain employee engagement, team spirit and innovation in our fast-paced competitive industries.

Direct Emissions: As defined by the Greenhouse Gas Protocol, direct emissions or Scope 1 emissions are emissions from sources that are owned or controlled by the reporting entity.

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

DLE: Direct Lithium Extraction.

DOE: U.S. Department of Energy.

E

EH&S Committee: Environmental, Health and Safety Committee of the Board of Directors.

EIA: Environmental Impact Assessment.

EOR: Enhanced oil recovery, a technique to increase oil production through the injection of carbon dioxide, steam or other fluids.

EPA: U.S. Environmental Protection Agency.

EP&R: Emergency preparedness and response.

ERG: Employee Resource Group.

ERM: Enterprise Risk Management.

F

FEED: Front-End Engineering and Design.

FracFocus®: The U.S. hydraulic fracturing disclosure registry.

G

Geothermal brine: A concentrated saline solution pumped to the surface by a geothermal power plant from which heat and steam are extracted.

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

GHG Protocol: A guidance document issued in 2015 by the World Resources Institute and the World Business Council for Sustainable Development to aid companies and other organizations in preparing a GHG emissions inventory.

GJ: Gigajoule.

GRI: Global Reporting Initiative, a non-profit organization that has developed sustainability reporting standards.

H

HAP: Hazardous Air Pollutant.

HSE: Health, Safety and Environment.

HSE&S: Health, Safety, Environmental and Sustainability.

I

ICV: In-country value.

Indirect Emissions: As defined by the Greenhouse Gas Protocol, indirect energy use emissions or Scope 2 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. In addition, indirect value chain emissions or Scope 3 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, and electricity-related activities (e.g., transmission and distribution losses) not otherwise covered.

IOGP: The International Association of Oil and Gas Producers.

Ipieca: A global oil and gas industry association focused on environmental and social matters. Formerly known as the International Petroleum Industry Environmental Conservation Association.

ISO: International Organization for Standardization.

L

LDAR: Leak detection and repair program that monitors oil, gas and chemical equipment to identify and fix leaks to reduce air emissions.

M

Metric Ton or Tonne (/mt): 1,000 kilograms (approximately 2,205 pounds).

MGP: The Methane Guiding Principles partnership enables action in industry and government to reduce methane emissions from the natural gas supply chain.

Midland Basin: The eastern sub-basin of the Permian Basin, a major oil and natural gas producing region located in West Texas.

ML: Megaliter, 1 million liters = 1,000 m^3.

MRV: Monitoring, Reporting and Verification—often reflected in a plan approved by the U.S. EPA.

MW: Megawatt. A measure of power generation or consumption capacity. One MW equals 1,000 kilowatts (kW) or one million watts.

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

N

Net Zero: As defined by the Intergovernmental Panel on Climate Change, "net zero emissions" balances anthropogenic GHG emissions to the atmosphere with GHGs taken out of the atmosphere over a specified period. At Oxy, net zero means that we facilitate the reduction, capture, removal and sequestration of at least the same quantity of GHGs that are emitted directly from our operations (Scope 1), generated by others to create the power we purchase to conduct our operations (Scope 2), and generated by customers and consumers using the products we sell (Scope 3).

NGLs: Natural Gas Liquids. Liquid hydrocarbons that are extracted and separated from the natural gas stream. NGLs produced include ethane, propane, butane and natural gasoline.

NGO: Non-governmental organization.

NOx: Nitrogen oxides, a criteria air pollutant.

O

OCS Blue: Operation Clean Sweep® (OCS) Blue is a product stewardship program of the Plastics Industry Association (PLASTICS) and the ACC dedicated to helping plastic resin operations achieve zero plastic loss into the environment.

OGCI: A CEO-led initiative focused on accelerating action to a net-zero future, consistent with the climate goals of the Paris Agreement.

OGDC: The Oil and Gas Decarbonization Charter is one of the landmark initiatives launched at COP28 as a global industry effort dedicated to speeding up climate action and achieving high-scale impact across the oil and gas sector.

OGMP 2.0: The Oil and Gas Methane Partnership 2.0 is a collaborative effort sponsored by the UN Environment Programme and leading oil and gas companies, governments and NGOs to develop a measurement-based reporting framework for the oil and gas industry that facilitates timely and efficient methane emissions reductions.

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 WEF's Stakeholder Capitalism Metrics, and the Operating Management System Framework of the IOGP. The OMS provides a consistent methodology to help the company identify, assess and address HSE, social and operational risks across our business operations.

OSHA: U.S. Occupational Safety and Health Administration.

P

P&A: Plug and abandonment operations.

Paris Agreement: An international treaty on climate change adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris, France in December 2015 and administered under the 1992 United Nations Framework Convention on Climate Change. The Paris Agreement's overarching climate goals are to hold "the increase in the global average temperature to well below 2°C above pre-industrial levels" and pursue efforts "to limit the temperature increase to 1.5°C above pre-industrial levels."

PM: Particulate matter (e.g., PM_{10}): A criteria air pollutant that comprises a mixture of solid particles and liquid droplets found in the air and is typically expressed by particle size in micrometers.

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

Powder River Basin: A geologic structural basin in southeast Montana and northeast Wyoming.

PPE: Personal protective equipment.

PPM: Parts per million.

Produced water: Water that is a byproduct of extracting oil and natural gas.

PSM: Process safety management.

PV: Photovoltaic technologies, more commonly known as solar panels, generate power using devices that absorb energy from sunlight and convert it into electrical energy through semiconducting materials.

PVC: Polyvinyl chloride.

R

RCA: Root cause analysis.

S

SASB: Sustainability Accounting Standards Board. Now part of the International Financial Reporting Standards (IFRS) Foundation.

scf: Standard cubic foot.

SDGs: Sustainable Development Goals.

SDS: Safety Data Sheets.

SEC: U.S. Securities and Exchange Commission.

SEMP: Safety Engagement and Management Program.

SME: Small and medium-sized enterprises.

SOx: Sulfur oxides, a criteria air pollutant.

SPCC Plan: Spill Prevention, Control, and Countermeasure Plan required by U.S. EPA regulations.

SRT: Spill Reduction Team.

S&SE Committee: Sustainability and Shareholder Engagement Committee of the Board of Directors.

STEM: Science, Technology, Engineering and Math.

STEP: Strategic Technical Excellence Program.

Stop Work Authority: The right, obligation, authority and responsibility of all employees and contractors at an Oxy workplace to stop any work activity, without repercussions, to prevent a health, safety or environmental incident.

T

TCFD: Task Force on Climate-related Financial Disclosures.

TDS: Total dissolved solids.

TNFD: Taskforce on Nature-related Financial Disclosures.

TRIR: Total Recordable Injury Rate—a measure of recordable workplace injuries, excluding recordable illnesses, of Oxy's U.S. and international employees and contractors that applies OSHA definitions and guidance. The TRIR is the number of OSHA recordable injuries per 200,000 work-hours, which equates to 100 full-time workers in a year.

V

VOC: Volatile Organic Compounds.

VPP: Voluntary Protection Programs under federal and state OSHA Star programs.

VSC: Vinyl Sustainability Council.

W

WEF: World Economic Forum. An international organization for public-private cooperation that seeks to advance long-term business and societal goals, including the UN SDGs.

WHC: Wildlife Habitat Council.

Z

ZRF: Zero Routine Flaring.

OXY ZERO IN®

Visit oxy.com for more information.