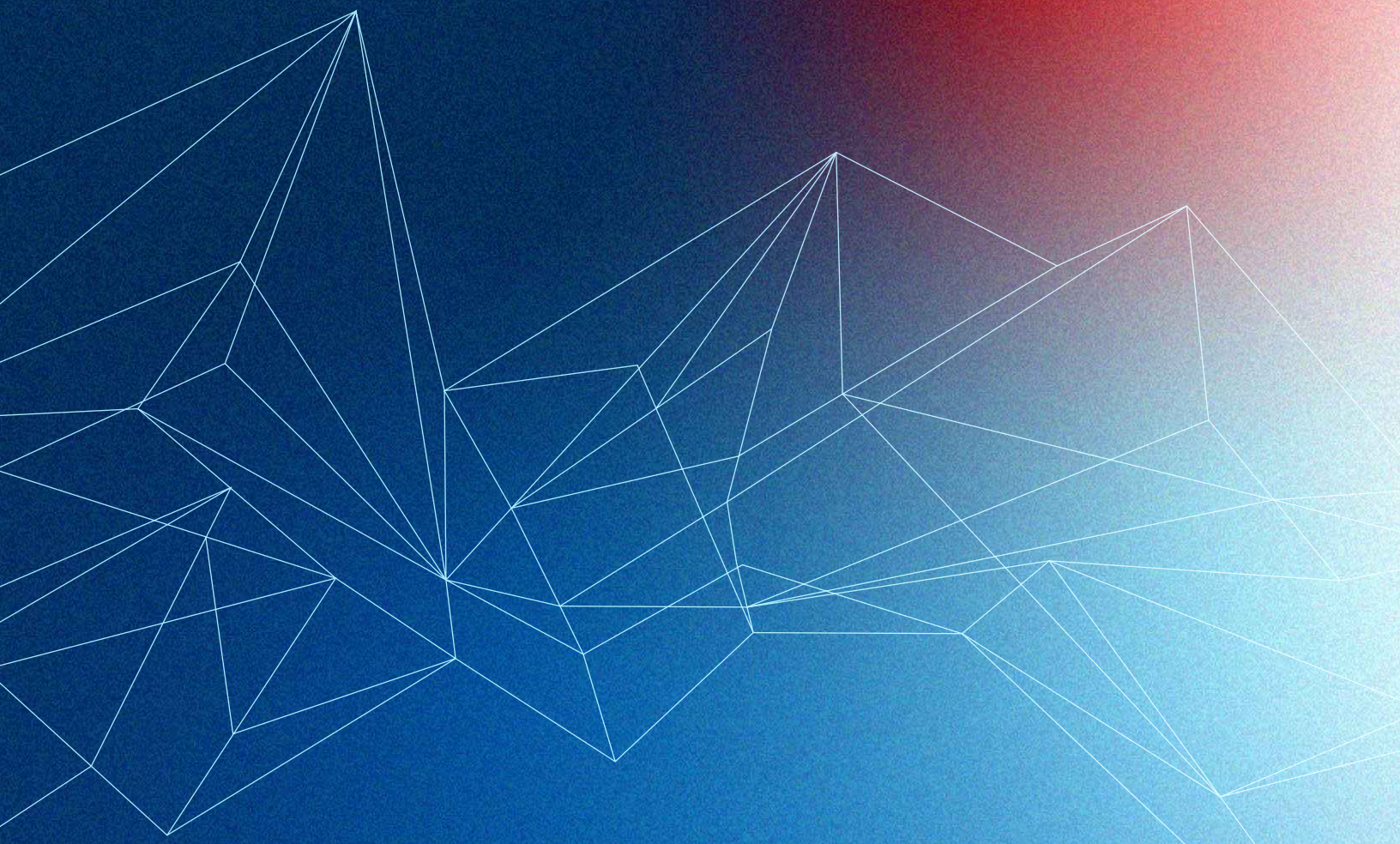


OXY ZERO IN™

CONTRIBUTING TO SOCIETY: OXY SUSTAINABILITY REPORT

CONTENTS

INTRODUCTION: A SUSTAINABLE ENERGY LEADER

Oxy's integrated business model unifies our talented, diverse workforce with best-in-class assets and industry leadership to advance a low-carbon future. Founded in 1920, Oxy's success is built on technical expertise, business acumen, strong partnerships and our proven ability to deliver lasting results. Oxy is an international energy company with assets primarily in the United States, the Middle East and North Africa. We are one of the largest oil producers in the U.S., including leading positions in the Permian and Denver-Julesburg Basins, and offshore in the Gulf of Mexico. Our midstream and marketing segment purchases, markets, gathers, processes, transports, and stores oil, condensate, natural gas liquids, natural gas, carbon dioxide (CO_2), and power. Our chemical subsidiary, OxyChem, is a leading manufacturer of chlorine, caustic soda, caustic potash, PVC resins and chlorinated organics — key building blocks to life-enhancing products such as pharmaceuticals, water treatment chemicals, building materials and plastics. Our Oxy Low Carbon Ventures (OLCV) subsidiary is advancing leading-edge technologies, products and services that economically grow our business while reducing greenhouse gas (GHG) emissions.

We conduct our business in a manner that safeguards our employees and contractors, benefits neighboring communities, strengthens regional economies and advances innovative solutions to global environmental challenges. Our employees drive our commitment to serve as an innovative and sustainable leader in the effort to accelerate the successful transition to a low-carbon future.

We take great pride in our constructive engagement with investors, customers, non-profit organizations, host governments and communities throughout our operations. Oxy continually evaluates ways that we can integrate sustainability throughout the company, improve our programs and performance, and transparently share our progress with stakeholders. We invite you to explore the content featured throughout this Sustainability Report and additional information available at Oxy.com.

STATEMENT FROM THE CEO

Sustainability is a guiding principle at Oxy, influencing the way we operate our businesses, empower our employees, engage with our stakeholders and contribute to society. We believe our service as a leader in promoting the sustainability of the broader world around us is integral to our long-term success. Our Board of Directors, management team and talented workforce share this vision.

We continue to make meaningful progress on our environmental, social and governance (ESG) commitments and efforts to develop products, services and solutions that improve lives, advance an inclusive and equitable low-carbon future, and support the United Nations Sustainable Development Goals (SDGs). Oxy was the first U.S. oil and gas company to endorse the World Economic Forum's Stakeholder Capitalism Metrics, a global ESG framework that promotes transparency with investor and stakeholder engagement.

We were also the first U.S. oil and gas company to establish goals to achieve net-zero GHG emissions for our total carbon inventory in Scope 1, 2 and 3, including in our operations and energy use before 2040 and in the use of our sold products before 2050. Oxy's commitment to the Paris Agreement is evident in our ambitious interim targets to achieve significant GHG emission reductions in our operations by 2024, to lower carbon and methane intensities of our products by 2025, to end routine gas flaring by 2030, and to facilitate the storage and utilization in our value chain of large quantities of carbon dioxide captured from the atmosphere or industrial sources by 2032.

To achieve these goals, our employees are deploying new ideas, practices and technologies to enhance the safety, efficiency and environmental quality of our operations. At the same time, we are leveraging our 50 years of carbon management expertise with innovative partnerships and leading-edge technologies to benefit our company and society. Oxy's pathway to net zero prioritizes sustained investment in our people and communities. Our Diversity, Inclusion and Belonging program guides our recruitment, development and retention of the best talent in a competitive marketplace. We value the communities where we live and work, with active outreach to understand local interests and needs, obtain feedback about our operations, and promote shared prosperity.

"Oxy is committed to contributing to society through ESG leadership that advances a more sustainable and equitable world."

I want to thank the Sustainability and Shareholder Engagement Committee of our Board of Directors, which oversees our sustainability-related policies and active stakeholder dialogue. With their support, our management team engages with shareholders and diverse organizations including the U.N.-sponsored Oil and Gas Methane Partnership 2.0, the Oil and Gas Climate Initiative (OGCI) and the CCS+ Initiative. In accordance with the Energy Transition Principles and Methane Guiding Principles, we have published our Climate Policy Positions and our Climate Advocacy and Engagement on our company website.

Oxy is committed to contributing to society through ESG leadership that advances a more sustainable and equitable world. We will do this with the support of our Board, the creativity and vision of our employees and with guidance from you, our stakeholders. We look forward to working together.

Vicki Hollub
President and CEO

PERFORMANCE HIGHLIGHTS AND PROGRESS ON OUR COMMITMENTS

We believe our core differentiators—an industry-leading portfolio, track record of operational excellence, and strategy to achieve net-zero GHG emissions—enable us to deliver long-term enterprise value and demonstrate our commitment to environmental stewardship. Safety is integral to our company's culture and we had our best ever safety performance in 2020. Our safety record is exemplary in the oil and gas and chemical industries and in comparison even to office-based occupations.

We were pleased to be ranked among Fortune's Most Admired Companies in the Mining, Crude-Oil Production category in 2021. Oxy has made the list every reported year since 2008, and has achieved the number 1 ranking 11 times.

In November 2021, Oxy was recognized by the Transition Pathway Initiative (TPI) as one of only three global oil and gas firms to have set emissions reduction targets which are ambitious enough to reach net-zero by 2050 and to align with TPI's 1.5ºC benchmark.

In December 2021, Oxy became the first U.S. upstream oil and gas company to incorporate an ESG performance metric into its credit facilities, including its $4 billion revolving credit facility and $400 million receivables securitization facility. Oxy worked closely with the Sustainability Structuring Agents and other members of our bank group to develop an appropriate metric that aligns with the shared net-zero goals of Oxy and our lenders.

RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

OxyChem is a four-time winner of the American Chemistry Council's (ACC's) top safety performance award in recognition of OxyChem's outstanding achievements in environmental, health, safety and security performance.

water mission®

OxyChem is helping address the global clean water crisis. Through our partnership with Water Mission, approximately 1 million people in vulnerable developing countries have gained access to safe drinking water, made hygienic with OxyChem's ACL® products. This industry-leading sustainability partnership was honored in 2020 with the prestigious Sustainability Leadership Award from the ACC.

ALLIANCE TO END PLASTIC WASTE

OxyChem is proud to be a founding member of the Alliance to End Plastic Waste, which seeks to eliminate plastic waste in the environment and to develop and promote solutions for used plastics by helping to enable a circular economy. This global effort consists of companies in the plastics value chain, including chemical and plastic manufacturers, consumer goods companies, retailers, and waste management companies.

To further our sustainability vision, OxyChem joined Operation Clean Sweep Blue, a product stewardship program designed to manage plastic resins so that they do not enter the environment, including waterways.

GOVERNANCE, PEOPLE AND PROSPERITY

OUR COMMITMENT	PROGRESS	NOTES
Support for OLCV and associated CCUS/CO_2 investments/partnerships. » Advance Carbon Capture, Utilization and Storage (CCUS) projects by conducting Front End Engineering and Design (FEED) on projects capturing/reducing emissions on 75 MMcfd of CO_2; advance CCUS technology by investing, testing or trialing 2 projects; and, develop pre-FEED/feasibility projects capturing 500 MMcfd of CO_2.	Ongoing	
Support OGCI.	Ongoing	See also: OCGI
Engage with investors on ESG issues, and respond to ESG risk ratings and questionnaires. » Oxy is committed to reporting climate-related risks and opportunities aligned with the TCFD recommendations. » Community investment supporting the UN Sustainable Development Goals.	Ongoing	
Engage with investors on ESG issues, and respond to ESG risk ratings and questionnaires. » Oxy endorses the Energy Transition Principles. » Oxy endorses the WEF-IBC Stakeholder Capitalism Metrics. » OxyChem is committed to Operation Clean Sweep Blue, to disclose practices and prevent releases of plastic resins.	New	

PLANET

OUR COMMITMENT	PROGRESS	NOTES
Monitor and disclose Scope 1, 2 and 3 GHG emissions. » Oxy is committed to disclosing its operational GHG emissions from (Scope 1 and 2) as well as Scope 3 emissions associated with the Use of its Sold Products. » OxyChem has a target to reduce operational GHG emissions (Scope 1 and 2) 2.33% by 2025.	Ongoing	See also Oxy's Climate Change Questionnaire to CDP
Monitor and disclose Scope 1 and 2 CO_2e emissions intensity. » Aligned with OGCI, Oxy has set a target to reduce upstream oil and gas emissions intensity to 0.02 $MTCO_2e$/BOE by 2025. » Reduce total Scope 1 and 2 GHG emissions by 3.68 million $MTCO_2e$ by 2024. » OxyChem has a target to reduce GHG intensity of its products ($MTCO_2e$/ton of product) 2.7% by 2025.	Ongoing	
Monitor and disclose methane emissions intensity. » Aligned with OGCI, Oxy set a target to reduce methane emissions intensity from oil and gas operations to below 0.25% (based on marketed gas) by 2025.	Ongoing	
Oxy is committed to end routine natural gas flaring by 2030. » Oxy was the first U.S. oil and gas company to commit to the World Bank's "Zero Routine Flaring by 2030" initiative.	Ongoing	See also: The World Bank's "Zero Routine Flaring by 2030"
Fulfill The Environmental Partnership commitments for leak detection surveys and emissions-reducing equipment such as high-bleed pneumatics replacement.	Ongoing	See also: The Environmental Partnership

ABOUT THIS REPORT

Oxy's sustainability reporting focuses on the policies, objectives, performance and activities of the company and the interests of its key stakeholders. To determine the most significant issues to our stakeholders and our business, Oxy conducted an engagement and benchmarking exercise to evaluate our priority ESG topics and associated programs, performance and goals. We actively monitor company and industry specific ESG risks and opportunities in concert with external stakeholder issues to support the assessment of significant and emerging topic areas. In early 2021, we interviewed employees from across the company to gain their insights on the areas of strategic importance to Oxy and our stakeholders. Based on the findings, we refined our assessment of significant ESG topics and alignment of reporting disclosures contained in this report.

Our reporting process is also informed by the International Petroleum Industry Environmental Conservation Association's (IPIECA's) Sustainability Reporting Guidance and our performance disclosures are aligned with the Value Reporting Foundation (using the Sustainability Accounting Standards Board Standards for the oil and gas and chemical sectors) and the ACC's Responsible Care® initiative. This report is organized in accordance with the Stakeholder Capitalism Metrics of the World Economic Forum (WEF) and its International Business Council (IBC). The WEF-IBC's Four Pillars of Stakeholder Capitalism represent key areas of strategic focus for Oxy, and they will guide our reporting as we continue to implement and enhance sustainable business practices and disclose performance.

Complementing the WEF's pillars, seven reporting principles guide the structure and content of Oxy's reporting process.

1 **RELEVANCE**

The content represents stakeholder perspectives on the most relevant sustainability issues and the topics that Oxy considers most significant to our business operations and our stakeholders. We have also aligned performance indicators to the Sustainability Accounting Standards Board (SASB) Standards and with the IPIECA Sustainability Reporting Guidance, both of which were developed to establish consistent industry-specific disclosure across ESG topics and facilitate communication between companies, investors and other key stakeholders.

2 **SCOPE**

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

3 **BOUNDARY**

Our reporting boundary includes Oxy's operated oil and gas, chemical and midstream and marketing assets, with Oxy Low Carbon Ventures included within the midstream and marketing segment. Unless otherwise indicated, quantitative performance data are based on Oxy's operational control and do not include outside-operated joint ventures or facilities, customers or other end-users of Oxy's products.

4 **INTEGRATION AND ALIGNMENT**

As part of our reporting process, Oxy's executive leadership and Board of Directors are engaged to align strategic focus and to set long-term direction. Oxy has adopted an Operational Management System based on its longstanding HSE Management System, which sets consistent worldwide expectations for business managers and employees throughout our operations to assess and manage performance and risks.

5 **CREDIBILITY**

We develop, review and verify our disclosures and data with our business and corporate functions, provide supporting data and balanced information on performance and explain the basis for our estimates. We update our reporting if we identify errors, obtain additional data or improve methodologies.

6 **TRANSPARENCY**

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

7 **TIMELINESS**

Annual performance data and indicators are provided through year-end 2020, except where indicated.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a central activity at Oxy and a catalyst for continuous improvement in our ESG policies, practices and reporting. We build trust with our stakeholders through regular and transparent communication and consistent actions. Stakeholder engagement covers a wide range of activities, from shareholder engagements and discussion of specific projects with neighbors and permitting authorities to interaction with community representatives and civic organizations to identify how the company can assist in sustainable and inclusive economic development.

The stakeholder engagement process includes the identification of key stakeholders; an assessment of stakeholder interests and issues; an evaluation of the community's socioeconomic needs, if applicable; and the development and implementation of a stakeholder engagement plan.

Oxy's managers hold regular dialogue, meetings and consultations with stakeholder groups. Oxy welcomes and considers all feedback from stakeholders on its performance, engagement and reporting.

As a Partner of Choice®, we pursue collaborative efforts throughout our business operations. By working with local partners, we seek to create shared value for the company and our key stakeholders, including host governments, local community members and customers. Our objectives are aligned with the UN SDGs. The SDGs provide us with a complementary framework to use and to communicate our supportive role with host governments. Oxy is incorporating the SDGs into our sustainability strategy and seeks to identify additional opportunities to help countries, regions and communities where we operate make progress toward achieving the goals.

PRINCIPLES OF GOVERNANCE

Sustainability Strategy

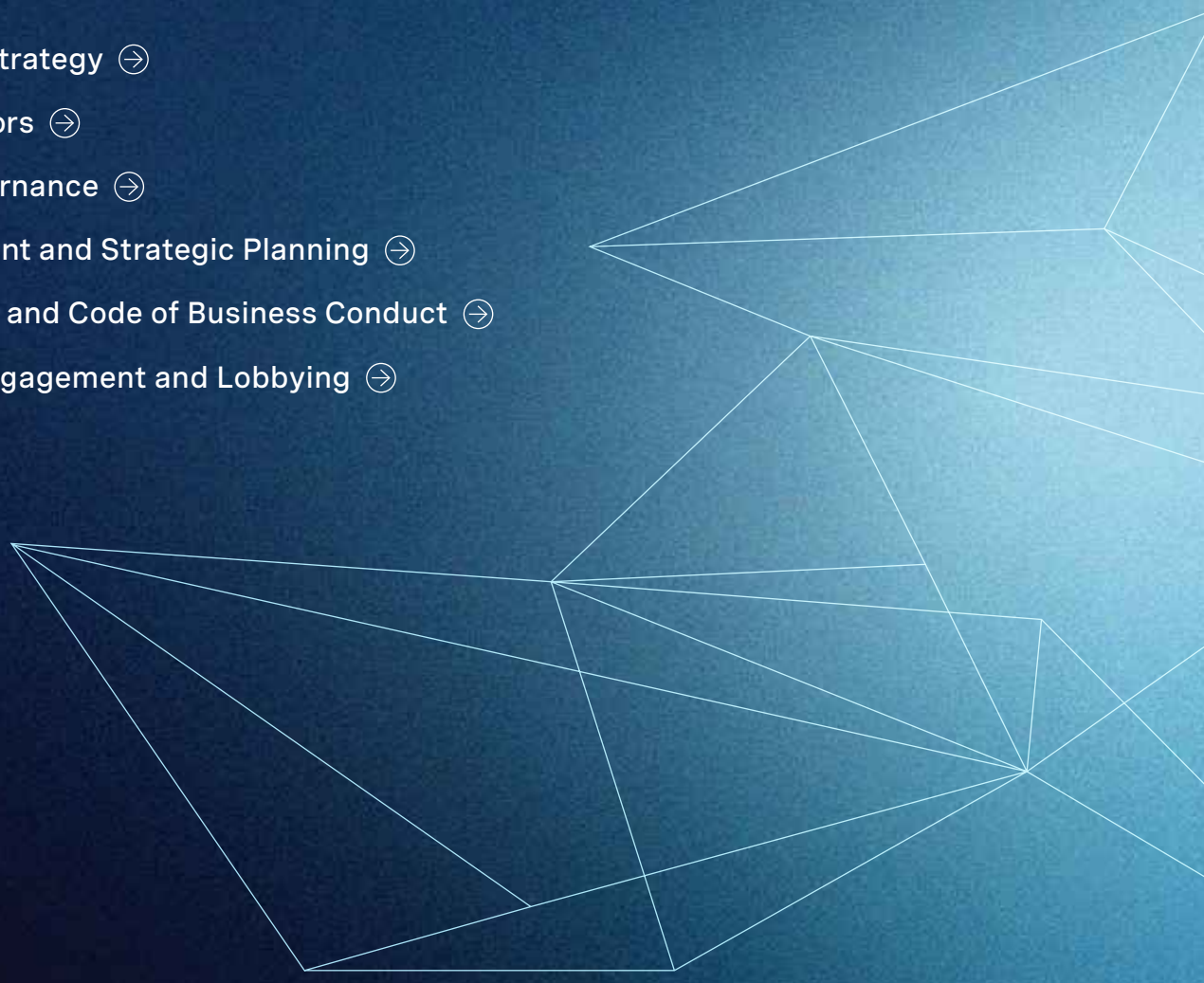
Board of Directors

Corporate Governance

Risk Management and Strategic Planning

Business Ethics and Code of Business Conduct

Public Policy Engagement and Lobbying



PRINCIPLES OF GOVERNANCE

SUSTAINABILITY STRATEGY

Oxy is progressing its vision as an innovative and sustainable energy leader with industry-leading initiatives and investments to enable a low-carbon future. As part of our commitment to sustainability in all facets of our business, Oxy strives to diligently identify and address our key ESG risks and opportunities. We integrate ESG criteria into our strategic planning and investment decision-making process and perform routine risk assessments to support readiness for emerging challenges and opportunities.

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

We utilize a variety of methods and metrics to discern and assess important ESG issues raised by internal and external stakeholders. This process informs our sustainability strategy and programs and helps us to improve transparency and report on the issues that matter most to our stakeholders.

For example, engagements in recent years have resulted in enhancements to Oxy's practices and disclosures regarding environmental matters, including the content of our climate reports; matters related to corporate governance, including the adoption of proxy access, and the amendments to our charter to, among other things, facilitate shareholders' ability to act by written consent and call special meetings; and the executive compensation program, including the design of the long-term incentive program.

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

BOARD OF DIRECTORS

Oxy's diverse and highly qualified Board of Directors (Board) is led by an independent Chair and independent Vice Chair. The structure and operation of the Board is defined by Oxy's corporate governance policies, and the Board is committed to strong corporate governance and board refreshment to help ensure diverse leadership and expertise.

The Board oversees Oxy's strategy, including climate change, health and safety, environmental performance, human capital management, community relations and social investments and other sustainability matters. These matters are incorporated into regular Board and committee meetings and the Board's annual strategic review session as central elements of the company's strategic plan. 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.

BOARD COMMITTEES

In 2019, Oxy established the Sustainability and Shareholder Engagement Committee to oversee external reporting on ESG and sustainability matters, including climate-related risks and opportunities. This committee reviews and oversees shareholder and stakeholder engagement; sustainability programs, policies and practices, including the Human Rights Policy; our positions on climate change, including climate-related policies and regulatory matters, and OLCV's strategies; the Political Contributions Policy; and the Charitable Contributions Program (additional details of which are available in the committee's charter and described in Oxy's Proxy).

The Environmental, Health and Safety Committee provides oversight of health, safety and environmental (HSE) programs, performance and compliance and HSE risk management. Topics discussed with this committee include efforts to enhance energy efficiency of operations; control air emissions of GHGs such as CO_2 and methane; prevent, respond to and remediate releases to air, water or land; and report to stakeholders on Oxy's environmental performance.

The Audit Committee oversees Oxy's ethics and compliance program. This committee also oversees Oxy's enterprise risk management program, which consolidates ESG-related risks discussed with the Sustainability and Shareholder Engagement Committee and the Environmental, Health and Safety Committee with other business, financial and operational risks.

The Executive Compensation Committee establishes the parameters and goals that determine executive compensation, including annual sustainability metrics that tie to Scope 1, 2 and 3 emissions and climate-related targets.

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

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

CORPORATE GOVERNANCE

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

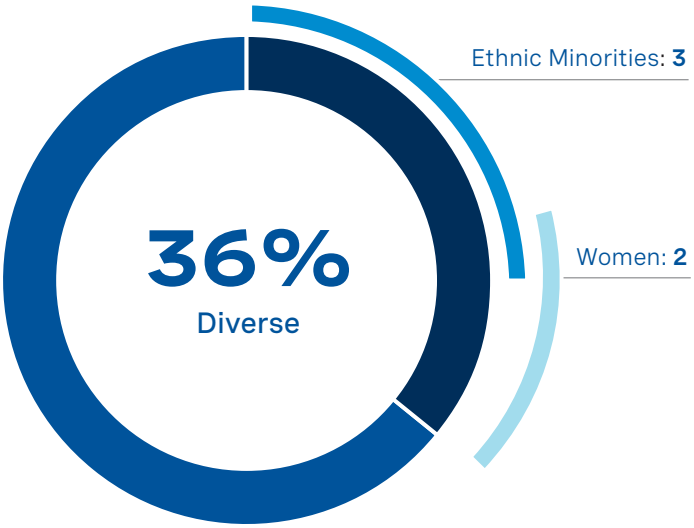
Oxy's governance policies are reviewed and updated periodically to reflect changing laws and regulations, evolving best practices and shareholder feedback. They align with the Investor Stewardship Group's Corporate Governance Framework for U.S. Listed Companies.

BOARD DIVERSITY

AS OF DECEMBER 31, 2021

INDEPENDENCE

DIVERSITY



RISK MANAGEMENT AND STRATEGIC PLANNING

Oxy recognizes that robust risk assessment and proactive risk management are essential to safe and reliable operations and consistent returns for investors. We integrate ESG criteria including climate-related risks into our strategic planning and investment decision-making process and perform routine risk assessments to prepare for and thoughtfully address emerging challenges and opportunities.

As part of Oxy's governance and risk management processes, senior management regularly reports to the Board on environmental and sustainability matters. Oxy's President and Chief Executive Officer (CEO), who serves on the Board, and the Board, are committed to ensuring that Oxy's businesses advance our net-zero goals in alignment with the Paris Agreement, respect the environment, operate safely, and uphold the highest standards of ethical business practices. The CEO and the Board approve Oxy's net-zero strategy, climate-related targets and key milestones, and regularly review Oxy's progress towards achieving the targets and milestones.

Oxy's risk management approach incorporates analyses of the short, medium and long-term financial risks of a lower-carbon economy. Oxy considers various scenarios to assess potential future climate-related opportunities and risks. In addition, larger capital projects require a carbon price sensitivity analysis before approval.

Climate-related risks are integrated into the enterprise risk management (ERM) system and strategic planning process to advance a net-zero transition in accordance with the Paris Agreement and enhance our preparedness for other emerging issues.

Taking into consideration a range of energy scenarios, Oxy factors carbon pricing and energy intensity assumptions into scenario planning around commodity prices, returns on capital, and the risks and opportunities of emissions abatement and CO_2 utilization options. The process of risk evaluation also includes potential physical and social impacts relating to severe weather events and disruption due to proximity to flood-prone and water-stressed areas. Other potential physical or resource risks that could arise from long-term shifts in climate, including water or raw material scarcity, changes or disruptions in energy markets, geopolitical risks or other supply and logistics challenges, are considered in our routine business planning and ERM processes.

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

BUSINESS ETHICS AND CODE OF BUSINESS CONDUCT

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

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

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

Oxy investigates all credible reports of suspected policy violations and has a zero-tolerance policy regarding threats or acts of retaliation for raising a concern in good faith or cooperating in an investigation. Grievances are logged to determine the appropriate department to conduct an investigation, if warranted. Escalation protocols are in place for serious issues to be flagged to the Audit Committee and other applicable Board Committees, as warranted. In addition, the status of reports, if they are open or closed, substantiated or not, is provided to the Audit Committee on an annual basis.

ANTI-CORRUPTION AND BRIBERY

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

ETHICAL BUSINESS STANDARDS WITH PARTNERS, SUPPLIERS AND CONTRACTORS

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

PUBLIC POLICY ENGAGEMENT AND LOBBYING

Oxy engages with organizations, government agencies and other entities in the public and private sectors to advance local and regional economies. These engagements are a critical driver of our business strategy. By working with local partners, we create shared value for the company and our key stakeholders, including host governments and local community members.

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

Issues arise in the political process at federal, state and local levels that directly affect Oxy's business and stakeholders. Because legislative and regulatory changes can substantially impact the company and its stakeholders, Oxy believes it is important for the company to help inform the discussion of such issues in an ethical and transparent manner. To that end, Oxy, from time to time, makes political campaign contributions or engages in lobbying and other political activities. We have a robust policy and oversight procedures in place to help ensure that Oxy's participation in the political arena is in the best interest of the company and its shareholders.

The Code of Business Conduct defines Oxy's political contributions broadly. They cover campaign contributions and other politically-related expenses by or on behalf of Oxy, which may be made only with the approval of the Board, the Government Affairs Committee or their designees. The Government Affairs Committee approves all political contributions and reports directly to the Board. The Vice President, Government Relations is the current chair of the Government Affairs Committee; the other members of the Government Affairs Committee are the President of Onshore Resources and Carbon Management, President of Oxy Energy Services, and Senior Vice President and Chief Financial Officer.

Oxy reports its federal lobbying to the U.S. Congress in quarterly lobbying disclosure reports that are publicly available via the U.S. Senate's Lobbying Disclosure Electronic Filing System website. These reports include Oxy's direct lobbying expenses (e.g., salaries, office rent, etc.), as well as the portion of the dues paid to trade associations that is used for lobbying purposes.

OXYPAC

Under federal election law, Oxy may not contribute corporate funds directly to federal candidates or political parties. Oxy is authorized to establish and fund the administrative expenses of an employee political action committee—the Occidental Petroleum Corporation Political Action Committee (OXYPAC). Oxy's political contributions promote only the interests of the company and its shareholders, and not the personal political preferences of its officers or directors. We have adopted robust policies to help ensure these activities and expenditures comply with all applicable lobbying and disclosure laws.

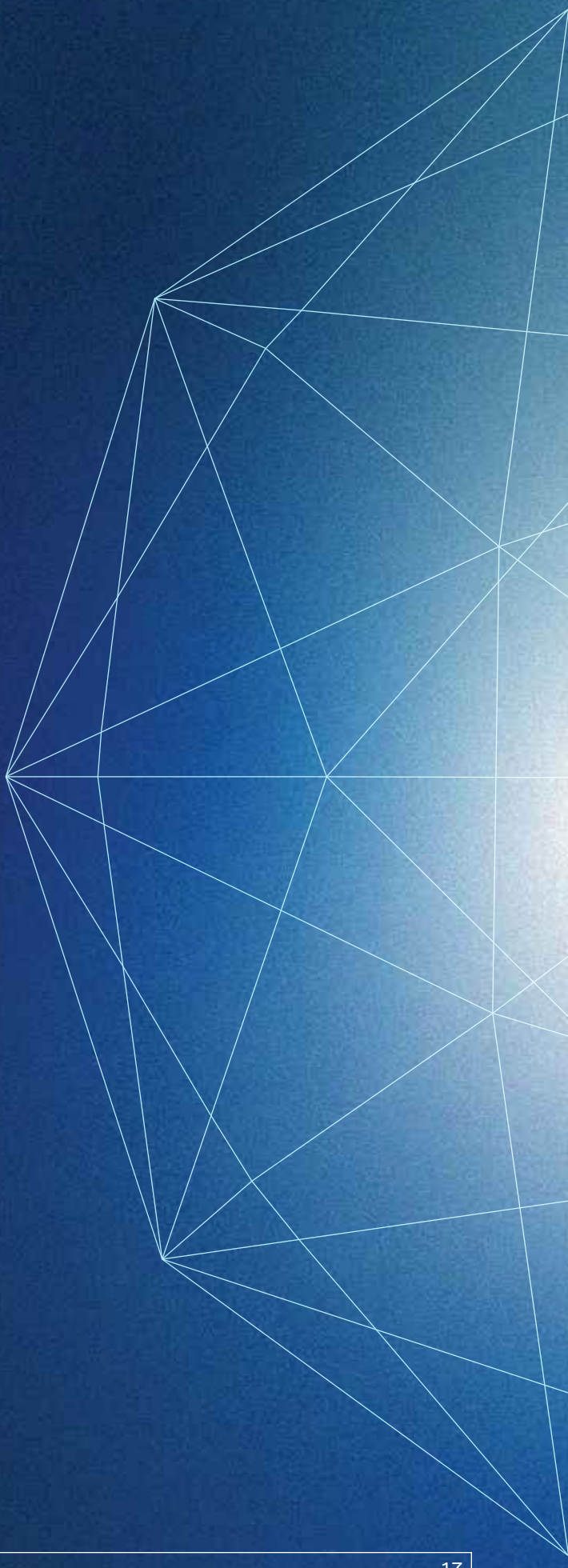
Oxy annually discloses the list of OXYPAC contributions, categorized by jurisdiction, candidate and amount for the most recently ended fiscal year, including any contributions with respect to ballot initiatives. Historic reports of OXYPAC and non-OXYPAC contributions are available in the Political Contributions Archive.

TRADE ASSOCIATIONS AND INDUSTRY GROUPS

Oxy is a member of and an active participant in many domestic and international trade, industry and professional groups. Membership in these groups is necessary to stay abreast 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 a broad range of members and interests, and Oxy does not always share the views of these organizations and their other members.

Oxy annually provides a list of trade associations of which Oxy is a member and to which it paid annual dues in excess of $50,000 in the prior fiscal year. At the direction of the Board, the Government Affairs Committee reviews, assesses and approves of Oxy's membership in such trade associations. The federal issues on which these associations or groups engaged in lobbying are included in the lobbying disclosure forms filed by the organizations and are available via the U.S. Senate's Lobbying Disclosure Electronic Filing System U.S. Trade Associations Archive.

PLANET



PLANET

APPROACH TO ENVIRONMENTAL STEWARDSHIP

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

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

CLIMATE POLICY POSITIONS

Oxy recognizes the scientific consensus on climate change and the need to lower both GHG emissions and atmospheric concentrations of CO_2. Our Climate Report: "Pathway to Net-Zero" underscores our commitment to advance solutions to mitigate climate change. It is our core net-zero strategy to develop and commercialize technologies that lower both GHG emissions from industrial processes and atmospheric concentrations of CO_2. We believe effective public policies are a key catalyst to early implementation of our Pathway to Net Zero.

We do not take a prescriptive view as to which policy approach could most efficiently meet society's climate goals. Rather, we support a range of policies aimed to achieve the goals of the Paris Agreement. As noted in Oxy's Climate Policy Positions, our efforts are focused on policies seeking to advance technological solutions that can deliver significant reductions in current CO_2 emissions and atmospheric CO_2 concentrations by leveraging existing infrastructure while continuing to supply consumers with affordable, reliable energy sources and essential products.

OLVC and its development company, 1PointFive LLC, are working to commercialize carbon removal technologies including Carbon Capture, Utilization and Storage (CCUS) and Direct Air Capture (DAC). We believe that these technologies can, with incentives necessary for their development and deployment, provide essential CO_2 reductions in the medium term, while governments evaluate proposals to upgrade or replace electricity infrastructure and transportation systems over the long term.

Oxy is committed to being part of the solution to climate change, and developed our Net-Zero Pathway in alignment with the goals of the Paris Agreement.

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

Artist Rendering of first industrial-scale Direct Air Capture facility expected to commence construction in the second half of 2022.

CLIMATE STRATEGY: PATHWAY TO NET-ZERO

Oxy recognizes the significant challenge climate change poses to our society and is resolved to be part of the solution. We are dedicated to applying our carbon management expertise to develop and implement practical innovations that can be deployed at scale to improve the environment and achieve net-zero GHG emissions within our business, our industry and across the global economy.

Oxy is committed to advancing the Paris Agreement's vision for a low-carbon future. Oxy was the first major U.S. oil and gas producer to establish net-zero goals for Scope 1, 2 and 3 emissions and, through our licensed DAC technology, we have an ambition to deploy carbon removal technologies at industrial scale. Our Net-Zero Pathway outlines key milestones to achieving important targets, including:

- Elimination of routine gas flaring by 2030;
- Net-zero for our operational and energy use emissions (Scope 1 and 2) before 2040, with the ambition to accomplish before 2035;
- Net-zero emissions for our total emissions, including product use (Scope 1, 2 and 3) before 2050; and,
- Total carbon impact through carbon removal and storage technologies and deployment beyond 2050.

In December 2021, Oxy became the first U.S. upstream oil and gas company to incorporate an ESG key performance indicator into its credit facilities, including its $4 billion revolving credit facility and $400 million receivables securitization facility. Under these facilities, the interest rate margin and facility fee rates are subject to adjustments based on our performance on specified sustainability target thresholds with respect to absolute reductions in our combined Scope 1 and 2 GHG emissions from our worldwide operated assets from 2022 through 2024, which will be subject to limited assurance verification performed annually by a qualified independent external reviewer.

This sustainability metric focuses on near-term actions in Oxy's oil and gas, midstream and chemical operations towards our 2040 net-zero goal and 2035 net-zero ambition for Scope 1 and 2 emissions. The metric targets absolute reductions for 2022 through 2024, calculated as a percentage of Oxy's 2019 baseline Scope 1 and 2 GHG emissions for which ERM CVS' Independent Assurance Statement is included in Appendix 2, GHG Emissions Estimates.

Performance will be compared incrementally to 2021 emissions, without taking carbon offsets into account, and will undergo independent limited assurance verification each year. 2019 serves as our baseline because it was the year of Oxy's merger with Anadarko and the year immediately preceding our establishment of industry-leading net-zero goals.

We believe that Oxy's proactive GHG emission reduction projects under the new sustainability metric will complement our development of innovative CCUS, Direct Air Capture, zero-emissions power and other technologies to further accelerate our pathway to net-zero.

These goals reflect Oxy's strategy to grow our carbon management value chain significantly in coming years as we further integrate the competitive advantages of the expertise, infrastructure, property holdings, technologies and workforce in our oil and gas, midstream and chemical businesses with our low carbon ventures.

Our leading position as the first U.S. oil and natural gas producer to endorse other international commitments, like the World Bank's Zero Routine Flaring by 2030 Initiative and the Energy Transition Principles, illustrates our commitment to promote policies that will successfully accelerate a lower-carbon economy while meeting the needs and aspirations of a growing, energy-dependent global population.

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

THE SIX ENERGY TRANSITION PRINCIPLES

1. **PUBLIC SUPPORT FOR THE GOALS OF THE PARIS AGREEMENT:**
   Publicly support the goals of the Paris Agreement, including international cooperation as a vehicle to ensure these goals can be achieved at the lowest overall cost to the economy.

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

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

4. **DEVELOPMENT OF CARBON SINKS:**
   Continue to support and promote development of carbon removal technologies such as DAC and natural carbon sinks.

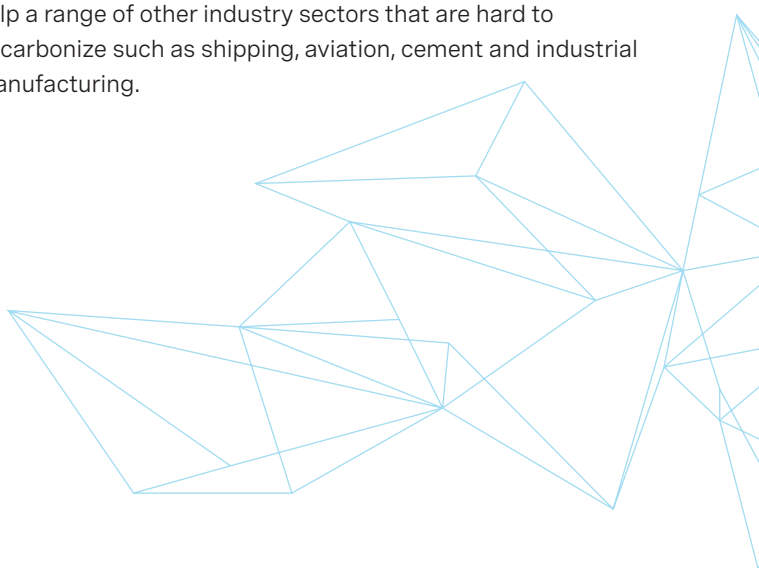
5. **TRANSPARENCY:**
   Provide disclosure related to climate change risks and opportunities consistent with the aims of the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD).

6. **INDUSTRY AND TRADE ASSOCIATIONS:**
   Report information about their memberships of main industry and trade associations and their alignment with the companies' key climate advocacy and policy positions.

A key differentiator in Oxy's climate strategy is our ability to leverage our unique capabilities in CO_2-Enhanced Oil Recovery (EOR) and CCUS. Our deep understanding of the subsurface and our proven ability to operate mature fields responsibly at a low cost enables us to maximize the use of existing infrastructure and reduce the need for greenfield development. Oxy's long history and expertise in EOR have proven resilient in low commodity price environments and underpin our Pathway and our development of new business opportunities in a low-carbon future. We credit our success to the multidisciplinary skillset of our workforce, who have diverse experience in geology and geophysics, petroleum, chemical and environmental engineering, project management, finance, and vetting and commercializing technologies.

We launched OLCV in 2018 to leverage our industry-leading experience in managing CO_2 and provide impactful global solutions to advance net-zero emissions. The core of OLCV's strategy is to design and implement innovative, scalable solutions that help society achieve carbon neutrality and accelerate the transition to an equitable net-zero economy. OLCV's 1PointFive development company focuses on commercializing and deploying CCUS and DAC technologies at scale to remove CO_2 from industrial processes and the atmosphere, using the captured CO_2 to help create less carbon-intensive products, like fuels, chemicals and concrete, and injecting residual CO_2 in secure underground oil and gas or saline formations for long-term sequestration to meet our ambitious net-zero goals.

Putting our Net-Zero Pathway into action, we are actively pursuing initiatives to reduce emissions associated with our operations. We expect 1PointFive to drive our progress to net-zero emissions by 2050. With successful commercialization and deployment of CCUS and DAC technologies using anthropogenic CO_2, 1PointFive intends to help a range of other industry sectors that are hard to decarbonize such as shipping, aviation, cement and industrial manufacturing.



HIGHLIGHT

Artist Rendering
of first industrial-scale
Direct Air Capture facility

DIRECT AIR CAPTURE TECHNOLOGY

Oxy is a strong proponent of DAC technology, which removes CO_2 directly from the atmosphere for safe, permanent geologic storage in subsurface oil and gas or saline formations. Oxy formed 1PointFive to finance and deploy DAC technology and develop the world's first industrial-scale DAC facility in the Permian Basin to remove 1 million metric tons of atmospheric CO_2 per year when fully operational. This plant will be a key step to deploy DAC technology globally on an industrial scale.

CEMVITA FACTORY

OLCV and bio-engineering startup Cemvita Factory announced a plan to construct and operate a bio-ethylene pilot plant, applying jointly developed technology using CO_2 instead of hydrocarbon-sourced feedstocks. The technology provides an opportunity to offer a new, non-hydrocarbon-sourced ethylene product to the market, reducing carbon emissions. The bio-synthesis process only requires CO_2, water and light to produce bio-ethylene, reducing both feedstock needs and emissions.

GREENHOUSE GAS EMISSIONS, METHANE AND FLARING

Our commitments and ongoing initiatives to reduce GHG and methane emissions and to eliminate routine flaring will help us to achieve our net-zero goals and accelerate our carbon management business.

Our workforce is empowered to generate and implement ideas and products to reduce our operational emissions. Carbon dioxide and methane are both valuable products and raw materials for Oxy's oil and gas and chemicals operations and our growing low carbon ventures business. The 1PointFive team is actively developing projects to capture and sequester GHGs directly from the atmosphere and from industrial sources, and to enable zero or low-carbon production of oil, electricity, fuels, chemicals and other products.

SCOPE 1 AND 2 EMISSIONS

As defined by the Greenhouse Gas Protocol, Scope 1 or direct emissions are emissions from sources that are owned or operated by Oxy. Examples of our Scope 1 emissions sources include combustion from engines and flaring and venting of natural gas from facilities, wells, pipelines or other equipment.

Scope 2 or indirect GHG emissions are those associated with the consumption of purchased or acquired electricity, steam, heating or cooling. Examples of Scope 2 emissions are those generated by the supply of electricity from third parties to operate Oxy's facilities and equipment such as electric motors, vapor recovery units, pumps and air compressors.

↓11.5%

Oxy reduced total operated GHG emissions (Scope 1 and 2, measured in $MTCO_2e$) by nearly 11.5% between 2019 and 2020.

SCOPE 3 EMISSIONS

As defined by the Greenhouse Gas Protocol, Scope 3 emissions are those associated with our supply chain, such as emissions from the production of purchased supplies and services, third-party transport-related activities, waste disposal, and those associated with the transportation, distribution and lifecycle processing and use of our products. The most relevant categories of our Scope 3 emissions include the transportation, processing and use of our sold oil and gas products, to which we have applied conservative assumptions including that our sold products are refined on a BOE basis as oil and are 100% combusted, with no non-emissive uses. Oxy's 2050 net-zero ambition includes removing from the atmosphere and capturing from industrial sources volumes of CO_2 that equal or exceed the emissions associated with our sold products, as well as Scope 1 and 2 emissions.

EMISSIONS ESTIMATION AND REPORTING

Oxy values transparency, and we are committed to disclosing key environmental metrics important to our stakeholders. To this end, we report our estimated GHG emissions and intensity data on an operated and equity basis in our Annual Performance Summary Table. We also disclose our estimated GHG emissions and energy use data in annual CDP reporting. We have reported to the CDP since its inception in 2003.

Oxy formed an Environmental and Sustainability department that includes, among other functions:

- An Air Quality team to promote timely permitting, reporting and compliance of our operations and to facilitate emissions reduction projects; and,
- A Carbon Accounting team to oversee review, auditing and verification of our operational emission estimates, prepare lifecycle analyses of our Scope 3 emissions estimates and support the market for differentiated low-carbon fuels, products, credits and offsets.

OTHER AIR EMISSIONS

Oxy's oil and natural gas, chemical and midstream operations generate air emissions including sulfur oxides, nitrogen oxides, volatile organic compounds (VOCs), carbon monoxide, hydrogen sulfide and particulate matter (such as PM_{10} and $PM_{2.5}$), among other substances. We continually monitor operating conditions to control these air emissions from our facilities and oil and gas activities in compliance with federal, state and local regulations. These air emissions are typically generated from boilers, heaters, engines, flares, compressors and other process sources such as storage tanks, flaring, venting, gas boosting activities and pneumatic devices.

METHANE

We devote significant resources to capturing emissions of methane and other organic compounds by retrofitting existing facilities and designing and constructing new facilities that inherently reduce emissions. Pursuant to federal and state regulations for control of VOCs, Oxy conducts monitoring surveys at its affected field facilities (e.g., tank batteries and compressor stations) typically on a quarterly basis.

Oxy is implementing additional programs to mitigate fugitive emissions beyond current regulatory requirements and to enable us to detect and address emission sources more rapidly:

- Oxy's Find It, Fix It, Measure It Program integrates leak detection and emission surveys more directly with operators and maintenance crews; and,
- The Emissions Technology Team, whose purpose is to identify and implement technologies to detect, monitor and predict emissions.

These programs support efforts to obtain direct, real-time measurement or estimation of emissions, enabling Oxy's operational staff to deploy resources effectively and to capture methane and other hydrocarbons for sale to customers or for beneficial use in our operations.

Oxy is working toward building the necessary infrastructure and permanent centralized production equipment in advance of well completion activities so that production fluids, including methane and other VOCs, are sent to gas handling facilities and sales pipelines from the moment production begins. These "green completion" practices are designed to prevent release of gas directly to the atmosphere. Prior to any regulatory requirement, Oxy's U.S. oil and gas operations began performing reduced emissions completions for hydraulically fractured wells.

We use infrared monitoring devices, including optical gas imaging (OGI) and forward looking infrared (FLIR) cameras, to monitor fugitive emissions of methane or VOCs from equipment and components such as pneumatic valves, plunger lift systems, storage tanks, compressors, glycol dehydrators and similar components. These devices are particularly helpful where the equipment or components are geographically dispersed or difficult to access, and supplement auditory, visual and olfactory inspections by operators by using the infrared spectrum. Equipment exhibiting possible leaks identified by OGI and FLIR cameras are further inspected and components are repaired or replaced, as appropriate.

HIGHLIGHT

FLIR CAMERAS

We have also significantly expanded our use of FLIR cameras to complement our regulatory monitoring programs and expedite leak detection and repair, particularly from equipment or components that are difficult to access. For example, in our Gulf of Mexico operations, we are training employees to reduce flaring using FLIR cameras. This is not a regulatory requirement, but our Operational Excellence Manager initiated this project to increase the number of people trained in this technology. We have one camera operating at each of our offshore locations, which serves multiple uses other than monitoring flaring. This technology can also be used to help monitor gas releases, help identify where repairs need to be made and determine when a release has stopped. In addition to monitoring for emissions, this imaging technology can be used to observe the status of lines and equipment.

THE ENVIRONMENTAL PARTNERSHIP

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

OGCI
OIL AND GAS CLIMATE INITIATIVE

Oxy is also a member of the Oil and Gas Climate Initiative (OGCI), a group of global energy industry leaders. In addition to setting collective methane reduction targets, OGCI is focused on lowering the carbon footprints of energy, industry and transportation value chains via engagements, policies, investments and deployment. OGCI Climate Investments is a $1 billion-plus fund to which Oxy and other OGCI members contribute to invest in technologies, projects and business solutions with potential to significantly reduce emissions in the energy and industrial sectors.

OGCI is also committed to advancing the Global Methane Alliance Programme, launched by the United Nations Environment Programme (UNEP) to support the inclusion of methane emission reduction targets in countries' Nationally Determined Contributions under the Paris Agreement.

FLARING

Oxy is committed to reducing natural gas flaring, and we have set a target to eliminate all routine flaring from our operations by 2030. Oxy was the first U.S. oil and gas company to endorse the World Bank's "Zero Routine Flaring by 2030" Initiative to reduce GHG emissions and optimize use of methane as a valuable hydrocarbon resource. The World Bank defines routine flaring as "flaring that occurs during the normal production of oil, and in the absence of sufficient facilities to utilize the gas on-site, dispatch it to a market, or re-inject it." We are striving to eliminate routine flaring, and limit our flaring to non-routine situations when gas processing plants or pipelines have unplanned outages or planned shutdowns or turnarounds for inspections, repairs and maintenance activities that require gas from wells, lines and plant equipment to be flared.

We are designing new production facilities to mitigate flaring. In areas where gas gathering systems are not accessible, we evaluate reinjection of natural gas for gas lift or to maintain reservoir pressure, as well as the use of microturbines to generate electricity or facilities to generate a compressed natural gas liquid that can be used for fuel.

In our New Mexico operations, we installed a new gas gathering system that has significantly reduced volumes of flared gas. This gathering system reduces our reliance on third-party takeaway capacity and avoids unscheduled flaring events by facilitating the transfer of sales gas to multiple third-party midstream companies. This system design includes a closed-loop flowback that captures gaseous vapors released from flowback fluids directly into the gathering system via vapor recovery units. Equipment upgrades also included in this system design increase the reliability and redundancy of our production systems, leading to reduced downtime and lower flaring volumes at the facility level. We estimate that this gathering system has reduced annual carbon dioxide equivalent (CO_2e) flaring emissions by more than 60 percent, relative to flaring emission projections had the gathering system not been constructed.

↓15%

Oxy reduced total flare-related volumes (measured in MMscf) by more than 15% between 2019 and 2020.

ENERGY UTILIZATION AND EFFICIENCY

Oxy seeks continuous improvement in energy efficiency. Oxy has for many years utilized cogeneration, energy efficiency improvements and focused integration of renewable energy to advance our strategy of sustaining both lower costs and lower emissions. Power consumption is the largest driver of Oxy's operating costs. Oxy applies several strategies to improve energy efficiency and reduce emissions while sustaining our production. As a result of hands-on, employee-driven innovations, we have invested in efficiency improvements, process changes and use of lower-carbon power and feedstocks.

Guided by the principles of the ACC's Responsible Care® Energy Efficiency program, our OxyChem plants have successfully implemented innovative energy efficiency enhancements. In addition, OxyChem partnered with the U.S. Department of Energy's Better Plants® program to apply best practices in energy management to help OxyChem achieve its 2025 sustainability goals. Another example of our energy innovation is the production and use of hydrogen as a non-carbon based fuel source in OxyChem's operations to reduce energy consumption and lower our carbon emissions.

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

HIGHLIGHT

RENEWABLE ENERGY

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

Oxy is exploring the utilization of additional renewable energy supply, including installing renewable energy systems or purchasing renewable energy, such as wind and solar, to provide electricity for our oil and natural gas and chemical operations.

COGENERATION

Oxy's cogeneration facilities are highly efficient power plants that co-produce electricity and steam for our adjacent chemical plants, while also providing surplus electricity into the wholesale market. Cogeneration, or combined heat and power (CHP), significantly increases electrical power generation efficiency compared to traditional methods while also reducing emissions. Cogeneration is more than just an energy-efficient method of generating electricity and thermal energy. It can deliver lower overall system costs, more integrated and resilient infrastructure and improved grid reliability.

The GHG emission-reduction benefits from Oxy's natural gas CHP facilities are substantial. At OxyChem manufacturing facilities, utilizing CHP is estimated to reduce GHG emissions by 4.3 million metric tons of CO_2e per year compared to equivalent power supplied from the electrical grid. The hydrogen-fired boilers and CHP units offset natural gas consumption and lower our CO_2 emissions by approximately 490,000 metric tons of CO_2e per year.

HIGHLIGHT

ENERGY UTILIZATION AND EFFICIENCY AT OXYCHEM

OxyChem operates a billion pound-per-year capacity ethylene cracker at its plant in Ingleside, Texas. OxyChem incorporated significant energy efficiency features, such as the use of byproduct hydrogen gas as fuel and recovery of surplus heat from the process and flue gas outlet of the cracking furnaces. Another unique aspect of this project is the use of two thermal oxidizers equipped with boilers to combust low pressure gases from process equipment and storage vessels. These thermal oxidizers are designed to provide high emissions control and generate steam from the surplus heat. OxyChem estimates that it is eliminating approximately 970,000 metric tons per year of total CO_2e due to the highly efficient design.

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

At its Geismar, Louisiana facility, OxyChem produces an advanced feedstock known as 4CPe. Based on patented research and development by OxyChem, 4CPe enables our customers to produce next-generation refrigerants, which have low global-warming and ozone depletion potential. These refrigerants are approved by the U.S. Environmental Protection Agency (EPA) and meet the European Union regulatory requirements for automobile air conditioning systems. Importantly, this product can safely and effectively replace existing chlorofluorocarbon refrigerants that are being phased out by many governments.

PLANET

WATER STEWARDSHIP

The production of oil and natural gas, electricity and chemicals requires water, and we recognize the importance of managing water resources responsibly. Oxy's water stewardship program, including our use of treatment technologies for water recycling and reuse and our principles of conservation, is part of our demonstrated support for and alignment with the UN SDGs 6 (Clean Water and Sanitation), 12 (Responsible Consumption and Production), 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land). We are also aligned with the IPIECA Impact Pathway 51 (Resource Management and Biodiversity, Land, and Water Stewardship) to adopt water stewardship strategies that include: collaboration around integrated water resources management; local participation in the collective management of water, particularly in areas of water scarcity; the improvement of water quality; and recycling and reuse of water, wherever feasible, to reduce Oxy's freshwater use.

Oxy's water management focuses on the unique characteristics of the regions where we operate. Through practices that include the treatment and use of produced water, water recycling, and the limited use of freshwater and potable water supplies, Oxy strives to ensure our water use does not affect the ability of cities, towns, farmers and other water users near our operations to secure access to water resources.

We routinely assess our water management practices, including those relating to water supply, treatment and discharge, to identify water-related risks and opportunities for improvement. We have a centralized team of engineers and hydrologists that champions best management practices, engages with stakeholders and water users on water management and conservation practices and designs water treatment and recycling projects across our global operations.

OxyChem, as an American Chemistry Council (ACC) Responsible Care® company, is committed to reporting on our water management practices and water stewardship. OxyChem prioritizes engagements in our value chain that align with our sustainability guiding principles and goals around water conservation and stewardship. OxyChem is a founding member of the Alliance to End Plastic Waste, which seeks to help eliminate plastic waste in the environment, especially in the oceans. The Alliance aims to develop and bring to scale innovative solutions that will minimize and manage plastic waste and promote solutions for used plastics by helping to enable a circular economy. This global effort consists of companies in the plastics value chain, including chemical and plastic manufacturers, consumer goods companies, retailers, converters and waste management.

Oxy reports water metrics on our global operations, including total freshwater withdrawals and consumption, wastewater discharges and recycling of produced water in the Annual Performance Summary Table.

As Oxy develops projects in new operating areas, our Operational Management System requires an assessment of potential environmental impacts, including those related to water resources. Our approach encompasses programs, standards and operational practices designed to conserve freshwater and improve the efficient use, recycling, reuse of water resources and the quality of water being treated and discharged to surface water bodies. Oxy discharges water to surface water bodies after treatments that meet local, state and federal requirements. Oxy also 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 as we evaluate and mitigate the effects of water risks on key operations, the safety and well-being of employees and contractors and our host communities. When evaluating a new site or asset, we review legal and regulatory issues and hydrological yield in terms of the reliability and proximity of water supplies for Oxy and other water users during exploration and production activities.

Our analysis of water-related risks includes an information-gathering process, environmental due diligence, participation in industry association technical groups (for example, IPIECA Water Working Group and ACC Responsible Care®) and external stakeholder engagements to inform and refine our risk management and strategic planning processes. Oxy reflects local conditions such as droughts, water supply shortages or flooding in our business plans and water management strategy to operationalize and mitigate risks, reduce our costs of water handling and help to sustain water resources for local communities. We leverage various water risk tools to assess water scarcity and to evaluate water use and discharge at key operations, taking into account factors such as:

- Physical and climatic characteristics;
- Future supply reliability;
- Population growth and industrial growth trends;
- Affected ecosystems;
- Regulatory issues; and,
- Social context.

This approach, with the use of other water assessment tools, helps us validate the efficacy of existing water-related safeguards and identify new opportunities to enable the protection of water sources and receiving water bodies.

UPSTREAM OIL AND GAS WATER MANAGEMENT

Our oil and gas operations extract significant quantities of saline produced water from oil and gas formations. We seek to use this produced water and other recycled water streams wherever feasible in our operations instead of freshwater. Oxy also obtains water from other non-potable sources, seeking to use the lowest-quality water acceptable for operational activities.

The volumes and sources of water required by Oxy vary considerably by local basin and well to well. Throughout our operations, Oxy is increasing the recycling and reuse of water, which decreases our need for both freshwater withdrawals and transportation and disposal of surplus produced water. Oxy has implemented major water treatment, reuse and recycling projects in many locations, including the United States and Oman. Oxy is also developing or enhancing water-related technologies and our experts participate actively in produced water consortia in New Mexico and Texas to share our experiences with academics, regulators, NGOs and other operators. These include new approaches for the treatment of produced water and wastewater streams. Oxy continues to evaluate new opportunities for beneficial reuse of treated produced water, such as for agricultural and ecological use, ranching operations or the construction and operation of DAC facilities.

In the Permian Basin in New Mexico, our industry-leading water recycling program achieves more than a 90 percent recycling rate at new locations; and less than 10 percent of water used for drilling and completions comes from fresh water sources. Since the inception of this program in 2016, approximately 26 million barrels of produced water have been recycled.

WATER USE FOR HYDRAULIC FRACTURING

Oxy is committed to public disclosure of our hydraulic fracturing operations. We participate in FracFocus®, a website created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission to provide for well-specific voluntary disclosure of hydraulic fracturing operations, including the chemical ingredients used in fracturing fluids. In addition to providing a national registry, the website provides factual information about hydraulic fracturing and groundwater protection.

Oxy is further committed to conducting hydraulic fracturing in a manner that does not impact the environment or the communities in which we operate. Oxy and our service companies employ a range of mitigation techniques to recycle and manage drilling materials and flowback fluids. Oxy also submits in FracFocus® all ingredients identified by the vendors, including de minimis trace components as well as a description and class of any ingredients that the manufacturers protect as trade secrets or confidential information. Oxy maintains Safety Data Sheets (SDS) for the chemicals and fracturing fluids it uses. Several states also use FracFocus® for regulatory disclosures.

Through improved technologies and industry and stakeholder collaboration, Oxy applies water-delivery systems such as Water-on-Demand, water-recycling programs and closed-loop processes to conserve freshwater resources, reduce waste and to minimize road use. We work with municipalities and other suppliers to secure recycled water, such as treated wastewater and effluent that is processed to clean-water standards for use in our operations. When recycled water is not used, brackish water supplies are obtained as our next priority, followed by recharged water sources to further minimize the impacts on limited freshwater resources.

Oxy also utilizes a comprehensive underground pipeline system to transport produced oil and natural gas to processing facilities, resulting in smaller tank batteries. We are able to reduce the facility size and create compact, lower-profile development areas.

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

- 380 million barrels, or nearly 16 billion gallons, of water moved via pipelines since 2012;
- 60+ million traffic miles and a significant amount of traffic emissions avoided since 2012;
- Temporary pipelines are used for short distances from trunk lines to the well pads to provide the safe and reliable delivery of water; and,
- Reduction in the number of onsite water storage tanks needed and associated surface impacts.

Oxy regularly monitors surface and groundwater quality in the vicinity of our hydraulic fracturing operations. Our deep knowledge of rock and fluid properties in formations across our acreage helps us to develop a better understanding of the key geologic parameters that drive productivity, such as porosity, saturation, brittleness, total organic content, mineral and geochemical composition, rock and fluid compatibility, natural fractures, distribution and stress regimes.

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

WATER-ON-DEMAND

Oxy works diligently to protect and conserve Colorado and Wyoming's valuable resources, including freshwater. Our Water-On-Demand system delivers water for hydraulic fracturing to well sites in the Denver-Julesburg and Powder River Basins through a pipeline network, reducing truck traffic, road impacts, noise and GHG emissions.

Produced water, along with varying volumes of drilling muds and fracturing fluids, can be collected and reused in a closed-loop system. Oxy and our service companies employ a range of mitigation techniques to manage the potential environmental impacts of drilling materials and flowback fluids. We work collaboratively with our service companies to improve drilling and production techniques to enhance the efficiency of water usage and to minimize the amounts and types of additives required for hydraulic fracturing. Several techniques include the following:

- We re-use drilling fluids to the maximum extent possible;
- We drill using closed-loop systems in areas with high freshwater tables; and,
- Within our U.S. drilling operations, we store drilling muds, other oily residuals and flowback water in closed containment systems or tanks for on-site storage, recycling in drilling or completions and eventual disposal of residuals.

WATER QUALITY AND WASTEWATER

Discharge to surface water bodies requires a permit or authorization that sets water quality parameters consistent with the receiving water body and may specify treatment requirements. Additionally, discharges or stormwater runoff from Oxy's oil and gas and chemical facilities are evaluated for water quality under other applicable regulations and company policies. In certain locations in the United States discharges of treated water from Oxy's facilities support riparian (or riverbank) eco-systems by providing a more consistent flow of freshwater than would otherwise exist. Oxy monitors and mitigates water discharges based on regulatory standards, compliance with permits, best practice frameworks and wastewater and effluent treatment technologies.

SPILL PREVENTION AND WASTE MANAGEMENT

Our operations implement waste minimization and pollution prevention plans and practices that are designed to maximize the beneficial use, reuse and recycling of natural resources and by-products and to reduce the amount of waste that we dispose. We monitor our waste management through an index that tracks reportable events and citations to the appropriate government agency. Reportable events include spills or releases in excess of a level stipulated by regulatory agencies or a deviation from a regulatory standard or an established permit condition. Citations include notices of violation received from a government agency as well as initiation of government agency proceedings such as administrative orders, consent orders or agreements, civil actions or court orders to enforce environmental laws or regulations. Oxy's performance relative to our increasingly regulated industry reflects the company's standards and compliance requirements.

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

Oxy actively monitors and manages our waste, discloses reportable events to the appropriate agencies, and takes initiative to resolve any compliance issues.

BIODIVERSITY, LAND USE AND REMEDIATION

Oxy actively promotes habitat preservation and biodiversity. Minimizing the disturbance of wildlife habitat is a key tenet of our global conservation efforts. We believe that using existing production infrastructure to recover additional oil and natural gas from mature fields provides significant life-cycle environmental benefits—avoiding, in many cases, the need to develop greenfield land, or build new roads, pipelines and storage and processing facilities. Habitat quality, such as vegetation structure, is assessed at potential well locations. We strive to avoid impacts to habitats and species where possible, and where not feasible, impacts to species are minimized by co-locating infrastructure.

Oxy works with national, regional and local government agencies, university researchers and nonprofit organizations to support native species in various operating locations, implementing adaptive management practices to minimize habitat disruption and to preserve and restore habitat for those species. We continue to support conservation programs to offset impacts to species, whether they are endangered, threatened or not at risk.

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

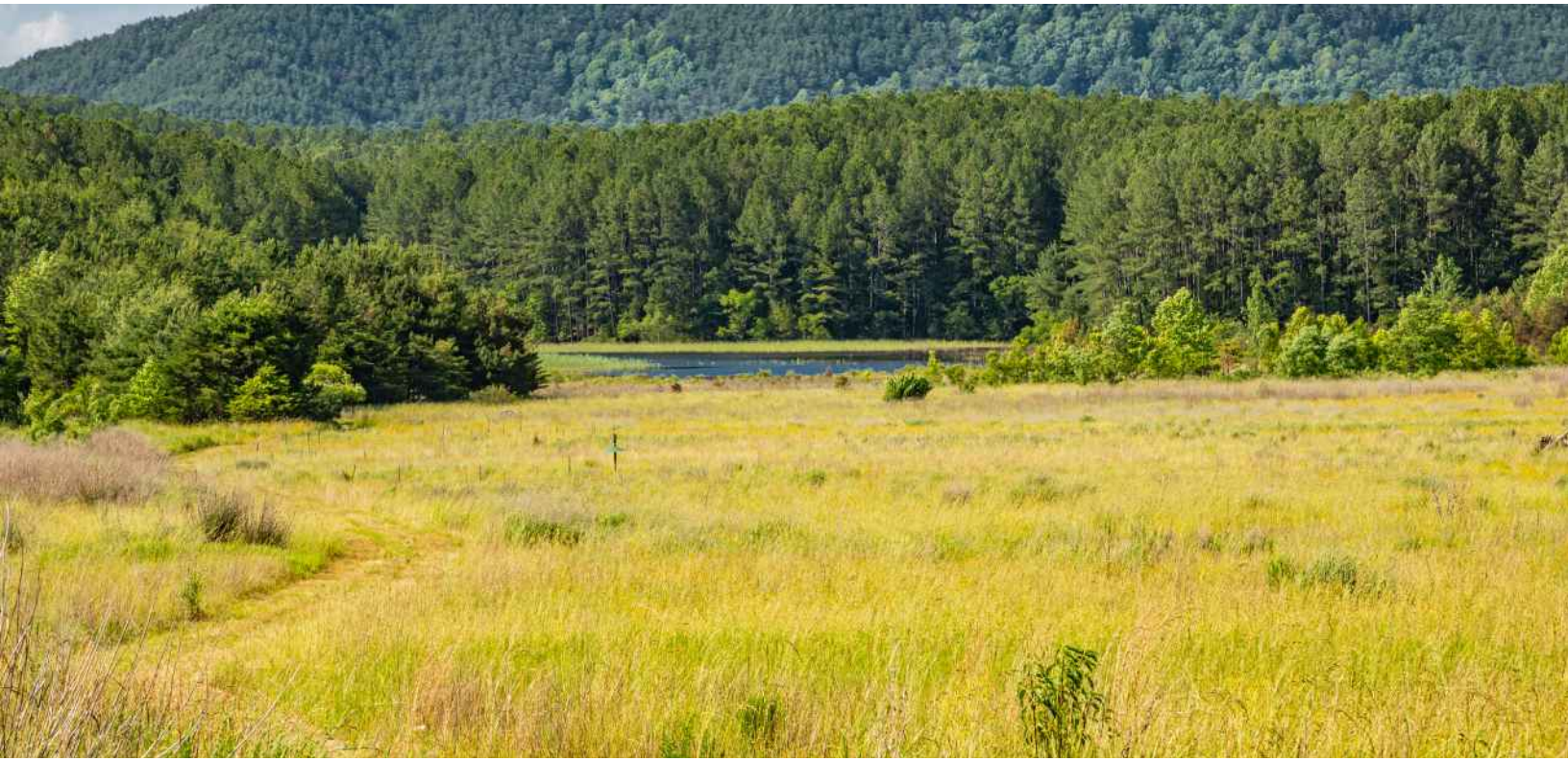
In 2020, Oxy expanded our partnership with NFWF to include the Restoration and Stewardship of Outdoor Resources and Environment (RESTORE) in Colorado and the National Coastal Resilience Fund to create more proactive conservation initiatives. NFWF has developed a carbon calculator for all conservation work completed across the United States, through which Oxy aims to quantify the CO_2 captured as part of our habitat restoration projects.

Oxy's longstanding participation in the WHC has helped us to enhance habitats across the United States. WHC's Corporate Wildlife Habitat Certification/International Accreditation Program recognizes commendable wildlife habitat management and environmental education programs at company-owned properties. We currently manage four sites certified by the WHC under the Corporate Lands for Learning and Wildlife at Work programs.

HIGHLIGHT

PECOS WATERSHED CONSERVATION INITIATIVE

Oxy is a founding partner of the Pecos Watershed Conservation Initiative, a proactive approach to the Endangered Species Act which involves landscape-based management of multiple species and their habitats within the Pecos River Watershed in New Mexico and Texas. The Initiative is a collaborative endeavor between industry and local, state and federal agencies to improve habitat for native species while allowing for responsible economic development.



Glenn Springs Holdings is Oxy's wholly owned subsidiary that manages former or acquired operating locations and in accordance with our commitment to safeguard people and the environment. Since 2012, Glenn Springs has earned four national habitat awards from the WHC, National Wild Turkey Federation, Pheasants Forever and Ducks Unlimited.

The scientists, engineers and project managers at Glenn Springs employ environmentally sound methods and innovative site restoration solutions in cooperation with stakeholders. Through engagement with relevant agencies and local communities and development and application of standardized processes and tools, Glenn Springs has at many sites taken a leadership role to achieve significant improvements in environmental quality in industrial, mining or commercial practices. As of December 31, 2020, Oxy participated in or monitored remedial activities or proceedings at 170 sites. Oxy's environmental remediation program is described in our Annual Report, Form 10-K.

Among Glenn Springs' notable remediation and restoration efforts include the Copper Basin restoration project in southeast Tennessee and its work for OxyChem on former manufacturing properties in Montague, Michigan and Painesville Township, Ohio. These projects exemplify Glenn Springs' approach of combining remedial restoration and beneficial use of sites in a manner that improves environmental quality and advances community interests.

HIGHLIGHT

COPPER BASIN RESTORATION, TENNESSEE

At this former mining site, Glenn Springs and the Tennessee Department of Environment and Conservation implemented a series of remediation and restoration efforts such as passive and active water treatment, ecological restoration, solids removal, engineered caps and revegetation. As a result, the water quality and aquatic diversity in the Ocoee River have improved to levels not seen in over 100 years. The lush landscape is now enjoyed by local residents for recreational activities including white water rafting and fishing. The impressive efforts and results of this project were recognized in December 2020 by the American Council of Engineering Companies with the Grand Conceptor Award, signifying the project as the year's outstanding engineering achievement.

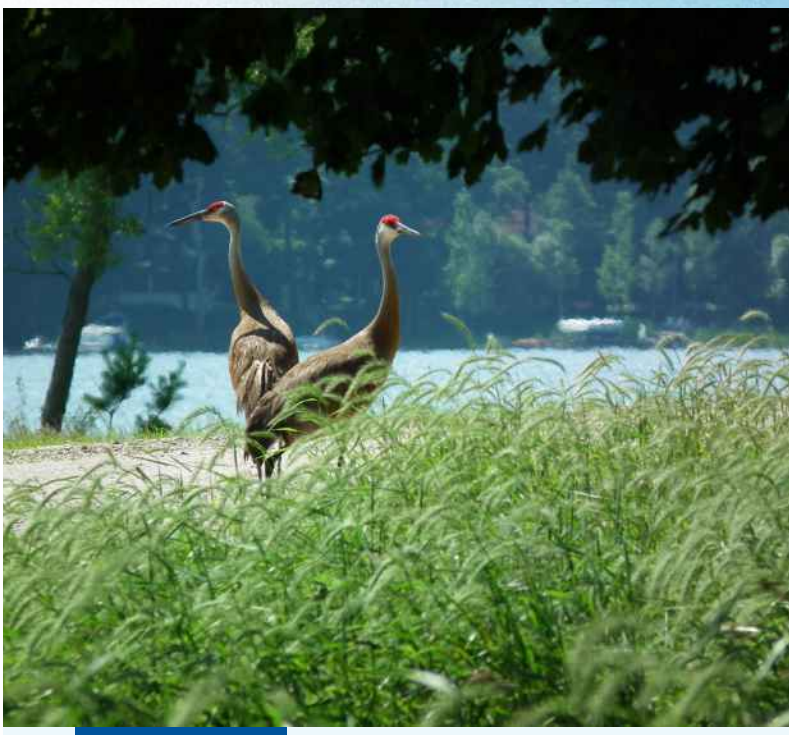
HIGHLIGHT

PAINESVILLE, OHIO

In addition to ongoing environmental remediation work for OxyChem, Glenn Springs continuously engages with communities to begin new projects that will contribute to the well-being of local residents and the environment. In 2020, for example, Glenn Springs and the Lake County Ohio Port and Economic Development Authority entered into a letter of intent regarding the former Diamond Shamrock Painesville Works Site. The Port Authority and Glenn Springs are working together on potential public access to the property and redevelopment for uses such as recreation, an amphitheater or observation platforms, and commercial development.

"We appreciate having the Port Authority's assistance in engaging with the community and identifying economic development resources that can facilitate reuse of the property in a way that serves the community's needs and objectives."

— Rick Passmore, Senior Director of Operations for Glenn Springs



HIGHLIGHT

MONTAGUE, MICHIGAN

At the site of a former chemical production facility in Montague, Michigan, Glenn Springs implemented a comprehensive wildlife enhancement plan benefiting several species of mammals, birds and insects. The Montague conservation plan includes:

- Creation of a long-term forest management plan;
- Creation of 35 acres of wetlands and aquatic habitat;
- Creation of two timber ponds;
- Planting and maintaining over 80 acres of native prairie grasses; and,
- Establishment of nearly 30 acres of wildlife food plots.

Glenn Springs also installed and operates a water collection and treatment system for OxyChem to contain plant groundwater on-site. The water facility treatment has been in continuous operation since remediation efforts began and currently collects and treats approximately 1 million gallons of water per day.

PEOPLE

PEOPLE

ADVANCING HUMAN CAPITAL

Our dedicated workforce and our community partners help to create value for our shareholders and stakeholders. This section articulates how people are critical to sustain our enterprise value and competitive advantage, to maintain our license to operate and strengthen stakeholder relationships, and to achieve our goal of a successful and just net-zero transition in accordance with the Paris Agreement.

Oxy is proud to be a leading employer and community partner wherever we operate. We hire, recruit and develop remarkable people with a passion for producing life-enhancing energy and chemical products. Oxy is committed to providing safe, supportive and high-quality work environments, rewarding initiatives and innovation and treating every employee with dignity and respect.

Our multicultural workforce is dedicated to achieving the company's objectives, improving our environment and contributing to the communities in which we live and work.

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

DIVERSITY, INCLUSION AND BELONGING

As an international company, we value the ability to communicate and work effectively with people from a wide variety of backgrounds, perspectives and cultures. This diversity enriches our culture and our employees' experience in the workplace and contributes to an innovative and effective business model that fosters the development of local communities.

Oxy strives to foster a culture that is diverse and inclusive, where every employee feels a sense of belonging. We are committed to creating an environment in which differences are celebrated and encouraged. We believe a workplace with employees of various backgrounds and unique experiences catalyzes innovation, growth, strong performance and long-term value. At Oxy, diversity is who we are, inclusion is how we work and belonging is how we thrive.

Our commitment to diversity, inclusion and belonging starts at the top. In 2021, our President and CEO, Vicki Hollub, was named one of the Top CEOs in Energy by The Energy Inclusion Conference hosted by The Energy Diversity & Inclusion Council. The Top CEOs in Energy Award highlights the strongest caliber of executive leadership in the energy industry. CEOs receive the award based on the evaluation of criteria such as their proven track record of advocating for diversity, equity and inclusion in the workplace, leadership in advancing community well-being, demonstrated commitment to the highest ethical standards and ability to value and respect diverse points of view.

To promote awareness, governance and oversight of diversity, inclusion and belonging, we established a Diversity and Inclusion Advisory Board and an Ambassador Committee. The Advisory Board oversees Oxy's strategy and institutionalizes policies to recruit, develop, retain and promote a workforce that reflects the diversity of the communities where we live and work. The Diversity and Inclusion Ambassador Committee members serve as employee champions in training, recruiting, community outreach and educational programs.

Oxy is an Equal Opportunity Employer. As part of our commitment to diversity, inclusion and belonging, we aim to provide a workplace free of unlawful discrimination, hostility and harassment. Any hostility toward, discrimination against or harassment of any employee based on race, religion, color, national origin, ancestry, physical disability, mental disability, legally protected medical condition, marital status, sex, gender identity, age, veteran status, sexual orientation or any other basis protected by federal, state or local law is a violation of Oxy's policies.

Oxy works hard to attract and retain top talent, focused on our local communities. In addition to our longstanding scholarships and internships with educational institutions, we have expanded our talent acquisition strategy to create partnerships with several Historically Black Colleges and Universities as we seek to identify a diverse pool of candidates from underrepresented groups.

WORKFORCE DEVELOPMENT AND LEARNING

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

Many employees, including our senior leaders, have benefited from rotational assignments that expand their business acumen in various engineering disciplines, finance, law, supply chain and HSE. We recently implemented a new Strategic Technical Excellence Program to recognize and develop highly skilled geoscience and engineering experts who drive innovation, enhance performance and advance our industry.

In the area of technical development, Oxy also provides a variety of computer skills training as well as function-specific training, such as the PetroSkills program for engineers. OxyChem's Engineering Training and Development program provides technical employees with a curriculum designed to enhance engineering skills and provide learning and development opportunities throughout their career path. We also offer cross-functional training to increase business acumen and executive leadership skills, such as implementing a new finance rotation for early-stage engineers.

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

Oxy's international operations have comprehensive programs to recruit and train national employees for jobs at all levels of the company. This is a key process that enhances economic development, transfers technical expertise to the local workforce, increases employment of local workers and suppliers and reduces dependence on expatriate workers. Investing in education and skills-based training in countries where we operate helps Oxy develop and sustain the local technical, operational and commercial talent required to build, operate and maintain critical infrastructure for our work in those markets.

For example, Oxy is a leading employer of nationals in Oman, enthusiastically expanding on programs such as "Omanization" of the Oxy workforce. This is a government-initiated program that seeks to increase employment of Omani nationals in the public and private sectors. Oxy has comprehensive initiatives to recruit and train Omani citizens and is committed to developing and promoting Omani citizens in positions from entry-level to executive management.

EMPLOYEE ENGAGEMENT

At Oxy, we aim to actively engage employees on a global scale. Oxy recently conducted an extensive culture assessment to evaluate our values as a unified organization. The culture assessment was comprised of surveys, focus groups and meetings with company leaders. The results of this assessment helped us to update our Mission, Vision and Values in 2020. We have reinforced these statements over the past year to promote organizational culture despite the challenges posed by COVID-19.

We have intensified our efforts through the launch of our Diversity, Inclusion and Belonging initiative and by expanding partnerships, training, recruiting and mentor programs. We partnered with Historically Black Colleges and Universities to create a pathway for additional internships and job opportunities for candidates of diverse backgrounds.

We also have engaged outreach programs such as ALLY Energy, the Texas Diversity Council and the Energy Diversity & Inclusion Council. Additionally, we actively recruit veterans and members of the military who are completing their service.

Internally at Oxy, we aim to promote employee understanding and awareness of diversity, inclusion and belonging. Our employee resource groups provide opportunities for employees to network and collaborate based on shared experiences and backgrounds. Our current employee resource groups include the Women of Oxy Network, the Early Career Network and the Veterans Mentoring Program.

HEALTH, SAFETY AND WELL-BEING

We are committed to seeking continuous improvement in workplace and contractor safety and preventing incidents. Oxy's business units encourage contractors to improve their HSE programs, both in periodic safety meetings, where Oxy management discusses HSE practices with contractors, and in individual service quality meetings. These discussions include best practices such as supervision, job safety analysis, use of Stop Work Authority, equipment inspections, and emergency preparedness, including in drilling, workover and construction activities. We expect both employees and contractors to uphold Oxy's Life-Saving Rules and our safety management standards and practices.

In 2020, Oxy achieved the best employee safety performance in the company's history, based on the U.S. Department of Labor's Injury and Illness Incident Rate (IIR).

<1.0

Our employee IIR has been less than 1.0 recordable incident per 100 employees for 21 consecutive years.

0.19

Our employee-only IIR in 2020 was 0.19.

0.21

Our combined employee and contractors IIR was 0.21.

Oxy has sustained exemplary safety performance through a comprehensive approach that begins with establishing consistent expectations set by the company's Board and management. Our approach includes empowering and training employees and contractors and supporting them with safe work systems, technology and proactive maintenance and asset integrity programs. For example, under our Stop Work Authority policy, we empower employees and contractors to halt production, shut down any equipment or stop any job to prevent an accident or environmental incident. Also, OxyChem's CORE 4 safety program for permitted work protects employees and contractors through a communication and verification process focusing on job scope, job hazards, proper isolation, and zero energy to further reduce accidents.

We also engage with external stakeholders to improve health and safety. Each year in the Gulf of Mexico, for example, Oxy conducts an oil spill response plan exercise in conjunction with the U.S. Bureau of Safety and Environmental Enforcement, other government agencies and spill response contractors. Regular engagement with external partners allows us to incorporate new ideas and sustain our strong safety culture.

The health and well-being of our workforce is a top priority. Oxy is committed to offering programs that guide employees along the journey to better physical and mental health. We aim to provide employees with sufficient resources, education, tools and positive support to achieve their personal wellness goals. Oxy also provides access to a company wellness platform with information and interactive tools that help employees create personalized wellness plans specifically designed to meet their needs.

Oxy has expanded its longstanding wellness initiative, Oxy Health, to encourage active lifestyles and physical fitness. Oxy Health programs support early detection of risks, which enables employees to undertake lifestyle changes to lessen or eliminate potential health concerns as well as establish and meet targets that lead to better long-term health. Oxy Health has had a direct impact on reduced absenteeism, long-term disability and short-term disability.

Today, Oxy Health is investing in a worldwide well-being initiative that supports employees in all aspects of life. Employees can connect with colleagues from Oxy locations worldwide—including the Middle East, Africa and North and South America—in healthy challenges and competitions, bringing them closer together as a company and community.

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

COVID-19 RESPONSE

2020 was a critical year for public health and occupational health and safety management, as COVID-19 impacted the well-being of communities across the globe. Oxy's commitment to the health and safety of our workforce and our communities was evident in our thorough response to COVID-19. Throughout the pandemic, we made significant efforts to safeguard our employees and communities while continuing to operate critical national infrastructure and supply essential products. Below are a few examples that demonstrate our robust response.

In response to COVID-19, we allocated additional paid-time off to our employees to care for their loved ones during the pandemic. We also provided employees with presentations from our Medical Department and a safety website including information to understand COVID-19 statistics in their area and guidance on how to minimize exposure and transmission and on availability of the COVID-19 vaccine.

During the pandemic, on-site employees were required to clear a COVID-19 screening on a daily basis before entering field, plant or office worksites. To promote a balanced and flexible workplace schedule post-pandemic, eligible employees have the option to select a work schedule that allows them to work three days in the office and two days at home.

OxyChem supported the communities where we operate by providing additional personal protective equipment (PPE) to local hospitals and front line healthcare workers. OxyChem's quick response to COVID-19 enabled its plants to continue operating safely to provide essential chemicals like disinfection products to customers across the world.

In the Gulf of Mexico, we implemented a COVID-19 Mitigation Plan that reflects the unique aspects of crew transportation, accommodations and platform and drilling ship operations. The plan provided information, training and PPE instructions to our workforce related to COVID-19. It also implemented procedures to provide COVID-19 testing and vaccines for our offshore workers, report and isolate suspected and confirmed cases promptly, transport potentially infected personnel, and provide disinfection and cleaning of workspaces, among other topics. As part of our mitigation measures, all Gulf of Mexico employees were required to provide evidence of a negative COVID-19 test or vaccination and undergo quarantine as warranted before being permitted to work offshore, in addition to completing health surveys and pre-board temperature screening. Onshore and offshore COVID-19 testing was also instituted as part of the pre-screening protocols. Since the beginning of the pandemic, more than 17,000 COVID-19 polymerase chain reaction tests have been administered to Oxy employees in the Gulf of Mexico.

OPERATIONAL MANAGEMENT SYSTEM

Our Operational Management System (OMS) provides a consistent and rigorous methodology to help the company identify, assess and address health, safety, environmental, social and operational risks across our business operations. We are proud that our workforce has embraced a robust health and safety culture.

HSE performance is fundamental to Oxy's core values and to the success and sustainability of our business. In 1994, Oxy's Board of Directors adopted 10 HSE Principles that set forth our enduring commitment across our worldwide operations to:

1. Safeguard the health and safety of people and protect the environment using design procedures, work practices and employee training
2. Correct operating conditions that have a significant adverse HSE impact
3. Reduce waste generation and responsibly manage waste disposal
4. Reduce pollutant releases to the environment
5. Make efficient use of water and other natural resources
6. Use energy efficiently
7. Provide information on the safe use and disposal of Oxy's products
8. Maintain a dialogue with neighboring communities about HSE concerns
9. Keep Oxy's Board of Directors informed about HSE issues
10. Report annually on Oxy's HSE performance

Today, we're implementing these Principles through our OMS, reflecting our focus on leadership, operational excellence, risk management and continuous improvement. Our dedicated workforce recognizes that the programs, practices and technologies we deploy to promote health and safety, enhance air and water quality, and protect habitat and biodiversity also strengthen our business, improve our products and services, and advance our net-zero strategy.

Oxy also strives to continuously enhance our risk management programs, including process safety and asset integrity programs, and requires the implementation of HSE risk management policies and procedures at all operating locations and levels of the organization. Higher-level risks are reported through the management chain of command, validated and acknowledged by business segment management, and reviewed annually by senior leadership and the Environmental, Health and Safety Committee of the Board, assuring that HSE management is among Oxy's highest priorities.

In 2021, Oxy updated its longstanding HSE management system to establish an OMS that maintains a strong focus on HSE and continues to set consistent worldwide performance expectations and standards, where appropriate, across all of our business operations. The OMS is based on operational excellence standards aligned with the API's Energy Excellence program, the ACC's Responsible Care® program, and the Operating Management System Framework of the International Oil and Gas Producers Association (IOGP) and IPIECA.

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

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

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

PROCESS SAFETY AND ASSET INTEGRITY

Oxy applies rigorous process safety management system and Asset Integrity (AI) programs to safeguard personnel and assets, protect the environment and maintain operational reliability of equipment and systems. Individual business segments also implement procedures specific to their operations, which provide the steps necessary for personnel to comply with our company-wide standards.

Many of our facilities are regulated by the U.S. Occupational Safety and Health Administration (OSHA) and the EPA, and our process safety initiatives are designed to comply with the standards set by those organizations. For facilities that are not regulated by OSHA or the EPA, our process safety programs mimic the Process Safety Management (PSM) elements laid out by OSHA. In addition to external regulations, our processes are supplemented by an internal assessment of risk level and of the procedures necessary to sustain process safety. In our oil and gas business, we have a similarly robust and established process safety and risk management program that includes a suite of policies and procedures to proactively identify and mitigate process risks. We believe the extent and rigor of the processes put into practice meet and surpass regulatory requirements, driven by our operating history and safety culture.

Both our oil and gas and chemicals segments conduct regular audits, applying HSE auditing tools and guidance from the EPA and its state counterparts. During this process we consider health, safety and process safety disciplines, environmental permitting and controls, and how we maintain our equipment and monitoring devices. We track any corrective actions to completion. We additionally use third-party assessors to conduct required audits at PSM covered facilities every three years. Our risk evaluation methodology promotes consistency in assessing risks and mitigation opportunities and helps us achieve a worldwide standard of care.

In addition to our performance assessment processes, Oxy developed an innovative AI management system that is designed to maintain a high level of equipment reliability and systems integrity throughout our facilities, involving operations, facilities engineering, major projects, construction, supply chain, business planning and HSE systems. Oxy's AI program leverages the experience of engineers and specialists in mechanical integrity, maintenance, corrosion and other disciplines to manage technical requirements and assist in program implementation, execution, review and improvement. Oxy uses an internationally recognized and rigorous risk-based inspection process to manage its inspection programs for critical equipment. Inspection methods include on-stream techniques that minimize impact to operations. We evaluate and deploy innovative technologies and advanced techniques to enhance our asset integrity inspections. This fosters a consistent approach worldwide and promotes the use of standardized tools and processes. We also coordinate with our joint venture partners to apply consistent risk management and AI processes.

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

EMERGENCY PLANNING AND HURRICANE PREPAREDNESS

The key to effective emergency preparedness is practice. Oxy stresses the importance of safety drills and various emergency scenarios across our diverse operations. Employees are trained on how to respond to emergencies and to test business continuity systems, such as communications networks and data centers.

Oxy coordinates its emergency plans with government institutions and public officials on issues of mutual importance, such as a storm response and evacuation. Hurricanes present a wind and flooding hazard to coastal areas of the United States, including our facilities located along the coast of and in the Gulf of Mexico. Cyclones similarly affect Oman. Oxy engages with federal, state and local agencies and local industry to coordinate severe weather plans and, on occasion, to participate in drills to simulate what would happen during a severe storm event or other emergency situation. These drills and related activities help to streamline communication among emergency response agencies, local governments and Oxy's HSE and emergency management teams.

The strength of our emergency preparedness was evident in 2020, which was a record-breaking year for hurricanes. During that season, our Gulf of Mexico operations:

- Safely evacuated 52 offshore platforms;
- Performed 168 evacuation flights, involving 5,206 passengers;
- Relocated 1,976 drillship miles; and,
- Continued to refine our hurricane planning and emergency response.

TRANSPORTATION SAFETY

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

The vast majority of products that we manufacture are delivered in bulk via pipeline, tanker trucks or rail cars to utility, refinery or midstream customers who consume or refine our products locally or export them via double-hulled oceangoing vessels. Railcars and tank trailers are placarded with appropriate hazard warnings, and hazard information is provided to the transporter. In addition, all OxyChem products transported in drums, bags and other non-rail or trailer containers are labeled with product information that follows applicable regulations when they leave our facilities.

PRODUCT STEWARDSHIP

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

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

OxyChem assesses the health and safety of the products and byproducts that it manufactures in accordance with the ACC's Responsible Care® program and applicable international, federal and state laws and regulations. These assessments are used to generate product labeling and SDS that provide comprehensive product information, including chemical composition, use of personal protective equipment, instructions for safe handling and environmental and health information in accordance with OSHA requirements.

OxyChem's customer and technical service departments provide support to customers on the safe and environmentally responsible handling and use of products. Under its Responsible Care® program and ISO 9000 certification, a set of international standards on quality management and quality assurance, OxyChem surveys its customers annually to identify opportunities to improve products and services.

HUMAN RIGHTS

Oxy demonstrates our commitment to respecting and upholding human rights as outlined in the company's Human Rights Policy. The Policy defines Oxy's commitment to promoting rights and freedoms universally recognized in international and national law in our business activities. It also addresses the company's expectations for employees, contractors and suppliers, security personnel, and other key stakeholders regarding awareness, due diligence, and risk management practices to safeguard human rights in our operations.

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

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

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

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

Our procurement contracts routinely include provisions regarding the observance and protection of human rights and adherence to ethical business conduct. Foreign contracts include provisions with respect to the observance of human rights, as warranted, based on the nature and risks of the types of goods or services to be provided as well as applicable laws relating to human rights. Certain locations and types of activities receive additional due diligence or training.

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

PROSPERITY

PROSPERITY

COMMUNITY AND SOCIAL INVESTMENT

Prosperity encompasses our industry-leading innovation and operational capabilities to create shared value and advance the UN SDGs and the Paris Agreement, including investments in workforce development, energy infrastructure and technologies. By measuring and reporting on Oxy's role in contributing to prosperity and equity, our stakeholders can become better informed and prepared to sustain, facilitate and benefit from our substantial investments in physical assets and human capital that contribute to value creation, a successful and just net-zero transition, and the UN SDGs.

Oxy prioritizes strengthening local economies and helping communities thrive. We engage in numerous partnerships that address community needs, create economic opportunity and promote social welfare and cultural development. In each of our business locations, we follow established procedures to understand the potential effects of Oxy's presence on the surrounding region. By investing our resources in initiatives that support the areas near our operations, we enhance our relationships with neighboring communities by promoting mutually beneficial outcomes. We actively engage stakeholders to better understand their interests and concerns, which helps us identify social investment opportunities.

During 2020, Oxy invested more than $16 million toward both community and social investments. Oxy also paid approximately $1.6 billion in U.S. federal, state, and local property, sales, and severance taxes, out of a total of approximately $2.17 billion paid in taxes globally.

COMMUNITY PARTNERSHIPS AND ENGAGEMENT

Our community investment approach in the U.S. focuses on six main areas that serve and empower disadvantaged communities: public health, safety and well-being; education; social services such as food security; military and veterans; the environment; and civic events and culture. In particular, we focused charitable contributions on first responders, essential workers and local food banks to aid community members who lost jobs or faced food insecurity during the COVID-19 pandemic. We distributed packages of PPE, including gloves, masks and hand sanitizers to local hospitals and charities and to employees to take home to their families. We also encouraged our workforce to obtain the COVID-19 vaccine, and supported host government agencies seeking to obtain and distribute vaccines to our workforce and their family members working in international locations.

Oxy is a member company of the Permian Strategic Partnership (PSP) whose mission is to enable fulfillment of the Permian Basin's economic potential and improve the quality of life of its residents. Oxy and the PSP, along with the thousands of member company employees who live and work in the Permian Basin, are committed to safe and environmentally responsible operations and participate in the discussions and decisions that will improve the quality of life in the Permian. The PSP has invested in educational capacity and training resources, expanded healthcare access, improved transportation safety and infrastructure, affordable housing and expanded broadband access across the region.

$48 million

Through 2020, the PSP has contributed more than $48 million from member company investments and helped to catalyze that investment into more than $844 million in community-led investments.

COMMUNITY PARTNERSHIPS

Supporting At-Risk Youth with the Astros Foundation

Since 2013, Oxy has partnered with the Astros Foundation to serve at-risk children and teens through youth baseball and softball programs. Oxy's ongoing support has facilitated renovation and maintenance of Denver Harbor baseball fields, reduced registration fees for youth leagues and provided uniforms, equipment and Astros tickets for young ball players from low-income families.

In 2021, we expanded our partnership with the Astros Foundation by sponsoring the Astros Literacy Bus, a mobile interactive unit that supports the Houston Independent School District and the Houston Public Library by distributing books at schools, youth organizations and community centers to encourage family reading.

Helping Veterans Make the Transition to Civilian Careers

Demonstrating our commitment to the veteran community, Oxy has worked with American Corporate Partners (ACP) since 2011. ACP is a national non-profit organization focused on helping veterans find their next career through active and engaging mentoring, networking and online career development. Through the Veteran Mentor Program, Oxy employees serve as mentors to veterans transitioning into the civilian workforce. Since our partnership began, Oxy employees have mentored more than 400 ACP veterans.

In Oman, we strive to be recognized as a leader in promoting Oman's Vision 2040 and its economic and social development goals. We support Vision 2040 through social investment programs supporting the people of Oman.

In 2020, Oxy implemented and supported social investment projects in Oman by providing scholarships for outstanding Omani students to study at top international universities, offering English language learning for students in the Al Wusta and Al Dhahira concession areas, sponsoring human resources and jobs skills training in Al Wusta and providing computer tablets to students from low income families so they could continue online learning during the COVID-19 pandemic. In recognition of these programs, Oxy was given the award of His Majesty Sultan Qaboos for social investment and, in 2020, the Al Roya Social Responsibility Forum Award at the 4th session of the Oman Forum for Partnership and Social Responsibility.

مـــؤســـســـة الإمـــارات
EMIRATES FOUNDATION

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

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

COMMUNITY ENGAGEMENT

Our Rockies operations showcase our approach to effective community engagement. We provide significant opportunities for neighbors, community leaders and local governmental organizations to learn about and provide input on our existing and planned operations. We value stakeholder feedback during the planning, permitting, development and operations processes, and offer a variety of ways for stakeholders to obtain information and contact us. To facilitate this input, we often provide extended hours so that people may participate in our community involvement initiatives without conflicting with their work or school schedules, we include translation services when requested, and we provide a community phone line and email address where people can direct their questions.

During the planning process for new development in the Prowant and Damore communities in Colorado, Oxy engaged with the local community before filing well permit applications. Our team notified the community of our intent to develop wells, some of which were approximately 1,500 feet of neighborhoods. In response, the community sent 13 requests to our team, which we addressed during an open town-hall meeting. We held two additional community-wide meetings to provide residents the opportunity to ask questions and provide feedback to our drilling and operations teams.

Our engagement with and support from communities remains strong. Prior to the legislative rulemaking period in 2020, the Colorado Oil and Gas Conservation Commission approved our permits with the support of Prowant and Damore communities. Community members expressed their support for oil and gas development by writing letters to the Commission and the Governor of Colorado. In 2021, Oxy conducted a drilling rig tour with a local homeowners association representative and regulators to demonstrate how we safeguard residential communities and the local environment.

Oxy's motivated, innovative workforce is the key to our success. We dedicate significant time and resources to train employees on their job duties, the Operational Management System, the role of industry in the economy, as well as HSE and regulatory activities and programs. These efforts empower our workforce to promote operational excellence, including workplace and community health and safety, environmental stewardship and operational improvements in energy efficiency and air quality.

Oxy sponsors the Houston Astros' 'Operation Military Appreciation' to honor veterans and active-duty military during every home baseball game. In this photo, Oxy employees Michael Morrison and Angelica Cobb are recognized for Michael's service in the U.S. Navy and Angelica's in both the U.S. Air Force and the Army National Guard.

As members of the communities where we operate, our employees care about the places where they live and work, the people who live there and the legislative and regulatory issues impacting them. They play a critical role in our operations and proudly represent Oxy as the Partner of Choice® in their communities. As a result, we inform our workforce about public policy issues and legislative and regulatory proposals, and we routinely invite them on a voluntary basis to express their personal opinions in public hearings, written comments, or community meetings to help ensure that their voices are heard and that decision makers benefit from their knowledge and expertise.

Oxy offers an Advocate and Ambassador training program to our employees that prepares them to engage and speak with public constituents about Oxy and our industry in their communities and at public forums. As part of the training, employees receive an 'Oil and Gas 101' overview, HSE training and information on topics such as regulatory planning, stakeholder relations and communications. The Advocate and Ambassador training program helps our employees engage with community members about Oxy's company values, our Operational Management System and standards, our efforts to serve as a good neighbor, and their personal experiences working in the industry.

INDUSTRY ENGAGEMENT AND LEADERSHIP

Oxy's experience in managing natural resources and CO_2, coupled with our sustainability strategy, has enabled us to create partnerships with a diverse set of key stakeholders that work toward improved business and sustainability-related goals. In addition to organizations described in earlier sections of the report, Oxy is an active participant in the following leading sustainability organizations.

CARBON CAPTURE COALITION

Oxy is an active member of the Carbon Capture Coalition, comprising over 80 stakeholder members from diverse industries, unions and NGOs working to support federal legislation, regulations and policies to incentivize CCUS.

Oxy is a member of the Getting to Zero Coalition, a partnership between the Global Maritime Forum, the Friends of Ocean Action and the World Economic Forum. This coalition brings together global decision-makers from across the maritime shipping value chain with key stakeholders from the energy sector and from governments with a goal to reduce shipping-related emissions by at least 50 percent by 2050.

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

VANTAGEVINYL

OxyChem received the Green Circle certification and the Vantage Vinyl Sustainability award in 2020 and 2021 for leadership in sustainability by surpassing the Vinyl Institute's stringent sustainability standards.

VINYL SUSTAINABILITY COUNCIL

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

American Chemistry Council

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

GOLD 2021 ecovadis Sustainability Rating

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

OxyChem's knowledge and expertise in water disinfection has made OxyChem a key partner in the mobile Global Water Center®. OxyChem has donated over 160,000 lbs of our ACL product for use in water disinfection and $250,000 to support the educational materials and exhibits focusing on water education. In 2021, 94 OxyChem employees volunteered over 800 hours at the mobile Global Water Center®.

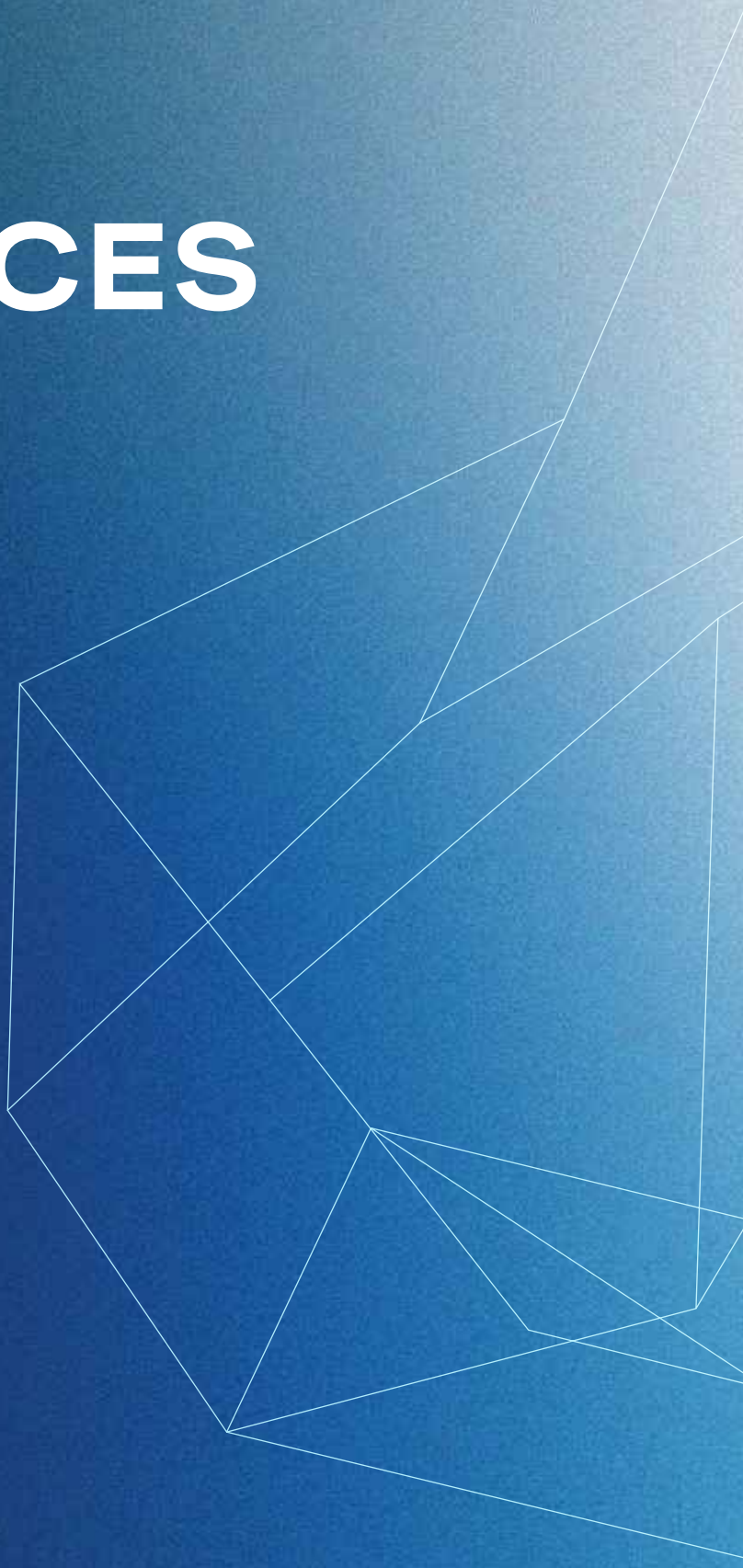
LOCAL SUPPLY CHAIN MANAGEMENT

Oxy's supply chain management team recognizes that our suppliers and contractors have a significant role in supporting our sustainability programs and reducing Oxy's operational footprint. We are actively working with our suppliers to align our mutual sustainability goals and share ideas about reducing emissions and carbon impacts associated with their products and services. Our supply chain management group is exploring means of effectively tracking and verifying our vendors' carbon impact within our sourcing and evaluation systems to reflect this in our performance criteria.

Oxy's local purchasing programs seek to enhance the competitiveness of contractors and suppliers near our operations and their ability to meet our quality, HSE and sustainability performance requirements. We work closely with local suppliers to promote a consistent quality of service and provide additional training opportunities to select suppliers. Investing in local scholarships and skills-based training helps Oxy and our value chain partners to secure the necessary technical, operational and commercial skill sets. This investment also provides shared economic value by increasing the potential for direct and indirect employment of workers and the retention of suppliers.

In Oman, Oxy has invested extensively in small- and medium-sized enterprises to strengthen their institutional capacity and workforce skills and ultimately strengthen our local supplier network. Oxy Oman also supports innovation and training targeting youth development initiatives including government scholarships, workforce training, entrepreneurship and innovation programs. Oxy's collective support and investment contributes to Oman's In-Country Value Program resulting in increased employment opportunities for Omanis and investment in local businesses.

APPENDICES



OXY 2020 ANNUAL ESG PERFORMANCE INDICATORS

PLANET

METRIC	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB
Greenhouse Gas (GHG) Emissions (million metric tons CO_2 equivalent)—Total Oxy [1] [2] [3] [4]					
Total GHGs (Scope 1 and 2) operated basis, *verified by ERM CVS*	24.46	27.65	Pillar 2: Climate Change	CCE-4: C1, C2	
Total GHGs (Scope 1 and 2) operated-equity basis	17.85	19.59	Pillar 2: Climate Change	CCE-4: A1	
Direct GHGs (Scope 1) operated basis	19.81	22.34	Pillar 2: Climate Change	CCE-4: C1	
Direct GHGs (Scope 1) operated-equity basis	14.40	15.69	Pillar 2: Climate Change	CCE-4: A1	
Indirect GHGs (Scope 2) operated basis	4.65	5.31	Pillar 2: Climate Change	CCE-4: C2	
Indirect GHGs (Scope 2) operated-equity basis	3.46	3.90	Pillar 2: Climate Change	CCE-4: A1	
GHG Emissions (million metric tons CO_2 equivalent)—Oil & Gas [1] [2] [3] [4]					
Direct GHGs (Scope 1) operated basis	13.71	16.13	Pillar 2: Climate Change		EM-EP-110.a1
Direct GHGs (Scope 1) operated-equity basis	8.30	9.48	Pillar 2: Climate Change		EM-EP-110.a1
Indirect GHGs (Scope 2) operated basis	3.01	3.42	Pillar 2: Climate Change		
Indirect GHGs (Scope 2) operated-equity basis	1.82	2.01	Pillar 2: Climate Change		
Indirect GHGs (Scope 3) operated basis, Transportation, Refining and Use of Sold Products [5]	226	260	Pillar 2: Climate Change	CCE-4: A2	
Indirect GHGs (Scope 3) operated-equity basis, Transportation, Refining and Use of Sold Products [5]	165	126			
Indirect GHGs (Scope 3) equity basis, Transportation, Refining and Use of Sold Products [5]	201	153			
GHG Emissions (million metric tons CO_2 equivalent)—OxyChem					
Direct GHGs (Scope 1)	6.10	6.21	Pillar 2: Climate Change		RT-CH-110.a1
Indirect GHGs (Scope 2)	1.64	1.89	Pillar 2: Climate Change		
GHG Emissions Intensity (metric tons CO_2e/BOE)—Oil & Gas [1] [2] [3] [4]					
Total GHG intensity (Scope 1 and 2) operated basis	0.0329	0.0338			
Total GHG intensity (Scope 1 and 2) operated-equity basis	0.0329	0.0338			
Direct GHG intensity (Scope 1) operated basis	0.0270	0.0279			
Direct GHG intensity (Scope 1) operated-equity basis	0.0270	0.0279			

Indirect GHG intensity (Scope 2) operated basis	**0.0059**	0.0059			
Indirect GHG intensity (Scope 2) operated-equity basis	**0.0059**	0.0059			
GHG Emissions Intensity (metric tons CO_2e/MT Production)—OxyChem					
Total GHG intensity (Scope 1 and 2)	**0.699**	0.672		CCE-4: C4	
Direct GHG intensity (Scope 1)	**0.551**	0.515		CCE-4: C4	
Indirect GHG intensity (Scope 2)	**0.148**	0.157		CCE-4: C4	
Methane Emissions (CH_4) (thousand metric tons)					
Methane Emissions, operated basis—Total Oxy	**166.611**	171.849	Pillar 2: Climate Change	CCE-5: C1	
Methane Emissions, operated basis—Oil & Gas	**166.495**	171.740	Pillar 2: Climate Change	CCE-5: C1	
Methane Emissions—OxyChem	**0.116**	0.109	Pillar 2: Climate Change	CCE-5: C1	
Methane Emissions (CH_4) Intensity					
Methane Emissions Intensity—Oil & Gas, operated basis (% of marketed gas) [6]	**0.49**	0.47			
Methane Emissions Intensity—Oil & Gas, operated basis (MT CH_4/BOE)	**0.0003**	0.0003			
Methane Emissions Intensity—OxyChem (MT CH_4/Thousand MT Production)	**0.0105**	0.0091			
Gas Flaring—Oil & Gas [7]					
Volume of total gas vented/flared (MMscf)	**28,526**	33,649		CCE-7: C1	
Volume of routine gas vented/flared (MMscf)	**12,425**			CCE-7: A2	
Volume of non-routine and safety-related gas vented/flared (MMscf)	**16,101**			CCE-7: A2	
Emissions from venting/flaring (million metric tons CO_2e)	**2.24**	2.95		CCE-7: C4	EM-EP-110a.2
Other Air Emissions [8]					
Nitrogen oxides (NO_x) (thousand metric tons)	**47.49**	49.53		ENV-5: C1	EM-EP-120.a1 RT-CH-120.a1
Sulfur oxides (SO_x) (thousand metric tons)	**35.05**	37.93		ENV-5: C1	EM-EP-120.a1 RT-CH-120.a1
Carbon monoxide (CO) (thousand metric tons)	**40.64**	41.10		ENV-5: A1	
Volatile Organic Compounds (VOCs) (thousand metric tons)	**141.66**	150.51		ENV-5: C1	EM-EP-120.a1 RT-CH-120.a1
Particulate Matter (PM) (thousand metric tons)	**2.50**	2.73		ENV-5: A1	EM-EP-120.a1 RT-CH-120.a1
Hazardous Air Pollutants (HAPs) (thousand pounds)	**394.65**	409.84		ENV-5: A1	RT-CH-12a.1
Ozone Depleting Substances (ODS) (pounds)	**26.04**	11.3		ENV-5: A1	
Energy, Electricity, Hydrogen and CO_2 Utilization					
Total energy consumption (GJ)—Total Oxy	**151,444,601**	274,902,302		CCE-6: C1	RT-CH-130a.1
Total energy intensity (MMbtu/MT Production)—OxyChem	**10.43**			CCE-6: A2	

Total electricity consumption (MWh)—Total Oxy	**17,409,724**	14,333,909		CCE-3: A4	RT-CH-130a.1
Total renewable electricity consumption (MWh)—Total Oxy	**36,344**	14,730		CCE-3: A7	RT-CH-130a.1
Total hydrogen produced as non-carbon feedstock (MMBtu)—OxyChem [9]	**12,602,473**			CCE-3: A4	
Environmental Spills and Fines					
Reportable spills, crude—volume (bbl)	**7,842**	3,839		ENV-6: C2	EM-EP-160a.2
Reportable spills, crude—normalized volume (bbl/MMBOE)	**15.45**	6.73		ENV-6: C2	EM-EP-160a.2
Reportable spills, crude—number	**217**	354		ENV-6: C2	EM-EP-160a.2
Spilled hydrocarbons recovered—volume (bbl)	**5,777**	1,392		ENV-6: A1	EM-EP-160a.2
Reportable spills, produced water—volume (bbl)	**59,534**	14,913		ENV-6: A5	
Reportable spills, produced water—number	**142**	163		ENV-6: A5	
Reportable spills - mass (lbs)[10]	**10,597**	**61,615**		ENV-6: A5	
Reportable spills - number[10]	**11**	**16**		ENV-6: A5	
Spills, vinyl resin—mass (lbs) [11]	**0**			ENV-6: A5	
Spills, vinyl resin—number [11]	**0**			ENV-6: A5	
Environmental and safety fines and citations (US$)	**186,855**	186,446			
Hydraulic Fracturing [12]					
Percent of hydraulically fractured wells for which there is public disclosure of frac-fluid chemicals used	**100**	100			EM-EP-140a.3
Percent of hydraulically fractured sites where ground or surface water quality deteriorated compared to baseline	**0**	0			EM-EP-140a.4
Water					
Total water withdrawn (megaliters) [13]	**482,053**	638,235		ENV-1: A4, A7	RT-CH-140a.1
Total fresh water withdrawn (megaliters)	**145,853**	257,770	Pillar 2: Freshwater	ENV-1: C1	EM-EP-140a.1
Total non-fresh water withdrawn (megaliters)[13]	**336,200**	380,464		ENV-1: A4	
Total fresh water consumption (megaliters)	**41,482**	63,141	Pillar 2: Freshwater	ENV-1: C2	EM-EP-140a.1 RT-CH-140a.1
Total wastewater discharged (megaliters)	**196,596**	295,536		ENV-2: A5	
Total produced/flowback water recycled/reused (megaliters) [14]	**234,959**	247,837		ENV-1: A10	EM-EP-140a.2
Percent produced/flowback water recycled/reused (%) [14]	**52**	39		ENV-1: A10	EM-EP-140a.2
Waste [15]					
Hazardous waste (thousand tons)	**48.1**	79.0		ENV-7: C3	RT-CH-150a.1
Non-hazardous waste (thousand tons)	**79.6**	122.0		ENV-7: C3	
Waste recycled (thousand tons)	**84.5**			ENV-7: C3	RT-CH-150a.1
Total waste to landfill (thousand tons)	**60.9**	10.2		ENV-7: C3	

Biodiversity and Habitat Conservation					
Acres of land under management, including Conservation Agreements or Candidate Conservation Agreements [16]	811,820	812,187		ENV-4: C1	
Number of designated habitats protected or restored [17]	14	12		ENV-4: C1	

PEOPLE AND PROSPERITY

METRIC	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB
Fatalities					
Total Fatalities	0	0	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Employees	0	0	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Contractors	0	0	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Injuries and Safety Incidents					
Total Injury and Illness Incident Rate (IIR), employees only	0.19	0.36	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Total Injury and Illness Incident Rate (IIR), employees and contractors	0.21	0.29	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Days Away Restricted and Transfer (DART), employees only	0.12	0.17	Pillar 3: Health & Safety	SHS-3: C1	EM-EP-320a.1 RT-CH-320a.1
Process Safety Incidents					
Tier 1 process safety events [18]	148	182		SHS-6: C1	EM-EP-540a. RT-CH-540a.1
Number of reported pipeline incidents	0	1			EM-MD-540a.1
Employee Diversity					
Number of Total Employees [19]	11,764	14,350			
Number of U.S. Employees	8,108	10,290			
Female Employees, U.S. FTE (%)	22.0	22.4	Pillar 3: D&I	SOC-5: C2	
Minority Employees, U.S. FTE (%)	32.6	30.2	Pillar 3: D&I	SOC-5: C2	
Number of Contractors	21,179	40,158			
Women in Professional Positions (%), U.S. FTE	31.0	31.3	Pillar 3: D&I	SOC-5: C2	
Women in Management Positions (%), U.S. FTE	21.6	21.0	Pillar 3: D&I	SOC-5: C3	
Minorities in Professional Positions (%), U.S. FTE	34.6	28.6	Pillar 3: D&I	SOC-5: C2	
Minorities in Management Positions (%), U.S. FTE	22.7	23.9	Pillar 3: D&I	SOC-5: C3	

METRIC	2020	2019	WEF-IBC	IPIECA-API-IOGP	SASB
Local/National Employees Compared to Expatriate Employees in Management Positions (%)	98.5	99.3	Pillar 3: D&I	SOC-5: C3	
Board Director Diversity					
Independent Directors (%)	90.9	88.9			
Women on Board (%)	18.2	33.3			
Minorities on Board (%)	18.2	11.1			
Employee Turnover					
Voluntary Employee Turnover (%)	7.8	15.8	Pillar 4: Employment Rate	SOC-6: A1	
Non-voluntary Employee Turnover (%)	5.5	5.6	Pillar 4: Employment Rate	SOC-6: A1	
Workforce Training					
Workforce Training, total avg hrs/year, per U.S. FTE	25.3	30.3	Pillar 3: Training	SOC-7: C2	
Workforce HSE Training					
Workforce HSE Training, total avg hrs/year, per global FTE	35.7		Pillar 3: Training	SHS1: C2	EM-EP-320a.1
Percent of Employees Unionized					
Percent of Employees Unionized, U.S. FTE	6.6	5.3			
Total Taxes and Royalties Paid					
Total Taxes and Royalties Paid (US$, millions)	2,170	3,847	Pillar 4: Total Tax Paid		
U.S.	1,654				
Non-U.S.	516				
Total Social Investments					
Total Social Investments, global (US$, millions) [20]	14.9	13.1	Pillar 4: Economic Contribution	SOC-13: C2	
Charitable Giving, (US$, millions) [21]	6.1	3.6	Pillar 4: Economic Contribution	SOC-13: A2	
Total Annual Capital Expenditures					
Total Annual Capital Expenditures (US$, millions)	2,535	6,367	Pillar 4: Financial Investment		
Total Production					
Production of Crude (Mbbl) operated	348,127	410,057			EM-EP-000.A
Production of Natural Gas (MMcf) operated	957,282	1,014,439			EM-EP-000.A
Production of Chemicals (metric tons)	11,080,612	12,062,219			RT-CH-000.A
Total Production Sites [22]					
Onshore operated oil and gas basins or regions	5	7			EM-EP-000.C
Offshore operated oil and gas platforms	10	10			EM-EP-000.B
Chemical manufacturing plants	24	24			

FOOTNOTES AND EXPLANATIONS

** This table presents data from 2019 and 2020 to reflect the two years of comparable data since Oxy's acquisition of Anadarko Petroleum Corporation in August 2019.**

[1] Production and emissions data include the operated oil and gas assets of Oxy and Anadarko and the operated assets of OxyChem. Oxy updated its processes in 2021 for estimating and reporting Scope 1 and 2 GHG emissions in our U.S. operations to reflect our ongoing integration of Oxy and Anadarko processes and systems. 2019 data for GHG-related metrics (GHG emissions, methane and flaring) were updated accordingly.

[2] Oxy commissioned a limited assurance verification by ERM Certification and Verification Services, Inc. (ERM CVS) for 2019-2020 combined Scope 1 and 2 GHG emissions estimates for operated oil and gas assets and OxyChem. See Independent Assurance Statement in this Appendix and posted at Oxy.com.

[3] Production and emissions from third-party operated assets and joint ventures, and operations that are discontinued, held for sale or sold in a given year are excluded (e.g., WES and Ghana in 2019-2020, Utah and Colombia in 2020).

[4] The updated 2019 GHG emissions and intensity data and the operated production volumes include the combined Oxy and Anadarko oil and gas operated assets for the full year of 2019.

[5] Scope 3 estimates reflect oil and gas upstream emissions for the three significant categories associated with the downstream transportation, refining and use of our oil and gas products on a BOE basis (Category 9, 10 and 11, respectively), using 2009 API Compendium emission factors and EPA/IPCC AR4 GWP. The estimates assume combustion of all oil and gas products and ignore non-emissive use, and are presented on an operated, equity, and operated-equity basis. Previously, Scope 3 emissions were reported only on an operated-equity basis for the most significant category—use of our sold products (Category 11)—and included an 11% reduction based on 2017 U.S. Energy Information Administration refinery data for non-emissive use.

[6] Methane emissions intensity refers to the amount of methane emissions from operated oil and gas assets as a percentage of the total gas produced and marketed. This approach is consistent with the Oil and Gas Climate Initiative (OGCI) and One Future methodologies.

[7] In 2020, Oxy endorsed the World Bank's Initiative for Zero Routine Flaring (ZRF) by 2030 and began applying the World Bank's classification of routine flaring to company-specific data. In 2019, only total flaring volume is reported.

[8] NOx, SOx, CO, VOC and PM estimates are calculated from emissions factors for Oxy's oil and gas operations based on operated production volumes and for OxyChem based on plant emissions inventories. HAP and ODS data are for OxyChem only.

[9] Hydrogen volumes for energy production within OxyChem operations only.

[10] Spills are reported in excess of a regulatory reportable quantity threshold for a chemical — e.g., vinyl chloride 1 lb; chlorine 10 lbs; caustic 1000 lbs, etc. — from OxyChem operations only.

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

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

[13] Total water withdrawn is defined as total fresh and non-fresh sources (surface, municipal, groundwater, produced water and water from third-party sources). Fresh water defined as TDS <1,000 ppm. Estimates of total and non-fresh water withdrawn have been updated as of mid-2022 with the latest available produced water data.

[14] Produced/flowback water recycled/reused is defined as treated and/or untreated produced water used for completions, re-injection for improved or enhanced oil recovery or for other beneficial reuse. The percent produced/flowback water recycled/reused has been updated as of mid-2022 with the latest available produced water data.

[15] Waste data from OxyChem operations only.

[16] CA and CCA for U.S. oil and gas acreage; Gulf of Mexico acreage not specified.

[17] Dedicated protected area defined under USACE permit, IPIECA or IUCN definitions.

[18] Tier 1 PSE, defined by API 754 and per SASB EM-EP-540a.1 metric.

[19] Per Oxy's 2020 EEO-1 filing. Includes approximately 2,900 employees in OxyChem; excludes WES.

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

[21] 501(c)3 and 170(c) U.S. charitable and non-U.S. contributions.

[22] Per SASB EM-EP-000.C activity metric.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements based on management's current expectations relating to Oxy's operations, strategies, outlook and business prospects. Words such as "estimate," "project," "predict," "will," "would," "should," "could," "may," "might," "anticipate," "progress," "commitment," "strategy," "initiative," "plan," "seek," "intend," "believe," "expect," "aim," "goal," "target," "objective," "likely" or 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 results may differ from anticipated results, sometimes materially, and reported results should not be considered an indication of future performance. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and assumptions that are subject to change in the future. Factors that could cause results to differ include, but are not limited to: the scope and duration of the COVID-19 pandemic and ongoing actions taken by governmental authorities and other third parties in response to the pandemic; 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; assumptions about energy markets; global and local commodity and commodity-futures pricing fluctuations; development, financing and deployment of technology necessary to execute our strategies; having sufficient land and pore space and appropriate joint venture partners to execute our strategies; supply and demand considerations for, and the prices of, our products and services; actions by the Organization of the Petroleum Exporting Countries (OPEC) and non-OPEC oil producing countries; results from operations and competitive conditions; future impairments of our proved and unproved oil and gas properties or equity investments, or write-downs of productive assets, causing charges to earnings; unexpected changes in costs; availability of capital resources, levels of capital expenditures and contractual obligations; the regulatory approval environment, including our ability to timely obtain or maintain permits or other governmental approvals; our ability to successfully complete, or any material delay of, field developments, expansion projects, capital expenditures, efficiency projects, acquisitions or dispositions; risks associated with acquisitions, mergers and joint ventures, such as difficulties integrating businesses, uncertainty associated with financial projections, projected synergies, restructuring, increased costs and adverse tax consequences; uncertainties and liabilities associated with acquired and divested properties and businesses; uncertainties about the estimated quantities of oil, natural gas and natural gas liquids reserves; lower-than-expected production from development projects or acquisitions; 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; general economic conditions, including slowdowns, domestically or internationally, and volatility in the securities, capital or credit markets; inflation; governmental actions, war (including the Russia-Ukraine war), and political conditions and events; legislative or regulatory changes, including changes relating to hydraulic fracturing or other oil and natural gas operations, retroactive royalty or production tax regimes, deep-water and onshore drilling and permitting regulations, and environmental regulations (including regulations related to climate change); environmental risks and liability under international, provincial, federal, regional, state, tribal, local and foreign environmental laws and regulations (including remedial actions); Occidental's ability to recognize intended benefits from its business strategies and initiatives, such as OLCV or announced GHG emissions reduction targets or net-zero goals; climate change and other future macro events that cannot be predicted; potential liability resulting from pending or future litigation; disruption or interruption of production or manufacturing or facility damage due to accidents, chemical releases, labor unrest, weather, power outages, natural disasters, cyber-attacks or insurgent activity; the creditworthiness and performance of our counterparties, including financial institutions, operating partners and other parties; failure of risk management; our ability to retain and hire key personnel, including those with special expertise; supply, transportation and labor constraints; reorganization or restructuring of our operations; changes in state, federal or foreign 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, 2021 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 any forward-looking statements, as a result of new information, future events or otherwise. Targets and expected timing to achieve targets and strategies are subject to change without notice due to a number of factors. Inclusion of information in this report does not necessarily indicate such information is material to an investor in our securities.

ABOUT OUR GHG EMISSIONS ESTIMATES

The estimated Oxy GHG emissions described in this report are derived from a combination of measured and estimated data using the best reasonably available information as of December 31, 2021. We use industry standards and practices for estimating GHG emissions, including guidance from the GHG Protocol, IPCC, SASB, U.S. EPA, API and IPIECA. We are engaged in an ongoing integration of Oxy and Anadarko processes and systems, including those with respect to equipment inventories and estimation or measurement of GHG emissions. During this effort, we have applied in this report what we believe are conservative assumptions about the number and type of emissions-generating equipment, which we expect to continue to refine as we develop more comprehensive emissions inventories. The uncertainty associated with Oxy's emissions estimates depends on variation in the processes and operations, the availability of sufficient representative data, the quality of available data, and the methodologies used for measurement and estimation. Accordingly, we intend to continue to update our emissions estimates, in accordance with the GHG Protocol or other applicable standards, in the event of significant changes as additional data become available, we complete our physical inventory of emissions-generating equipment, or estimation methodologies are refined, and to reflect significant changes to Oxy's assets, operations or emissions boundaries. Oxy has endeavored to estimate direct GHG emissions from our operations (Scope 1), indirect emissions associated with the generation by others of electricity, steam or heat that we purchase for use in our operations (Scope 2), and the three categories of emissions generated by others in our value chain (Scope 3) that we believe are most significant - downstream transportation and distribution of the products we make to our customers, processing and refining of our products by our customers, and use of our sold products by consumers. We are continuing to assess methodologies to estimate Scope 3 emissions, and currently believe the other Scope 3 categories are not significant to our total GHG inventory. 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 emissions reduction and net-zero goals and ambitions and does not indicate an acceptance by Oxy of responsibility for such emissions.

Independent Assurance Statement to Occidental Petroleum Corporation

ERM Certification and Verification Services, Inc. ('ERM CVS') was engaged by Occidental Petroleum Corporation ('Oxy') to provide assurance in relation to the greenhouse gas ('GHG') emissions data for the reporting years ended 31 December 2019 and 31 December 2020 set out below, and presented in the 2021 Climate Report and Sustainability Report (together the 'Reports').

Engagement summary	
Scope of our assurance engagement	Whether the following 2019 and 2020 data are fairly presented in the Reports, in all material respects, with the reporting criteria. • Total GHG Emissions (Scope 1 and Scope 2 (location-based)) from Oxy operated assets
Reporting criteria	American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; US EPA Mandatory Greenhouse Gas Reporting Rule
Assurance standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance.
Respective responsibilities	Oxy is responsible for preparing the Reports, and for the collection and presentation of the information within them. ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

Our conclusions

Based on our activities, as described below, nothing has come to our attention to indicate that the following 2019 and 2020 GHG emissions data from Oxy operated assets are not fairly presented in the Reports, in all material respects, with the reporting criteria.

- Total 2019 GHG Emissions (Scope 1 and Scope 2 (location-based)): 27.65 million MtCO2e
- Total 2020 GHG Emissions (Scope 1 and Scope 2 (location-based)): 24.46 million MtCO2e

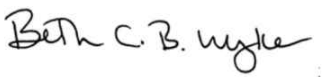
Our assurance activities

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

- Virtual interviews with relevant staff to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected data;
- Virtual visits with OxyChem, USA; Oxy Oman, Sultanate of Oman; and Oxy Permian EOR and Resources, USA facilities to interview relevant staff, discuss the reported facility-level data, and collect/review underlying documentary evidence;
- Conducted a desk based review of source data for purchased electricity for selected plants within the Permian Basin, USA;
- Performed an analytical review of the year-over-year data and confirmation of calculations, conversion factors, and assumptions used; and
- Reviewed the presentation of information relevant to the scope of our work in the Reports to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information, and it is important to understand our assurance conclusions in this context. Due to travel restrictions relating to COVID-19, our assurance activities consisted of desktop reviews of data and related information, and virtual meetings and interviews with Oxy personnel.



Beth Wyke
Partner, Head of Corporate Assurance
3 March 2022

ERM Certification and Verification Services, Inc
www.ermcvs.com post@ermcvs.com

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

2020 EEO-1 REPORT ON U.S. EMPLOYEES

EQUAL EMPLOYMENT OPPORTUNITY

2020 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT

CO= 1021947

U= 1021947

SECTION B - COMPANY IDENTIFICATION

1. OCCIDENTAL PETROLEUM CORP
5 GREENWAY PLAZA
SUITE 110
HOUSTON, TX 77046

2.a. OCCIDENTAL PETROLEUM CORP
5 GREENWAY PLAZA
SUITE 110
HOUSTON, TX 77046

c. EIN= 954035997

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006908354

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 561210 - Facilities Support Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			********** MALE **********						********** FEMALE **********						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	8	0	98	2	0	6	2	1	23	0	0	0	0	0	140
FIRST/MID OFFICIALS & MGRS	152	49	905	39	0	59	6	1	230	23	0	27	0	1	1492
PROFESSIONALS	272	129	1262	95	2	210	10	13	494	65	1	122	7	9	2691
TECHNICIANS	106	35	294	30	1	19	5	4	72	22	0	7	0	0	595
SALES WORKERS	1	0	20	2	0	0	0	0	5	0	0	0	0	0	28
ADMINISTRATIVE SUPPORT	17	108	57	15	1	4	1	1	207	51	1	15	2	3	483
CRAFT WORKERS	119	3	419	19	0	0	6	1	4	0	0	0	0	0	571
OPERATIVES	463	8	1286	182	3	14	16	12	33	9	0	1	1	1	2029
LABORERS & HELPERS	0	0	4	1	0	0	0	0	0	0	0	0	0	0	5
SERVICE WORKERS	4	1	16	11	0	0	0	0	3	3	0	0	0	0	38
TOTAL	1142	333	4361	396	7	312	46	33	1071	173	2	172	10	14	8072

SECTION F - REMARKS

There are 36 employees (5 females and 31 males) who are not contained in the employee counts due to undisclosed race/ethnicity.

GLOSSARY OF TERMS

A

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

B

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

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

C

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

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

CNG: Compressed Natural Gas.

CO_2: Carbon dioxide.

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 25 percent in the fields where it is employed.

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.

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

CCUS: Carbon capture, utilization and storage.

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

CH_4: Methane or natural gas.

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.

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

E

EOR: Enhanced Oil Recovery, a technique to increase oil production through the injection of water, steam or carbon dioxide.

EPA: U.S. Environmental Protection Agency.

ESG: Environmental, Social and Governance.

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

F

FCPA: Foreign Corrupt Practices Act.

G

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

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

GoM: Gulf of Mexico.

H

HSE: Health, Safety and Environment.

I

IEA: International Energy Agency.

IPIECA: Originally, the International Petroleum Industry Environmental Conservation Association. Since 2002, IPIECA is known as the "global oil and gas industry association for environmental and social issues."

M

MCF: Thousand cubic feet. Standard unit for measuring natural gas. 1 mcf = 1,000 cubic feet.

MMCfpd: Million Cubic Feet Per day.

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

MRV: Monitoring, Reporting and Verification.

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

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

N

NDCs: Nationally Determined Contributions under the Paris Agreement.

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

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

NO_x: Nitrogen oxides, criteria air pollutant.

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

P

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

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

S

SASB: Sustainability Accounting Standards Board. Now known as The Value Reporting Foundation.

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

Scope 2 Emissions: As defined by the Greenhouse Gas Protocol, Scope 2 or indirect emissions are emissions that are a consequence of the activities of the reporting entity, but occur at sources owned or controlled by another entity such as the generation of purchased electricity, steam or heat.

Scope 3 Emissions: As defined by the Greenhouse Gas Protocol, Scope 3 or other indirect emissions are emissions from the reporting entity's value chain, such as from the transportation, processing or use of products sold by the reporting entity, extraction and production of purchased materials and fuels, transport-related activities not owned or controlled by the reporting entity, electricity-related activities (e.g., transmission and distribution losses) not covered in Scope 2, waste disposal, etc.

SDGs: United Nations Sustainable Development Goals.

SDS: Safety Data Sheets.

SEC: U.S. Securities and Exchange Commission.

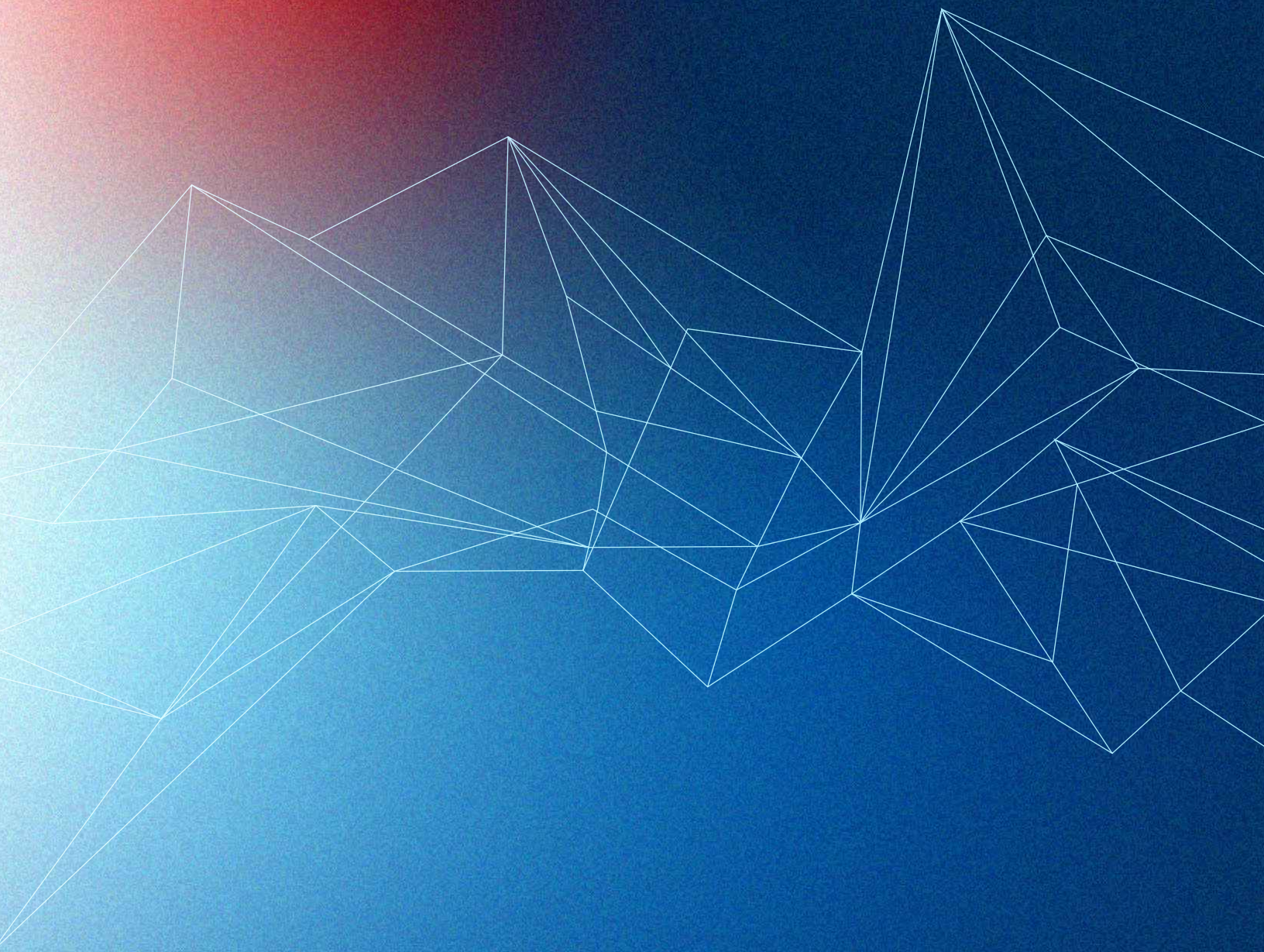
SO_x: Sulfur oxides, criteria air pollutant.

T

TCFD: Task Force on Climate-related Financial Disclosures.

W

WEF: World Economic Forum. The World Economic Forum is the International Organization for Public-Private Cooperation. At the 2017 Annual Meeting, CEOs from the World Economic Forum International Business Council issued the "Compact for Responsive and Responsible Leadership", which states that "society is best served by corporations that have aligned their goals to the long-term goals of society," and it identifies the UN SDGs as the roadmap for that alignment.



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