

Performance Metrics

 Download spreadsheet

ENVIRONMENT METRICS	2015	2016	2017
Direct GHG Emissions (million tonnes CO₂e)¹	7.28	5.27	5.37
U.S.	4.35	2.38	2.39
Canada	2.93	2.89	2.98
Direct and Indirect GHG Emissions (million tonnes CO₂e)¹	7.97	5.84	5.94
Less flaring and a ramp-up of LDAR helped reduce U.S. GHG emissions. Canada's minor fluctuations reflect our steam-to-oil ratio, reduced venting and increased oil production.			
GHG Emissions Intensity (tCO₂e/MBOE)¹			
U.S.	14.83	10.96	11.77
Canada	64.85	56.01	56.30
Despite nearly twice as many well completions in 2017, emissions intensity was held largely in check by better facility design and control technology.			
Methane Emissions (million tonnes CO₂e)¹	2.16	1.50	1.30
Methane emissions have been decreasing due to improved emissions-control technologies, reduced venting and flaring and improved LDAR practices.			
Methane Emissions Intensity (tCO₂e/MBOE)¹			
U.S.	4.52	4.33	4.17
Canada	18.57	10.96	8.75
Lower methane emissions intensity is a result of concerted efforts to reduce venting and flaring and improve our LDAR practices.			
Indirect Emissions - Electricity Use (million tonnes CO₂e)¹	0.69	0.57	0.57
Consumption of electricity represents a small portion of our overall emissions profile.			
Energy Used - Fuel and Electricity Use (trillion BTU)¹	82.35	84.22	88.87
As our Jackfish SAGD complex matures, greater production requires more fuel.			
U.S. Water Usage (million bbl)	54.19	25.40	51.32
Water use varies with activity levels. However, in any year, Devon seeks alternatives to fresh water supplies.			
U.S. Water Usage Intensity (million bbl/well completion)	0.17	0.16	0.22
Recycled (million bbl)	3.45	2.24	5.50
Sourced (million bbl)	50.74	23.16	45.82
Devon is an industry leader in developing recycled-water technologies and best practices.			
Canada Water Usage (million bbl)	12.6	10.9	9.4
In Canada, we use surface water, saline and non-saline groundwater. Water use has decreased over time due to improved recycle rates.			
Canada SAGD Water Recycle Rate²	86.2%	88.6%	90.7%
We recover and reuse most of the water used in the steam-injection process. Improved reservoir management has helped to increase our recycle rate.			
Canada SAGD Non-Saline Water Usage (million bbl)	0.0	0.0	0.0
Our Jackfish project was the first commercial SAGD facility to use zero fresh water for steam generation.			
Global Reportable Spill Events Released to the Environment (events)	111	159	170
As we seek to reverse the trend in spill events, we remediate, investigate the cause and take corrective action to prevent recurrence.			
Global Reportable Spill Volumes Released to the Environment (barrels)	14,035	3,108	3,826
We had a sizable spill in 2015 in a water-recycling system. Results since then reflect new safeguards in all of our operating areas.			

¹Our emissions reporting methodology varies depending on the emissions source and the applicable regulatory requirements, which includes only emissions reportable under EPA's Greenhouse Gas Reporting Program (GHGRP) in the U.S.

²Refers to the volume of water reused in steam generation.



HEALTH & SAFETY METRICS	2015	2016	2017
Fatalities (Employee and contractor workforce)	0	0	1
Safety Performance - Total Recordable Incident Rate (TRIR)	0.43	0.41	0.60
Employee TRIR	0.42	0.36	0.57
Employee Hours (million)	11.6	8.9	6.7
Contractor TRIR	0.45	0.44	0.63
Contractor Hours (million)	40.6	16.2	20.8

The increase in TRIR in 2017 was due primarily to increased industry activity and the associated influx of workers new to our industry.

GOVERNANCE METRICS	2015	2016	2017
Independent Board Members	78%	78%	78%
Eight of our 10 board members currently qualify as independent under NYSE standards and SEC regulations.			
Women Board Members	22%	22%	22%
Two women, including the chair of Devon's Audit Committee, currently serve on our board of directors.			
Political Contributions (thousands)	-	-	\$1,199
Devon's lobbying and political activity has traditionally been disclosed via public agencies. In 2018, we began publishing a Political Activity and Lobbying Report on our website.			

SOCIAL METRIC	2015	2016	2017
Social Investments (thousands)	\$12,025	\$5,290	\$8,652

A steep industry downturn necessitated cost-cutting in all areas in recent years. Looking ahead, we're sharpening our focus to STEM funding, particularly for underserved populations.

WORKFORCE METRICS	2015	2016	2017
Headcount (total company)	5,167	3,545	3,414
U.S.	80%	75%	75%
Canada	20%	25%	25%
Headcount was significantly impacted by a companywide staff reduction in February 2016 during a steep industry downturn.			
Minorities as a Percentage of Workforce (U.S. only) ³	18%	17%	17%
Women as a Percentage of Workforce	27%	27%	27%
Years of Service			
Less than 5 years	62%	55%	46%
5-9 years	19%	23%	29%
10-14 years	9%	12%	15%
15-19 years	4%	5%	5%
20-24 years	2%	2%	2%
25+ years	4%	3%	3%
Median Age			
U.S. & Canada	39	38	39
Attrition Rate	3%	4%	5%

³ As defined by the U.S. Equal Employment Opportunity Commission.

