

The Devon Way

CORE VALUES GUIDE DEVON'S CULTURE, DRIVE SUCCESS

A key ingredient in our success – *perhaps the key ingredient* – is trust. It is vital that our stakeholders trust us to deliver results the right way. The Devon Way.

The Devon Way promotes a culture of integrity and accountability. It enables us to work better, faster and more efficiently. It strengthens our relationships and establishes us as the partner of choice in our industry.

We seek to increase shareholder value, and we are driven to perform with a clear focus, a sense of urgency and a commitment to continuous improvement. By creating a feeling of personal ownership and promoting a culture of hard work, innovation and productivity, we encourage an environment that brings out the best in each of us.

An atmosphere of teamwork and trust inspires our employees to participate in the decision-making process. It encourages accountability and gives everyone an opportunity to develop as a leader.

A workforce that is truly engaged will derive great satisfaction from our success and from our improved work performance.

Devon's strength originates from employees who are committed to increasing shareholder value and who share in the satisfaction of our long-term success. Our corporate culture is one of fundamental respect for the environment and our neighbors. This

respect not only makes Devon a good community partner, it helps improve the quality of life in places where we live and work. By being good neighbors, we enhance our ability to meet our corporate goals.

OUR CORE VALUES

Hire the best people: Because our people are the company's most important resource, we develop employees' knowledge and creativity, and we cultivate an atmosphere where anyone can share an idea and know that it will be heard.

Always do the right thing: In a competitive environment, this mantra too often gets pushed aside. At Devon, we refuse to succumb to ethical lapses. We embrace honesty and uncompromised integrity as our foremost core value.

Deliver results: In our commitment to increase shareholder value, we instill a desire for continuous improvement, both as individuals and as a company. We do this through hard work and individual ownership of Devon's goals and objectives.

Be a team player: We foster teamwork and a culture of trust and goodwill, because a focused, fulfilled and engaged workforce brings more job satisfaction and ultimately yields a more successful company.

Be a good neighbor: We share a fundamental respect for the environment and constantly strive to improve the overall quality of life in the communities where we operate. We do this at both the corporate and individual levels.

