Contents

Continuing Commitments. We’re proud to highlight our efforts to set high standards as a neighbor, community partner, environmental steward and employer.
About This Report
Our company

Devon Energy is pleased to present our 2021 Sustainability Report highlighting our environmental, social and governance (ESG) performance and our ongoing efforts to improve in all these areas. We’re driven to deliver industry-leading results while being a good neighbor, valued and effective community partner, responsible environmental steward and supportive, caring employer.

On January 7, 2021, Devon Energy and WPX Energy completed our merger of equals. We are proud to be a leader in the energy industry, producing oil and gas that are essential to lives and livelihoods around the world. We produce valuable commodities that are fundamental to society, and we do so in a safe, environmentally responsible and ethical way, while striving to deliver strong returns to shareholders.

Based in Oklahoma City, Oklahoma, Devon employs about 1,600 people whose motto is: Commitment Runs Deep. We take this to heart and commit to do the right things the right way for everyone who has a stake in our success – investors, employees and neighbors alike.

Our commitment to accountability and transparency in reporting our ESG progress is reflected in this report. It covers the most material policies, programs and performance related to our ESG efforts, as determined in a materiality assessment described in this section.

Materiality assessment
The contents of this report were determined through a comprehensive materiality assessment to identify the most relevant and impactful performance areas for Devon and our key stakeholders.

Facilitated by a third-party ESG consultant, the assessment followed a process recommended by the Oil and Gas Industry Guidance on Voluntary Sustainability Reporting, published jointly by the International Petroleum Industry Environmental Conservation Association (IPIECA), the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). The process included in-depth, one-on-one interviews with Devon’s chief executive officer and other executive committee members, and a workshop with leaders of Devon’s operations, environmental, safety, corporate governance, investor relations, human resources, supply chain, legal, government affairs, corporate communications and community relations departments. Leaders identified key stakeholders and material areas for reporting and mapped them on a materiality matrix.

Unless otherwise noted, the information in this report is presented pro forma for the combination of Devon and WPX for 2018, 2019 and 2020 and applies to operated assets under each company’s control in the U.S. Certain metrics and results that apply to only one of the legacy companies will be noted as such.
Devon also has evaluated common reporting frameworks, including those of IPIECA, the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs). Based on our most recent evaluation, the contents of this report are mapped and indexed to IPIECA, TCFD and SASB, which we believe track the most relevant indicators for Devon and our stakeholders.

Since conducting our initial materiality assessment in 2018 as previously described, Devon has reviewed material areas periodically to ensure they remain relevant and meaningful for our stakeholders. As part of the planning process for this report, discussions to evaluate current material areas were held with Devon executive committee members, members of our ESG Steering Committee and Environmental, Health and Safety (EHS) Council, and internal subject matter experts. External stakeholder materials such as assessments from Sustainalytics, MSCI, Institutional Shareholder Services, Vigeo Eiris and RobecoSAM, as well as stakeholder engagements, also were reviewed.

Based on this assessment process, this report focuses on the following top material areas of our ESG performance:

- Safety
- Greenhouse gas emissions
- Climate change
- Water recycling and conservation
- Corporate governance
- Stakeholder engagement
- Diversity, equity and inclusion
- Corporate culture
- Community relationships

Note that the concept of materiality used to prepare this report is not meant to correspond with the concept of materiality associated with disclosures required by the U.S. Securities and Exchange Commission. We applied the IPIECA/API/IOGP sustainability reporting guidance (4th edition, 2020) definition of materiality:

Any topic that – in the view of management or stakeholders – significantly affects the company’s performance and informs external opinion. They tend to be issues that most affect value creation and the economic and reputational resilience of a company in a positive or negative way.

Devon is committed to continuously improving our ESG performance and communicating it transparently. We invite you to provide your feedback on how we’re doing by using our stakeholder contact portal.
CEO Letter
Doing the right things the right way

Since Devon Energy and WPX Energy completed our merger in January 2021, we’ve been able to quickly unite our workforce and advance our business on all fronts. I’m excited to lead this premier company that has resilience rooted in a half-century of achievement, and I’m confident our innovative spirit, financial strength and continuous improvement mindset will allow us to succeed over the next 50 years and beyond.

Devon is first and foremost an energy company. Oil and gas enable us all to house and feed our families, heat and cool our indoor spaces, travel, manufacture necessities and carry out other essential activities. We’re proud to produce the energy that makes all this possible, and to do it safely, responsibly and with care for the environment and our stakeholders. At Devon, creating shareholder value through better results in every part of our business, including our environmental, social and governance performance, is our goal every day.

Integrity
Everything starts with integrity at Devon. Openness and honesty are at the core of our relationships, our commitments and our actions. We believe integrity requires transparency, and we seek to demonstrate both by discussing our ESG efforts in this, 2021 Sustainability Report, as well as our 2021 Climate Change Assessment Report and other public disclosures.

Relationships
Interactions based on integrity enable Devon to earn trust and establish strong relationships. We seek input from a wide variety of stakeholders, listen carefully and work together to solve problems. Internally, this approach is giving us momentum as we adopt best practices from both legacy companies across our business. It also allows us to create constructive connections with external stakeholders that help us advance our environmental objectives, public advocacy positions and community partnerships.

Courage
Empowered by our strong track record of integrity and our respectful relationships, Devon employees are courageous in challenging the status quo. We encourage our people to take intelligent risks, and not to be paralyzed by fear of failure. During the challenging market conditions in 2020 and throughout the ongoing global public health crisis, we have thought carefully about our decision to stick to our core activities, making sensible adjustments to consistently produce oil and gas. In 2021, courage is also evident in our new, aggressive environmental targets and in the corporate goals we set each year to challenge ourselves to do better.

Results
Our corporate culture encourages people to take pride of ownership in what they’re working on, and to deliver strong results. The Devon team made important strides in ESG in the past year, while taking on the challenge to do more.

Setting targets for environmental performance
Internally and externally, we are being called upon to do more to address the challenges of climate change. As we focus on continuous improvement in everything we do, we have set aggressive targets to reduce the carbon intensity of our operations. We’ve been focused on this for many years, and in fact over the past three years we’ve successfully reduced our methane intensity 58%. Now we’re identifying additional technologies and best practices to further reduce emissions.

We’re also evaluating opportunities to create value in the coming transition to ever-cleaner forms of energy, seeking to leverage our strengths and partnerships. As Devon and others work toward a lower carbon future, any meaningful
advancement is going to require continued investment in all types of infrastructure and in particular, electrical infrastructure. So it’s incumbent upon us all to be less divisive and more constructive in these conversations.

As we move forward, Devon will be thoughtful about capital spending to achieve our targets and finding new ways to be environmentally responsible in a financially responsible way.

**Caring for people**
In the past year, we focused our social efforts on the well-being of our workforce and communities, and on being a valued community partner. We accelerated some social investments and modified our programs to help our partners meet immediate needs due to the COVID-19 pandemic.

With the help of Devon’s Diversity, Equity and Inclusion (DEI) Team, we launched new grants for community organizations in Oklahoma City. In Tulsa, to honor the community’s support of legacy WPX Energy, we made a series of grants to advance economic development, education, social services and community enrichment. We also worked to deepen our understanding of social and racial issues through intentional conversations and listening as steps toward improving our community and company.

Providing a safe work environment for our employees and contractors is our responsibility and an extension of our caring culture. We’ve adopted safety best practices from both legacy companies and in our 2021 corporate safety goals, we will hold ourselves accountable for improved outcomes.

**Working for all stakeholders**
We’re able to make progress on ESG because the Devon board of directors is highly engaged and committed to progressive governance that benefits all of our stakeholders. Since 2020, we’ve further diversified the board, enhanced its oversight of ESG and continued to align executive compensation with the interests of our stockholders. Our board endorses our new environmental targets and our commitment to public ESG disclosures to show we’re accountable for how we do business.

The world is changing, and Devon is changing with it. To be a leading U.S. energy company, we’re working diligently to make a positive and sustainable impact for all of our stakeholders. Our targets require us to improve how we deliver oil and gas to mitigate climate change risk and to publicly disclose our progress. We’re cultivating a safe, inclusive, diverse and equitable work environment, and engaging our communities to understand how Devon can make a difference beyond our workplace. I’m constantly inspired and encouraged by the great attitude and positive outlook of Devon’s people, and am very optimistic about the company’s future.

Thank you for taking the time to learn what the Devon team is doing to be a safe, ethical and environmentally responsible oil and gas producer to a world that demands energy. We welcome your thoughts on this report so that we can tailor our future reporting and disclosures to your interests.

Sincerely,

Richard E. “Rick” Muncrief
President and CEO
Message from Our Board

Overseeing ESG progress

Our board of directors knows that Devon’s success is highly dependent on the company’s environmental, safety, social and governance-focused efforts. As we considered the merger of Devon Energy and WPX Energy in late 2020, we explored our vision for the performance of the go-forward company in light of our shared belief in the importance of the ESG-related efforts. We concluded that the merger offered a unique operational and cultural opportunity: The expanded footprint of the combined company would allow us to scale up our ESG-related performance.

We quickly followed through on this vision after the merger of Devon and WPX in January 2021. We took a hard look at the best practices of each legacy company. To facilitate our efforts, we expanded the scope of our board’s Governance Committee, re-naming it the Governance, Environmental, and Public Policy (GEPP) Committee, to overtly acknowledge our heightened focus on these areas. Hand-in-hand with our endeavors, management reviewed practices and performance at each legacy company and synthesized data in order to develop quantitative targets for our ESG priorities. We were also attentive to the perspectives of our stakeholders.

Our post-merger work reflects that our board and management believe that continuously improving our environmental performance is one of our company’s and industry’s core responsibilities. Indeed, the board has unanimously endorsed Devon’s ambitious new environmental targets to lower the company’s carbon impact. These targets now directly inform how we allocate capital, employ new technologies, optimize production from our assets, and broadly engage with our stakeholders.

At Devon, we welcome the accountability arising from our targets. To meet these bold environmental targets, we know that innovation, as well as diverse and creative viewpoints, will be key contributors to our success. We are confident that we can deliver strong operational and financial results in a manner that reduces our environmental impact while safeguarding our workforce and the communities in which we operate. Devon is committed to leadership in ESG.

The GEPP Committee as well as the entire board of directors are eager to hear your feedback on our approach and performance on the full range of our environmental, health, safety, diversity and governance programs. Thank you for your continuing interest in Devon.

Sincerely,

Dave Hager
Executive Chair

Barbara M. Baumann
Chair of Governance, Environmental, and Public Policy Committee

At Devon, we welcome the accountability arising from our targets. To meet these bold environmental targets, we know that innovation, as well as diverse and creative viewpoints, will be key contributors to our success. We are confident that we can deliver strong operational and financial results in a manner that reduces our environmental impact while safeguarding our workforce and the communities in which we operate. Devon is committed to leadership in ESG.

The GEPP Committee as well as the entire board of directors are eager to hear your feedback on our approach and performance on the full range of our environmental, health, safety, diversity and governance programs. Thank you for your continuing interest in Devon.

Sincerely,

Dave Hager
Executive Chair

Barbara M. Baumann
Chair of Governance, Environmental, and Public Policy Committee
**Report Summary**

- Expanded the responsibilities of the former Governance Committee to include environmental and public policy oversight, renaming it the Governance, Environmental, and Public Policy (GEPP) Committee.
- Quickly integrated legacy company best practices to drive continuous improvement across Devon.
- Elevated the importance of ESG by creating the new position of vice president of ESG and EHS.
- Set ambitious targets to further reduce the carbon intensity of our operations, minimize freshwater use and engage constructively with our value chain.

---

**Environmental**

- **Reduced Scope 1 and 2 GHG emissions 14% and methane emissions by 47% in 2020 compared to 2019.**
- **Reduced flared volume intensity by 33% in 2020 compared to 2019.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Direct and Indirect GHG Emissions (Scope 1 and 2) (million tonnes CO2e)</th>
<th>Methane (million tonnes CO2e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>5.05</td>
<td>1.07</td>
</tr>
<tr>
<td>2019</td>
<td>4.91</td>
<td>0.99</td>
</tr>
<tr>
<td>2020</td>
<td>4.25</td>
<td>0.52</td>
</tr>
</tbody>
</table>

- **Reduced Scope 1 and 2 GHG emissions intensity 13% and methane emissions intensity by 47% in 2020 compared to 2019.**

**Social**

- **Launched our Inclusion and Equity Grants program to support nine Black community organizations in Oklahoma City.**
- **Distributed over 10,000 at-home STEM resources for children and teachers in our operating areas.**
- **Addressed urgent community needs resulting from the COVID-19 pandemic by modifying our social investment plan activities.**
- **Raised $1.4 million in our expedited annual employee giving campaign.**
- **Honored the Tulsa community’s support of legacy WPX Energy with grants focused on economic development, education, social services and community enrichment.**

---

**Safety**

- **Adopted legacy company best practices for vehicle driving safety, serious incidents and fatalities (SIF) review processes and contractor management practices.**
- **13% Reduction in total employee and contractor recordable incident rate (TRIR) in 2020.**
- **19% Reduction in Lost Time Incident Rate (LTIR) in 2020.**
- **2021 corporate safety goals represent a larger portion of the compensation formula to incentivize improvements.**

**Workforce**

- **Introduced blended values following our merger to guide us in becoming a cohesive and high-performing Devon.**
- **Supported employees with flexible working arrangements, responsive wellness programs and frequent communications during the COVID-19 pandemic.**
- **Worked to deepen our understanding of social and racial inequality through intentional conversations and listening as steps toward improving our community and company.**

---

**Governance**

- **Enhanced the structure and composition of the board of directors to cultivate strong risk management, decision-making and communications.**
- **Earned top-tier rankings among peer companies on major ESG-focused surveys and assessments.**
- **Continued track record of increasing transparency on political activity and lobbying through our 2021 Political Activity and Lobbying Report.**
- **Engaged with approximately 100 governance representatives of institutional investors representing more than 46% of outstanding shares.**
Devon has established aggressive environmental performance targets focused on reducing the carbon intensity of our operations, minimizing freshwater use and engaging constructively with our value chain. These targets reflect our dedication and commitment to achieving meaningful emissions reductions while pursuing our ultimate goal of net zero GHG emissions.

**Net Zero GHG Emissions**
- Devon’s history of using advanced technologies to improve efficiencies across the business will be key to delivering on our ambition of achieving net zero GHG emissions for Scope 1 and 2 by 2050.
- In pursuit of continued transparency, our 2021 Climate Change Assessment Report outlines our approach to proactively address climate-related risks and opportunities.

**GHG and Methane Emissions Reductions**
- To demonstrate our progress in achieving our longer-term net zero ambition, Devon is targeting reductions of our Scope 1 and 2 GHG emissions intensity by 50% and methane emissions intensity by 65% by 2030 from a 2019 baseline.
- Devon’s emission reduction strategy will involve a range of potential actions including expanding our leak detection and repair program; implementing advanced leak detection technologies; reducing the volume of natural gas that is flared; electrolyzing facilities to reduce the use of natural gas and diesel consumed onsite, including transitioning from gas-driven to air-driven pneumatic controllers; and optimizing facility design to minimize leaks and eliminate common equipment failures.

**Flaring Performance**
- A key component of Devon’s broader emissions reduction strategy is to focus on reducing flared volumes to protect the environment.
- We are establishing a two-pronged approach to improve our flaring performance — targeting a flaring intensity of 0.5% of gross natural gas produced by 2025 and eliminating routine flaring, as defined by the World Bank, by 2030.
- We expect to drive results by continuing to engage in pre-production planning, optimize facility design and operating conditions, assess and deploy beneficial reuse technologies, and collaborate with service providers to prevent and mitigate midstream and downstream constraints.

**Water Conservation**
- Devon is committed to conserving and reusing water. We’ve set a target to advance our recycled water rate and use 90% or more non-freshwater for completions activities in our most active operating areas within the Delaware Basin.
- To minimize freshwater use, the company employs economically and operationally feasible freshwater alternatives wherever possible and has a dozen water recycling facilities throughout the Delaware Basin.

**Value Chain Engagement**
- Devon will continue evaluating how we can constructively engage stakeholders upstream and downstream of our operations to improve ESG performance across our value chain.
- By 2023, Devon contractors, who perform work on the company’s locations, will begin undergoing annual evaluations to assess their ESG performance in key areas.

We know that strong environmental performance is essential to protecting the communities in which we live and operate, managing risk and generating long-term value for stakeholders.
Operations Overview

Superior execution

At Devon Energy, operational excellence goes beyond technical know-how, compliance, disciplined capital spending and supply chain proficiency. Delivering strong operational results means keeping our workforce and communities safe, protecting the environment and sustaining our social license to operate across our portfolio of premier assets.

Devon finds and produces oil, natural gas and natural gas liquids in the most prolific basins in the U.S. Since our founding 50 years ago, Devon has pioneered operational practices, been proactive in applying technology and resilient in adapting to evolving market conditions, regulations and increasing stakeholder expectations. Our work helping to supply reliable, affordable energy enables Devon to create jobs, strengthen our communities, and contribute to local, state, federal and global economies. We do this while actively mitigating our impacts to address stakeholder concerns about climate change and other issues.

Environmental, health and safety (EHS) performance
Devon's operating teams are accountable for delivering strong operational results while protecting people and the environment, and complying with all applicable laws, regulations and company policies. Through continuous improvement in operations and EHS performance, we're able to improve efficiencies, lower costs and reduce our environmental impacts. We reinforce the importance of EHS results by tying a portion of our annual compensation to achieving corporate EHS targets.

Our EHS Council sets our strategy and priorities for improving EHS performance, and regularly communicates plans and progress with our operating teams. EHS professionals in our field operations support our teams with timely guidance and effective policies, protocols and practices. To safeguard our workforce, Devon's operating teams work proactively to strengthen our safety culture, share lessons learned, identify trends, and track leading and lagging indicators.

We evaluate and apply the latest technologies, tools and best practices to improve our environmental performance. Mitigating greenhouse gas (GHG) and methane emissions and meeting our short- and long-term methane intensity reduction targets is a top priority. We've made progress by reducing flared volumes from our operations and steadily increasing the number of voluntary leak detection and repair (LDAR) surveys performed on equipment. We've reduced our need for fresh water in our operations by increasing our recycling capacity and the volume of recycled water we use. We also seek to limit the use of fresh water as much as possible.

Diversified footprint across the U.S.
In 2021, our merger of equals with WPX Energy expanded and diversified our footprint of premier acreage positions with a deep, high-quality inventory of drilling locations. Our focused development plan centers on drilling activity in our core areas of the Delaware Basin of southeast New Mexico and west Texas, the Eagle Ford Shale in south Texas, the Powder River Basin in Wyoming, the Williston Basin in North Dakota and the Anadarko Basin in western Oklahoma.

We've positioned Devon for sustainable growth through a disciplined, returns-driven strategy, significant financial strength and liquidity, and an advantaged dividend. Our commitment to environmental, social and governance (ESG) excellence supports our growth by keeping us focused on managing risk, operating responsibly and improving continuously.
Technology and innovation
As a long-time industry innovator, we develop, deploy and investigate advanced technologies to improve EHS performance and optimize production. These include methods to detect equipment methane leaks, assess flare performance, identify beneficial uses of produced water outside of our industry and identify small fluid spills.

We invest in a dedicated technology team and embed technology professionals in our business units to align solutions to business needs. For example, our data science analytics team developed custom artificial intelligence models that evaluate multiple camera images of wellsites every hour to determine if the flaring equipment is functioning properly. If issues are detected, we can alert or dispatch an operator to take action. We have patents pending for the unique camera technology. Devon also holds multiple patents related to drilling and completions operations, including the breakthrough in fracture diagnostics called sealed wellbore pressure monitoring.

Capital efficiency
Operational excellence requires controlling costs, which we’ve accomplished with operating margin improvements, general and administrative cost savings, and drilling and completions efficiencies. In addition, our enhanced operating scale has improved supply chain efficiencies.

Safeguarding people and the environment is important to our daily operations, the long-term value of our company and our social license to operate. We challenge ourselves every day to deliver outstanding environmental, health, safety, operational and financial performance.

Additional information about Devon’s performance is available in our detailed quarterly earnings presentations.

The Delaware Basin: Environmental performance proving ground
To improve our overall performance, we often start where changes can have the biggest impact: in the Delaware Basin, our most active operating area and the growth engine for the company. Devon operates about 400,000 net acres across multiple formations in the Delaware Basin of southeast New Mexico and west Texas, where we’re enhancing our environmental performance while delivering top-tier operational results.

The Delaware Basin is a main driver of our overall air emissions performance. To reduce GHG and methane emissions, we stopped routine flaring in this region in 2017 and flare only when experiencing system upsets or midstream or downstream constraints. We took action in 2019 to curtail these issues in our legacy Devon assets in New Mexico, leading to a 95% reduction in our flared volume intensity from mid-2019 to mid-2021.

To reduce venting or flaring from oil and condensate storage tanks, we install vapor recovery towers to maximize gas recovery and minimize the volume of tank vapors that need to be flared. In 2021, we successfully piloted a low-emission storage tank design that further maximizes gas recovery, eliminates the need to flare tank vapors during normal operation, and minimizes emissions through a reduction in the number of potential leak sources. To mitigate venting from natural gas-driven pneumatic devices, we have installed air-driven pneumatic pumps and controllers at all new legacy Devon Delaware Basin facilities since early 2019.

Additional reductions in GHG and methane emissions in the Delaware Basin will be needed to meet our environmental targets. Our evaluation of emerging technologies for detecting and quantifying equipment leaks includes investigating advanced optical gas imaging, sensor-based continuous monitoring and remote detection using aircraft and satellites. We are conducting active pilot projects in the Delaware and Anadarko basins, which have provided valuable insight into the capabilities of aerial and ground-based detection technologies, the types of emissions detectable, and potential use cases going forward to further improve our emissions performance.

We address water scarcity in the Delaware Basin by using fresh water only when blending and only when reused water isn’t available in sufficient quantities. Reused and brackish water have steadily accounted for more of our water use, and we’ve invested in industry-leading recycling capacity. The legacy Devon and WPX companies combined used approximately 37 million barrels of reused and recycled water in 2020 – and more than 150 million barrels since 2015. We store reusable water in impoundment basins, enabling us to save water and eliminate hauling water by truck and the associated emissions and traffic safety hazards. We’re so committed to conserving water in the Delaware Basin that one of our new targets is to use 90% or more non-fresh water for completions activities in our most active operating areas of the basin.

We’re continuing to advance our environmental improvement programs in the Delaware Basin to meet our short-, medium- and long-term targets for air emissions reductions and water recycling. At the same time, we’re increasing our capital efficiency, reducing field-level costs and increasing production – showing that strong environmental performance and operational excellence go hand-in-hand at Devon.
Environment

Protecting air, water, land and wildlife

The Environment section of our 2021 Sustainability Report includes:

- Overview
- Climate Change
- Air Emissions
- Water Management
- Land Conservation and Biodiversity
- Waste Management
- Spill Prevention

Resource Links:
- 2021 CDP Climate Response *
- 2021 CDP Climate Score *
- 2021 CDP Water Response *
- 2021 CDP Water Score *
- 2021 CDP Supplier Engagement Rating *
- 2021 Climate Change Assessment Report
- Environment, Health and Safety (EHS) Philosophy
- EHS protocols for business processes

* Data reflects legacy Devon only
Devon is committed to doing what’s right for the environment. We want to be a good neighbor, a trusted partner and a responsible, competitive operator as we produce oil and natural gas to help meet global demand. We believe exemplary environmental performance is essential to managing risk and developing forward-looking business opportunities, with the aim of being successful throughout and beyond the energy transition.

To continuously improve our environmental performance, Devon is proactive and results oriented. We consider the potential impacts of our operations when planning activities and making decisions. We strive to comply with all applicable environmental laws and regulations, often going above and beyond what’s required. In the process, Devon incorporates technology, tools and techniques that enable us to minimize or avoid effects on air, water, land and wildlife.

We’re committed to working with contractors who share our commitment to environmental stewardship, and by 2023 contractors who perform work on Devon locations will begin undergoing annual assessments of their environmental, social and governance (ESG) performance in key areas. Devon requires our contractors to employ personnel who are adequately trained to perform environmentally sound work and have programs to comply with applicable environmental laws, rules and regulations. Contractors as well as employees have responsibility to stop work to prevent spills or other environmental issues.

Our strong commitment to environmental stewardship has enabled us to establish a track record of performance improvements. One of our top priorities is to reduce our greenhouse gas (GHG) and methane emissions, and we’ve documented this long-standing focus by responding to the CDP climate change survey for 17 consecutive years.

We’ve been at the forefront of water conservation in our industry for almost two decades, and have responded to CDP’s water survey since its inception eight years ago. We also take great care to preserve the landscape and protect wildlife habitat and cultural resources in areas surrounding our operations.

Devon tracks specific metrics for GHG and methane emissions, flaring, spills, energy use and water use. We share this information in this report and other public disclosures to meet stakeholders’ expectations of transparency and accountability. For additional metrics and details on our environmental practices, please refer to our 2021 CDP Climate and CDP Water Responses.
Devon’s new environmental performance targets

We're improving how we produce and deliver the oil and natural gas the world needs

**NET ZERO**
- GHG emissions for Scope 1 and 2 by 2050
- 50% Reduction in GHG emissions intensity for Scope 1 and 2 by 2030
- 65% Reduction in methane emissions intensity by 2030
- 90% Or higher non-fresh water usage for completions in our most active Delaware Basin operating areas
- 0.5% Or lower flaring intensity by 2025

**ELIMINATE**
- Routine flaring as defined by the World Bank by 2030

**ENGAGE**
- Value chain in assessments of performance in key ESG areas by 2023

Increasing emphasis on governance

We have a strong organization in place to manage environmental performance, from our board of directors to our field-level EHS and operations teams. In recent years, we’ve updated our governance practices to elevate EHS oversight and discussions, including those related to climate change and the energy transition. In 2021, we recalibrated the Governance Committee to become the Governance, Environmental, and Public Policy (GEPP) Committee of the board to sharpen our focus on environmental policies and oversight of management’s efforts to integrate sustainability into our business activities. The GEPP Committee also nominates candidates for our board, establishing a close connection between corporate governance and sustainability. As a component of executive compensation, environmental results included in our corporate goals are reviewed by the board’s Compensation Committee. In addition, at least five Devon directors have an educational background or direct work experience in environmental matters.

At the executive level, Devon’s executive vice president and chief operating officer (COO) is accountable for our environmental programs and performance. To further emphasize results, in 2021 Devon created the new position of vice president of ESG and EHS, reporting to the COO. We based this role on a similar one at WPX Energy as part of its efforts to integrate sustainability into our business activities. Our EHS Council, made up of business unit and operations leaders, plays a lead role in protecting our social license to operate and advancing our culture of environmental stewardship. The council sets environmental strategy and goals, tracks performance and evaluates the effectiveness of our environmental policies, protocols and practices. The group also reviews environmental incidents and near misses, develops corrective actions as needed and shares best practices to continuously improve our environmental performance. Council members hold regular roundtable discussions with field production leaders to help them stay current with the rapid evolution of stakeholder expectations about climate change and environmental performance.

Operations ownership

Our EHS Council, made up of business unit and operations leaders, plays a lead role in protecting our social license to operate and advancing our culture of environmental stewardship. The council sets environmental strategy and goals, tracks performance and evaluates the effectiveness of our environmental policies, protocols and practices. The group also reviews environmental incidents and near misses, develops corrective actions as needed and shares best practices to continuously improve our environmental performance. Council members hold regular roundtable discussions with field production leaders to help them stay current with the rapid evolution of stakeholder expectations about climate change and environmental performance.

The Devon EHS Management System, developed by the council, includes an environmental management element covering assessments and continuous improvement programs. Our environmental professionals work closely with Devon business leaders to promote environmentally sound operations that comply with all applicable laws, regulations and company policies.

To position Devon for long-term success, the council reviews emerging EHS and ESG issues, as well as proposed laws and regulations and their potential financial, operational and reputational impact on the company.

In 2020, Devon met goals recommended by the EHS Council and set by the board, to improve our lost spill rate and fugitive emissions performance compared to 2019. Following our merger in January 2021, we integrated leaders from both legacy companies into our council and began assessing and

Collaborations for progress

Our corporate value to build relationships is vital to improving our environmental performance. We engage with a variety of stakeholders to understand their perspectives on climate change, water use, seismicity, spills and other environmental issues. Devon teams up with industry trade associations, environmental nonprofit organizations, academic partners and innovative businesses to develop solutions. We remain committed to listening, collaborating, increasing transparency and doing our part to protect the environment.
Overview continued

integrating environmental best practices of both legacy companies. We set 2021 EHS goals to further reduce flaring intensity, increase voluntary emissions inspections and reduce our total spill rate. Additional EHS team priorities in 2021 are to merge legacy company environmental management systems and concentrate our EHS team on leading indicators and critical initiatives like our newly established environmental performance targets.

Shared responsibility

Our values and operations standards reinforce the responsibility of each Devon employee and contractor to take ownership of environmental performance. We expect employees and contractors to demonstrate care for the environment, plan ahead, participate in environmental programs, recognize positive attitudes and behaviors, and communicate openly.

To underscore these expectations, Devon’s corporate scorecard includes annual environmental performance targets that affect every employee’s compensation. By meeting our targets for improving our lost spill rate and fugitive emissions in 2020, employees made a positive contribution to our EHS score and compensation.

We’re proud of the progress we’ve made in reducing air emissions, using less fresh water and more recycled water in our operations, preventing spills, protecting the land and improving transparency through reporting. But we know there’s more progress to be made and we’ll keep challenging ourselves to do better.

Environment Performance Metrics1

*Unless otherwise noted, all data presented is performed (Devon + WPX) for U.S. operated assets.

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct GHG Emissions (Scope 1) (million tonnes CO2e)2</td>
<td>4.72</td>
<td>4.65</td>
<td>3.91</td>
</tr>
<tr>
<td></td>
<td>By Constituent</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Carbon Dioxide (million tonnes CO2e)</td>
<td>3.65</td>
<td>3.66</td>
</tr>
<tr>
<td></td>
<td>Methane (million tonnes CO2e)</td>
<td>1.07</td>
<td>0.99</td>
</tr>
<tr>
<td></td>
<td>Nitrous Oxide (million tonnes CO2e)</td>
<td>0.003</td>
<td>0.003</td>
</tr>
<tr>
<td>By Source</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Flaring/Venting (million tonnes CO2e)</td>
<td>3.14</td>
<td>2.61</td>
</tr>
<tr>
<td></td>
<td>Combustion (million tonnes CO2e)</td>
<td>1.37</td>
<td>1.84</td>
</tr>
<tr>
<td></td>
<td>Other (million tonnes CO2e)</td>
<td>0.21</td>
<td>0.39</td>
</tr>
<tr>
<td>Indirect GHG Emissions from Electricity Use (Scope 2) (million tonnes CO2e)3</td>
<td>0.13</td>
<td>0.27</td>
<td>0.32</td>
</tr>
<tr>
<td>Indirect and Direct GHG Emissions (Scope 1 and 2) (million tonnes CO2e)4</td>
<td>5.05</td>
<td>4.91</td>
<td>4.23</td>
</tr>
<tr>
<td>Direct GHG Emissions Intensity (Scope 1) (BCOJ/Mile)5</td>
<td>20.39</td>
<td>17.22</td>
<td>14.61</td>
</tr>
<tr>
<td>Direct and Indirect GHG Emissions Intensity (Scope 1 and 2) (BCOJ/Mile)6</td>
<td>21.60</td>
<td>18.20</td>
<td>15.81</td>
</tr>
<tr>
<td>Indirect GHG Emissions from Use of Sold Products (Scope 3) (million tonnes CO2e)7</td>
<td>43</td>
<td>48</td>
<td>49</td>
</tr>
</tbody>
</table>

We report indirect emissions from the use of sold products (Scope 3) on an equity basis from sources not owned or controlled by Devon; to estimate our Scope 3 emissions, we rely upon IPIECA’s 2016 guidance document Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions. Per the IPIECA guidance, we report Category 11 “Use of Sold Products” for calculating combustion emissions for sold natural gas and marketed natural gas liquids products using emission factors culled from the 6th and 7th emission production reports in Devon’s 2020 Annual Report on Form 10-K.

Performance is limited to legacy Devon performance only using net equity production reported in Devon’s 2020 Annual Report on Form 10-K.

1 Our methane emissions intensity rate calculation includes all natural gas produced at Devon-operated facilities and all methane emissions from Devon-operated facilities associated with the production of oil and natural gas.

2 Our flaring intensity rate calculation includes high-pressure flared volumes associated with the production of oil and natural gas.

3 We calculate our reported emissions using EPA fuel and electricity emission factors.

4 We report indirect emissions from the use of sold products (Scope 3) on an equity basis from sources not owned or controlled by Devon; to estimate our Scope 3 emissions, we rely upon IPIECA’s 2016 guidance document Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions. Per the IPIECA guidance, we report Category 11 “Use of Sold Products” for calculating combustion emissions for sold natural gas and marketed natural gas liquids products using emission factors culled from the 6th and 7th emission production reports in Devon’s 2020 Annual Report on Form 10-K.

5 Performance is limited to legacy Devon performance only using net equity production reported in Devon’s 2020 Annual Report on Form 10-K.

6 Our methane emissions intensity rate calculation includes all natural gas produced at Devon-operated facilities and all methane emissions from Devon-operated facilities associated with the production of oil and natural gas.

7 Click here to see AECOM verification of calculation methodology

8 Our methane emissions intensity rate calculation includes all natural gas produced at Devon-operated facilities and all methane emissions from Devon-operated facilities associated with the production of oil and natural gas.

9 Reportable spill events and volumes exclude a well-control event that occurred in 2019.
Climate Change
A responsible and resilient operator

Devon is focused on producing reliable, affordable and accessible energy the world needs, while continuing to find ways to produce and deliver it more responsibly.

The world relies on oil and natural gas to power the basic systems of our daily lives – transportation, heating and cooling, lighting, manufacturing, agriculture, telecommunications and technology. Many of the products we use every day are made from plastics and compounds derived from oil and natural gas, which also fuel the machinery used to manufacture these materials.

At Devon, we’re proud to find and produce these valuable commodities and improve our way of life. Through the work our employees do every day, we contribute to local, state, national and global economies. We also recognize that the economic benefits of our industry must be balanced with care for the environment. Devon is focused on delivering strong returns to our shareholders while continuously improving our environmental performance, with specific emphasis on climate change.

In its 2020 outlook, the U.S. Energy Information Administration (EIA) projects that oil and natural gas will continue to be leading sources of energy worldwide for decades to come. For example, in the transportation sector, gasoline and diesel fuel will account for 74% of total consumption in 2050.

Devon will continue to produce the oil and gas the world needs in a safe, environmentally responsible and ethical way, and disclose our results publicly. Earning our stakeholders’ trust is important for the future of our business, so we’ll continue to plan for the risks and opportunities ahead.

Assessing and reporting our climate change-related risks
Climate change-related risks receive formal and ongoing consideration in Devon’s enterprise risk management process. The company regularly models numerous regional and macro-level scenarios – including acquisitions, divestitures and changes in regulations and market conditions – to test the strength of our portfolio and resources. Each year, the modeled scenarios inform the strategic decision-making of Devon’s executive committee and board of directors that factors into Devon’s long-range plan. We publicly reported on these risks in our third Climate Change Assessment Report, demonstrating our ongoing commitment to transparency.

Our updated 2021 Climate Change Assessment Report (CCAR) accounted for material changes to our portfolio since 2018, including the divestment of our Canadian and Barnett Shale assets, as well as closing the merger with WPX Energy. The 2021 report was prepared by Devon with support from third-party consultants and reviewed and approved by our board of directors. Devon retained ICF to help assess the company’s oil and natural gas portfolio’s resilience in the face of potential impacts of climate policy on oil, natural gas, and natural gas liquids (NGL) demand, production, and prices. During this assessment, Devon evaluated several possible future climate change scenarios to quantify the potential risks to the company’s portfolio and long-range business plan from a possible carbon-constrained future. Devon evaluated pricing scenarios and model results from both ICF and the widely referenced International Energy Agency (IEA), including the IEA’s 2020 Sustainable Development Scenario, which targets a rise in global temperatures to “well below 2°C” and “in which countries achieving net-zero emissions by 2050 spur the world as a whole to reach it by 2070.”

Taking Action
- Issued our updated 2021 Climate Change Assessment Report aligned with the Task Force on Climate-related Financial Disclosure (TCFD) recommendations.
- Set ambitious, new target of achieving net zero GHG emissions for Scopes 1 and 2 by 2050.

Devon’s approach to managing climate change risk
- Decrease the carbon intensity of our operations by reducing Scope 1 and Scope 2 GHG emissions to net zero by 2050, prioritizing the reduction of flaring and methane emissions.
- Disclose our progress and strengthen governance practice around climate change risk.
- Evaluate opportunities to create value in the transition to ever-cleaner forms of energy with thoughtful capital allocation.
In addition, Devon retained Global Affairs Associates, a ClimeCo Company to enhance the company’s alignment to the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), an international, multi-industry led initiative launched to develop recommendations for voluntary disclosure of climate-related risk. We report in alignment with TCFD to meet our stakeholders’ expectations for reliable and meaningful disclosures.

The 2021 assessment determined that oil and natural gas will remain essential to meeting global energy demand, even in the carbon-constrained future scenarios. Additional conclusions included:

- Models indicate that Devon’s portfolio of assets are likely to be resilient, even in various low-carbon scenarios.
- The changes to our portfolio since 2018 – exiting Western Canada and the Barnett and closing the merger with WPX Energy – have made the company more resilient in low oil and natural gas price scenarios.
- Devon’s disclosure practices for the governance, management, and disclosure of climate-related risks and opportunities seek to align with the recommendations of the TCFD, and include continually assessing new guidance as it becomes available.

Ambitious emissions reduction targets

Devon addresses climate change-related risks proactively in our environmental, operational and governance practices. Our strategy relies in part on energy efficiency and conservation, which we believe are also the most immediate and cost-effective ways to reduce emissions. We actively seek out technology solutions and innovative techniques to enhance our efforts.

To reduce methane emissions, we establish voluntary, company-specific targets that go beyond regulatory requirements. Among our actions to meet the targets are investing in technology, adopting new work practices and working creatively with stakeholders. To underscore our commitment, achieving our targets is a component of executive and employee compensation.

In 2019, we set a methane intensity target of 0.28% or lower by 2025, and then beat the target level in 2020. In June 2021, we reinforced our commitment to proactively manage climate-related risks and opportunities by establishing several additional environmental performance targets to limit GHG and methane emissions in our operations. These operational emissions performance targets are in line with leading industry practices and stakeholder priorities. These targets, endorsed by our board, are the following:

- Achieve net zero GHG emissions for Scopes 1 and 2 by 2050
- Reduce Scopes 1 and 2 GHG emissions intensity by 50% by 2030 (from a 2019 baseline)
- Reduce methane emissions intensity by 65% by 2030 (from a 2019 baseline)
- Achieve flaring intensity of 0.5% or lower by 2025 and eliminate routine flaring by 2030

As we strive to meet or beat these targets, Devon will continue to apply a wide range of advanced technologies and best practices, in tandem with increasing efficiencies, and is committed to providing transparent updates on our progress.

Devon closely monitors possible business impacts of climate change in the market and policy arenas, and we’re prepared to adapt as needed. We’re committed to ongoing dialogue with our board of directors, shareholders and other stakeholders about our climate change-related risks and opportunities. Our industry will play a pivotal role in delivering global energy for generations to come, and Devon is embracing change to be part of that future.
Air Emissions
Targets, technology and transparency

Devon is committed to decarbonizing our operations, evaluating new opportunities and transparently reporting our results. We’re doing our part to be a responsible operator for the benefit of the environment, our employees and their families, our communities, our shareholders and our business – today and in the future.

Reducing the carbon intensity of our operations starts with proactively controlling and reducing air emissions from our operations. Our long-standing commitment to reduce air emissions, particularly GHGs, is embedded in our culture through our Environmental, Health and Safety (EHS) Philosophy and our core values to earn stakeholder trust, proactively manage risk and not miss a chance to improve. We collaborate within and outside the company to apply technology, best practices and tools to reduce our impacts on the air.

Devon focuses on reducing operational emissions of GHGs such as carbon dioxide (CO2) and methane, as well as volatile organic compounds (VOCs), nitrogen oxide (NOx) and other gases, and on reporting our results. To continue our progress, Devon announced in June 2021 that we’ve set aggressive targets to lower the carbon intensity of our operations and outlined our approach to managing climate-related risks and opportunities in our updated 2021 Climate Change Assessment Report. We’re taking these actions not only to lower regulatory, market and reputational risk, but also because we believe it’s the right thing to do. Ultimately, we believe protecting the air makes our business more sustainable.

Air emissions performance management
To comply with all applicable federal and state laws and regulations, we invest in the latest equipment and deploy well-trained employees and contractors to carry out our emissions reduction programs. Devon’s environmental work includes an air quality protocol that clearly defines responsibilities and requirements for communications, compliance, recordkeeping and training.

Because air emissions programs and results are so important to our overall performance, Devon’s Environmental, Social and Governance (ESG) Steering Committee monitors our performance in the context of the evolving regulatory, legal and stakeholder landscape. The steering committee advises our senior leaders on issues for consideration in enterprise risk management, stakeholder engagement and regulatory and legal compliance.

The vice president of ESG and EHS, a new role at Devon, elevates our company-wide focus on ESG performance, including air emissions. This leader serves on both the ESG Steering Committee and the cross-functional EHS Council, providing continuity and alignment. The EHS Council sets Devon’s emissions reduction strategy in close coordination with the vice president for ESG and EHS, the ESG Steering Committee and senior leaders for effective implementation of the strategy.

Committed to compliance
Compliance with all applicable federal and state environmental laws and regulations is central to our EHS Philosophy and the Devon Code of Business Conduct and Ethics. Our compliance process guides employees on meeting the requirements of Devon’s air permits in our operating areas, with the aid of a web-enabled database that quickly distributes requirements for new and modified air permits to the people directly responsible for compliance.

Devon facilities and equipment may at times emit VOCs, NOx and other gases that are subject to state permits or emissions authorization limits. We pursue full compliance by clearly communicating requirements to our operating facilities. Some Devon facilities are subject to annual emissions inventories, which we submit to the appropriate regulatory agencies. In states where these inventories are required, the information is publicly available. If issues arise, we work expeditiously and constructively with regulators to address them.

As a proactive operator, Devon will keep looking beyond compliance to continue reducing our air emissions.
Greenhouse gas emissions methodology and performance

Devon reports GHG emissions from fuel combustion, flaring, fugitive emissions, venting and storage losses (Scope 1) and electricity consumption (Scope 2) for assets under our operational control. We collect data on GHGs (carbon dioxide (CO2), methane and nitrous oxide) and submit annual GHG emissions according to the requirements of the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Reporting Program.

We also report indirect emissions from the use of sold products (Scope 3) on an equity basis from sources not owned or controlled by Devon. Scope 3 GHG emissions include indirect emissions resulting from the consumption and use of Devon’s crude oil and natural gas production.

To estimate our Scope 3 emissions, we rely upon IPIECA’s 2016 guidance document, Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions. According to the IPIECA guidance, category 11 “Use of Sold Products” is generally the largest contributor of Scope 3 emissions for a fuel-producing company and can account for more than 80% of a company’s total Scope 3 emissions. We report “Use of Sold Products” by calculating combustion emissions for our oil, natural gas and marketed natural gas liquids products.

It is important to note that Scope 3 emissions estimates are subject to uncertainty, inconsistency and duplication due to the reporting of assets outside the control of the reporting company and various reporting methodologies. In addition, two or more companies will account for the same emissions within their Scope 1, 2 or 3 emission inventories (as further described in the IPIECA guidance document).

As an exploration and production company, Devon has no direct control over how the raw materials we produce and sell are ultimately consumed. For this reason, we are committed to and focused on Scope 1 and 2 emissions for assets under our control, where we can most directly and meaningfully effect emissions reductions. We will continue to evaluate ways in which we can reduce value chain emissions and engage constructively with stakeholders upstream and downstream of our production operations.

To be a good steward of the environment, we hold ourselves accountable for delivering visible, measurable results on our environmental performance. In 2020, our emissions performance improved year over year:

- GHG and methane emissions
- GHG emissions intensity
- Methane emissions intensity (in both tCO₂e/MBOE and % of natural gas produced)
- Flaring intensity
- Facility emissions inspections performed with passing results (89%) improved 3%
New, aggressive emissions reduction targets
Devon established our first voluntary target to limit methane emissions from our oil and natural gas production operations in 2019. We pledged to reduce our methane intensity rate to 0.28% or lower by 2025. Through the expansion of our leak detection and repair (LDAR) program and enhanced data precision efforts, legacy Devon met this target level in 2019 and the pro forma combined company beat the target level in 2020 with 0.19%. We continue to put efforts toward further reductions and in June 2021 established new, aggressive emissions reduction targets.

The ambitious new targets reflect our commitment to continue lowering our carbon impact, while producing the oil and natural gas that will be needed for decades to come. Devon established the following goals:

- Achieve Net Zero GHG emissions for Scopes 1 and 2 by 2050, primarily through continued use of advanced technologies.
- Reduce Scopes 1 and 2 GHG emissions intensity by 50% and methane emissions intensity by 65% by 2030 from a 2019 baseline, by expanding our LDAR program, implementing advanced leak detection technologies, reducing flaring volumes and other means.
- Achieve flaring intensity of 0.5% or lower of gross natural gas produced by 2025 and eliminate routine flaring by 2030, mainly by implementing best practices, deploying beneficial reuse technologies and preventing and mitigating midstream and downstream capacity constraints.

How we calculate our GHG and methane emissions intensity rates
We calculate our direct (Scope 1) GHG and methane emissions by including all emissions reported to the Environmental Protection Agency (EPA) pursuant to the Greenhouse Gas Reporting Program (GHGRP) for production and gathering and boosting assets under our operational control, as well as emissions subject to the GHGRP that fall below the basin-level reporting threshold.

Our baseline recalculation methodology
Devon’s commitment to reduce our Scope 1 and 2 GHG emissions intensity by 50% and methane emissions intensity by 65% by 2030 will be calculated from a 2019 baseline.

Achieve Net Zero GHG emissions for Scopes 1 and 2 will be calculated from 2019 based on the full operational scope. The performance for Scopes 1 and 2 will be calculated from a 2019 baseline.

We relied upon guidance from the Greenhouse Gas Protocol and IPIECA in establishing our baseline recalculation methodology. Our baseline recalculation methodology affirms our commitment that result in a change to the emissions baseline of 5% or higher on an absolute or intensity basis. Trigger events include structural changes; source ownership or control changes; changes to reporting boundaries, quantification methodologies or data improvements; or discovery of errors.

Our 2019 baseline has been recalculated to reflect the divestiture of the Barnett Shale in 2020, divestiture of the Wind River Basin in 2021, and acquisition of Felix Energy in 2020.

We believe our recalculation methodology affirms our commitment to structurally drive down emissions, rather than divesting assets as a means to achieve our ambitious emissions reduction targets. We are committed to the ongoing review and assessment of the appropriateness of our emission reduction target levels and will adjust as needed.
Mitigating air emissions at the source

Our continuous improvement culture has prompted us to develop a detailed understanding of where our emissions come from. This makes it possible to address our air emissions at the primary sources through a variety of effective mitigation strategies:

- Reducing flaring — across our entire portfolio of producing assets
- Finding and fixing equipment leaks with our expanding leak detection and repair (LDAR) program
- Transitioning to air-driven pneumatic controllers
- Cutting combustion from drilling, completions, and production by increasing the use of engines powered by electricity and alternative fuels
- Minimizing venting and flaring from storage tanks

We conduct ongoing evaluations into emissions detection and quantification technologies, and we collaborate with industry, environmental groups, and agency partners on emissions reduction strategies. Through focused effort in 2020, Devon continued our record of progress in lowering GHG emissions.

Flaring: Sustainable improvements

Flaring of natural gas — a controlled ignition process for eliminating emissions of methane and VOCs — is necessary for safe operations in various phases of the oil and natural gas production process. Devon strives to avoid entirely the venting of raw gas, and to limit flaring to the extent possible at all locations. Reducing flaring is a priority in our broader emissions reduction strategy because we want to protect the environment and capture as much natural gas as possible for its economic value, while also complying with laws, regulations, and permits.

We continually evaluate and optimize our facilities, including installing reliable pressure-relief valves to minimize tank releases and vapor recovery equipment to capture flash gas emissions and route them to a pipeline. The company also uses “green completions” to capture produced natural gas following hydraulic fracturing. Where flaring is unavoidable, pilot monitoring equipment is installed to help ensure the gas is properly combusted.

Devon has improved its flaring performance over the last six years, particularly in the Delaware Basin, our highest-activity operating area. We identified wellhead flaring due to insufficient natural gas takeaway capacity or midstream constraints as the primary driver of flaring in the Delaware Basin and set out to mitigate the situation. We stopped routine flaring in this region in 2017, only connecting and producing wells when gas takeaway is established. We flare only when experiencing system upsets or midstream or downstream constraints. We took effective action in 2019 to curtail these issues in the Cotton Draw field that accounted for most of our flared volumes in the Delaware Basin (see sidebar).

After seeing significant improvement in late 2019, we continued making progress in reducing our flared volumes. In 2020, legacy Devon flared 0.2% of gross natural gas produced, an improvement of more than 70% from 2019. The reduction was due in large part to alleviating capacity constraints in the Cotton Draw field and, also to concerted efforts across our organization to reduce flaring.

While the industry has faced ongoing capacity constraints in the Williston Basin, our legacy WPX operations in the basin continue to improve their flaring performance. Legacy WPX flaring volumes were down nearly 30% in 2020 compared to 2019, and we continue to evaluate and employ improvement methods in the Williston Basin to drive down flaring. Following the merger, the EHS Council identified the need to integrate flaring data from both legacy companies as a top priority as we began to pursue further performance improvements in 2021. Overall, our flaring intensity improved from 2.2% in 2019 to 1.5% in 2020, an improvement of 33%.

Our updated targets are to achieve flaring intensity of 0.5% or lower of gross natural gas produced by 2025 and to eliminate routine flaring, as defined by the World Bank, by 2030. We expect to drive results by continuing to employ best practices that have proven to be effective for reducing flared volumes and minimizing emissions.

We’ve been expanding these best practices across our operating areas. They include implementing a flare management program; continuous gas capture planning and collaboration with midstream partners; enhancing separation and compression reliability; choke management; pigging lines; and optimizing combustion. We’re also sharing these practices with our trade association partners because we believe it’s crucial that we work together to reduce flaring and air emissions across the industry. Devon will continue to look at a broad spectrum of opportunities to reduce flaring and related emissions to meet our targets.

Reducing flaring and monetizing natural gas in our highest activity basin

In 2019, the Cotton Draw field accounted for most of our flared gas volumes in our Delaware Basin operations. Upon investigation, we pinpointed wellhead flaring due to insufficient takeaway capacity or midstream constraints as the primary cause.

To drive down these upset conditions, Devon took ownership of the associated midstream gas compression equipment. We made operational refinements, upgraded compressors, adjusted the flow rates of some wells and shut in others. As a result, our flared volumes in the Delaware Basin declined from about 4% in mid-2019 to less than 0.5% by year-end 2020.

We also made a multi-year commitment to our newly formed Cotton Draw Midstream partnership, agreeing to contribute our existing gas gathering and compression infrastructure in an area of mutual interest. We dedicated about 24,000 acres for gathering and compression on the partnership’s system, while our partner, QL Capital Partners (QLCP), agreed to fund a $100 million distribution to Devon to build out the Cotton Draw Midstream assets over the next several years.

Devon is positioned to continue reducing gas flared volumes and associated carbon emissions as we work toward our 2030 intensity reduction targets for Scopes 1 and 2 GHG emissions and methane emissions. It’s also good for business, allowing us to capture more natural gas in the field that we can put into pipelines to be sold.
Equipment leaks: LDAR program continues to grow
Using infrared cameras to detect leaks is one of Devon’s primary emissions mitigation tactics. LDAR has proven to be effective at finding equipment leaks from piping components and associated equipment. It was a major contributor to achieving our first methane intensity target well ahead of schedule and we’re expanding the program to help us reach our new target to reduce methane intensity by 65% by 2030 from a 2019 baseline.

Devon utilizes optical gas imaging (OGI) cameras to perform frequent equipment inspections to detect leaks. We initially prioritized facilities with the highest production volumes across our operating areas. By methodically identifying and fixing leaks, we’ve largely resolved our highest-risk issues and reduced our methane emissions over time.

We have steadily and voluntarily expanded our LDAR program, in part by adding valves, pumps and other equipment into our camera surveys. We also continue to survey additional facilities that don’t currently have a federal or state regulatory requirement.

Environmental operators in each Devon business unit focus primarily on conducting infrared camera surveys at our sites and then making sure repairs are successful. Based on LDAR data, we have progressively refined our proactive maintenance programs by identifying the equipment most likely to develop leaks. This led us to install thief hatches that have a lower leak rate and focus on specific equipment failures and settings. It also enabled us to improve flare maintenance and verify performance of vapor recovery units (VRU).

We continue to learn from the LDAR data we collect and then refine best practices in facility design, equipment improvements and preventive maintenance to further reduce emissions from our facilities. For example, we conduct engineering and pre-startup reviews of facilities and take other steps to help verify closed-vent systems and control devices are designed and properly installed.

Devon builds on these improvements by setting annual corporate goals for fugitive emissions performance. In 2020, legacy Devon and legacy WPX both met our corporate goals for fugitive emissions performance. At legacy Devon, our passing rate (i.e. no leaks detected) for equipment inspections improved 3% year over year, from 86% in 2019 to 89% in 2020. The higher passing rate shows we’re continuously making improvements in equipment design, operation and maintenance, based on what we’re learning from LDAR data.

To further reduce emissions from equipment leaks, in 2021 we’re expanding our voluntary LDAR program to more facilities and doing equipment retrofits for compliance or voluntarily.

To help our administrative offices meet the regulatory requirements for LDAR inspections, our environmental and operations teams developed a mobile app to capture, enter, track and document LDAR survey findings. The app automatically syncs any needed repairs, creates work orders and documents successful repairs, all of which are required for compliance. This has resulted in a more efficient, consistent and systematic LDAR program.

Advanced emission detection and quantification technologies are evolving rapidly and will be a key component of our strategy for broader emissions reductions. Devon has a cross functional team that evaluates emerging technologies that have the potential to be more effective at finding leaks over broader areas, allowing for faster detection and mitigation. The team is investigating opportunities for advanced optical gas imaging, continuous monitoring, and remote detection using facility flyovers and satellites. We’re currently conducting multiple continuous monitoring pilot projects, including laser-based monitoring over an area of several miles with LongPath Technologies and onsite sensor-based monitoring through our collaboration in Project Falcon.

Following a successful pilot, remote surveillance capabilities are now fully functional in our Powder River Basin operations in Wyoming. We also have ongoing installations of remote surveillance in each of our operating areas. Cameras, infrared sensors and our SCADA (supervisory control and data acquisition) system allow us to remotely monitor our well pads and some saltwater disposal facilities. With real-time, higher-quality data and imagery, we can proactively identify issues with flares and other equipment before they become problems. These technologies allow us to monitor operations without people going to the locations every day, which reduces vehicle-related emissions and safety risk for our workforce. Since remote surveillance started in the Powder River, our flaring, spills, downtime, overtime and lifting costs there have declined. We believe these technologies are in part responsible for improved lagging and leading metrics in the basin.

In addition, Devon collaborates with industry peers and a diverse group of stakeholders, including government agencies and environmental groups, to understand and find solutions to reduce air emissions. For example, we participated in a marginal well study backed by the U.S. Department of Energy (DOE), we were part of an industry panel studying methane regulations in New Mexico, and we are a foundational sponsor of Veritas - a methane measurement and verification initiative led by the Gas Technology Institute that aims to demonstrate emissions reductions in a consistent, credible and transparent way. Sharing what we know and learning from stakeholders is consistent with our corporate value to build relationships in the process of improving our environmental performance.

### Devon facility inspection performance
(excludes Barnett Shale assets divested in October 2020)

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of facilities inspected</td>
<td>1,805</td>
</tr>
<tr>
<td>Number of facilities with a federal/state regulatory inspection requirement</td>
<td>855</td>
</tr>
<tr>
<td>Number of voluntary facilities inspected</td>
<td>950</td>
</tr>
<tr>
<td>Percent of total facilities inspected</td>
<td>78%</td>
</tr>
<tr>
<td>Facility inspection passing rate</td>
<td>82%</td>
</tr>
</tbody>
</table>
Sustainable Development Goals

United Nations member states adopted 17 Sustainable Development Goals in 2015. At Devon, we value our partnerships with public and nonprofit entities in pursuit of our goal to be a responsible operator. We count on strong partnerships to deliver on our commitments and contribute positively to the development of the communities where we operate, as well as share research and knowledge that help advance best practices in the energy sector.

Overview

Reporting

Social

Governance

Safety

Overview

Reporting

Social

Governance

Safety

Air Emissions continued

Pneumatic devices: Transitioning to air-driven controllers
Since identifying gas venting from approximately 13,000 natural gas-driven pneumatic controllers and pumps at nearly 2,000 production sites, Devon has worked to mitigate this source of emissions. We replaced high-bleed natural gas pneumatic controllers on hundreds of wells in Wyoming, Oklahoma, New Mexico and Texas, and we no longer use them on new wells. In the Delaware Basin, legacy Devon installed air-driven pneumatic pumps and controllers at all new facilities since early 2019.

Combustion: Replacing diesel-only engines
Diesel motors powering drilling rigs and hydraulic fracturing operations can be a significant source of emissions. Devon has cut these emissions, reduced related noise and shrunk our operational footprint by replacing diesel-only engines with dual-fuel motors that run on diesel or compressed natural gas (CNG), liquefied natural gas (LNG), field gas or electricity. In the legacy Devon drilling operations in 2020, about 54% of our wells were drilled with rigs running on dual-fuel or electricity. This avoided an estimated 15,700 metric tonnes of CO2 from 1.4 million gallons of diesel equivalent.

Electrification will be a key part of our strategy to meet our new targets for Scope 1 and 2 emissions. We seek to plan effectively so we can get grid power to our locations before drilling rigs arrive. Devon also is looking to identify other types of equipment and practices we can power with electricity in the future to avoid using diesel fuel.

Storage tanks: Reducing venting and flaring
To reduce venting or flaring from oil and condensate storage tanks, we install vapor recovery towers (VRT) to maximize gas recovery and minimize the volume of tank vapors that need to be flared. In 2021, we successfully piloted a low-emission storage tank design that further maximizes gas recovery, eliminates the need to flare tank vapors during normal operation and minimizes emissions through a reduction in the number of potential leak sources, as well as components that can lead to common equipment failures, including open thief hatches.

To meet our ambitious emissions reduction goals, using multiple, proactive strategies is more important than ever. Devon continues to pursue a wide range of GHG and methane emissions mitigation tactics.

- Building out Delaware Basin midstream assets to alleviate capacity constraints that exacerbate flaring
- Expanding our LDAR program
- Evaluating and implementing emissions detection and quantification technologies
- Installing air-driven pneumatic pumps and controllers in our production operations
- Increasingly replacing diesel engines with dual-fuel or electric engines
- Electrifying our drilling operations
- Collaborating with industry, nonprofits and government agencies
- Improving our data precision and reporting methodologies
- Installing remote surveillance technologies

Improving our industry

Devon is a founding member and current steering committee member of The Environmental Partnership, a voluntary coalition of oil and natural gas companies operating across the U.S. Since forming in 2017, the partnership has grown to more than 90 companies that commit to collaborating, learning about best practices and technologies, and taking action to improve the industry’s environmental performance.

Since 2018, the group has focused on reducing the industry’s air emissions, including methane and VOCs, through environmental performance programs including leak detection and repair, eliminating the use of high-bleed pneumatic controllers and improving the manual liquids unloading process. Selected based on EPA emissions data, these programs use proven, cost-effective controls.

The Environmental Partnership continues to expand and adapt its programs to strengthen the industry’s voluntary efforts to improve environmental performance over time. In 2020, the Partnership not only expanded to include the midstream segment, but it also launched a new flare management program focused on reducing flaring in upstream operations. The new program, development of which was chaired by Devon, will advance best practices to reduce flare volumes, promote the beneficial use of associated gas, and improve flare reliability and efficiency when flaring does occur.
Water Management
Conservation and recycling

Water is vital to the health, social and economic well-being of our communities and is an essential resource for Devon’s operations. We're committed to conserving fresh water and reusing water in our operations to be a good neighbor and an environmentally sound operator, as well as to mitigate physical risks associated with regional water stress.

Our operations depend on reliable access to, and the ability to safely dispose of, water used or produced in drilling and completions operations. We strive to execute a water management strategy that balances environmental, economic, operational and social needs. Our track record of water conservation goes back to 2004, when we began recycling water in the Barnett Shale in north Texas. Since then, we've collaborated with government, industry and community stakeholders to find innovative ways to conserve water in our drilling and completions operations companywide.

Devon works to identify and develop alternative sources of water for operational activities and has invested significant capital to reduce our reliance on fresh water. Using less fresh water also reduces the amount of water for disposal, saves money, creates efficiencies and improves our ability to respond if water availability or disposal capacity is constrained. To conserve, we strive to use water that is not suitable for drinking and other public uses and, wherever possible, we use recycled produced water in our drilling and production activities. We take these steps because they're the right thing to do for the environment and our communities.

Water management strategy
Water supplies are limited in some of Devon’s operating areas. Based on the World Resources Institute’s definition of baseline water stress, approximately 8% of legacy Devon’s operated wells are located in areas of “high” or “extremely high” baseline water stress. To mitigate physical risks of regional water stress, we conserve, reuse and recycle as much water as we can.

We consider water availability and disposal options in our enterprise risk management process and in our daily planning, along with other environmental, health and safety (EHS) risks. Devon’s EHS Council and subject matter experts monitor laws, regulations and stakeholder concerns related to water and keep our leadership team well informed.

We consider water availability and disposal options in our enterprise risk management process and in our daily planning, along with other environmental, health and safety (EHS) risks. Devon’s EHS Council and subject matter experts monitor laws, regulations and stakeholder concerns related to water and keep our leadership team well informed.

Guided by our EHS Philosophy, we employ economically and operationally feasible alternatives to fresh water. To execute a sustainable water management strategy, Devon follows the water principles of stakeholder engagement, water management planning, technology evaluation and deployment, and best practices development.

To enhance our water management performance, Devon stays abreast of new technologies and best practices, often through collaboration. We’re a founding member of the Energy Water Initiative and an active participant in the New Mexico Produced Water Research Consortium. Devon continues to study, communicate and improve lifecycle water use and management together with other oil and natural gas companies that share our commitment to conservation.
Recycling in our highest-activity basin
As the first company to recycle flowback and produced water from natural gas wells in north Texas, Devon is an industry pioneer in recycling. We became one of the leading recyclers of treated produced water in New Mexico and led the effort to establish state rules to encourage the practice. Today, our recycling efforts are focused in the New Mexico Delaware Basin, where water scarcity is an issue.

Devon uses fresh water in the Delaware Basin only for blending and only when recycled and brackish sources of water aren’t sufficient.

In 2020, reused and brackish water accounted for more than 90% of the water legacy Devon used in our Delaware Basin operations, up from over 80% in 2019. The legacy companies combined used approximately 37 million barrels of reused and recycled water in 2020 and expect to increase our volume of reused and recycled water to an estimated 47 million barrels in 2021. Since 2015, we have reused over 150 million barrels of water from our water treatment facilities. Our water recycling strategy also includes connecting third-party supplies to our system, which increases the volume of recycled water available for our operations.

Integral to operations and saving water, Devon built impoundment basins to store the reusable water. The basins are connected by a local pipeline network that diminishes the need to haul water away by truck. Taking trucks off the road reduces emissions and traffic safety hazards.

In addition, we’re looking for ways to reuse produced water that we don’t need for our operations. Through the New Mexico Produced Water Research Consortium, we’re exploring beneficial reuse opportunities, including technologies to desalinate produced water for uses outside of the oil and gas industry. In cases where we produce more water than we can use, cost-effective desalination could make the water suitable for aquifer recharge and other beneficial uses. This would require development of the regulatory framework for reusing desalinated produced water, which is why we continue to work with stakeholders to find water conservation solutions in New Mexico.

Local water management considerations
As part of our local approach to water management, we consider the availability and quality of water, local ecosystems and habitats, regulations and other factors.

Given our commitment to be a good neighbor, we actively seek alternatives to fresh water, including brackish water and flowback and produced water for well completions where feasible. We will continue exploring conservation efforts outside of the Delaware Basin.

<table>
<thead>
<tr>
<th>Total Water Usage by Operating Area (million Bbl)</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delaware Basin</td>
<td>89.0</td>
<td>83.8</td>
</tr>
<tr>
<td>Anadarko Basin</td>
<td>20.5</td>
<td>0.7</td>
</tr>
<tr>
<td>Eagle Ford</td>
<td>13.1</td>
<td>1.8</td>
</tr>
<tr>
<td>Powder River Basin</td>
<td>5.9</td>
<td>5.0</td>
</tr>
<tr>
<td>Williston Basin</td>
<td>10.0</td>
<td>7.2</td>
</tr>
<tr>
<td>Total U.S.</td>
<td>138.5</td>
<td>98.5</td>
</tr>
</tbody>
</table>
Land Conservation and Biodiversity
Minimizing and mitigating our impacts

In keeping with our guiding principle of environmental stewardship, Devon is committed to minimizing our operational footprint and impacts to the landscape, wildlife and their habitats, and cultural and historical resources. We operate in prairies, grasslands, deserts and forested areas, and on federal, state, tribal and private lands. To preserve our shared landscapes for future generations, Devon’s priority is to cause as little disruption to the land as possible and mitigate any impacts throughout the oil and gas production lifecycle. We also look for opportunities to reclaim lands near our operations after our work is complete.

Biodiversity management is integrated into our process for selecting the placement of our well pads, access roads and pipeline corridors. Before building a well pad, Devon’s ecological experts complete an environmental assessment to identify potential impacts based on:
- Proximity to waters of the U.S.
- Protected species or critical habitats
- Proximity to public receptors
- Location of nearby floodplains
- Sediment discharge to a water body
- Evidence of pre-existing contamination
- Environmentally sensitive receptors

To build on our progress, we’re boosting our efforts to reduce pad size as much as possible on future projects. Our regulatory and land team, facilities group and land survey subcontractors are collaborating to make our pad footprints no larger than required to operate our rigs safely.

Biodiversity stewardship partnerships
Protecting the land involves building relationships with landowners, neighbors, industry groups, and state and federal agencies such as the U.S. Bureau of Land Management (BLM).

In New Mexico
When an environmental assessment indicated the presence of cultural resources near our Ross Draw projects on federal lands in New Mexico, we changed our plans. Two of five pads were relocated, and some pads were removed from consideration to avoid impacts to nearby cultural resources. In addition, a proposed pad was moved to avoid potential impacts to a sensitive geological feature known as a karst.

In North Dakota
On the Dakota pad project in North Dakota, the environmental review process revealed a large, occupied Dakota skipper butterfly habitat spread across a proposed pad location. We abandoned the proposed pad location to avoid impacting the habitat for the butterfly, which is listed as threatened under the Endangered Species Act.

The remaining choice for a suitable well pad site was located near an active bald eagle nest. Working extensively with the MHA Nation on the Fort Berthold Indian Reservation, we developed the Dakota project to avoid disturbance to the nearby bald eagles. Steps taken included maintaining at least a 1,050-foot buffer from the nest, lowering the elevation of the facilities and planting 65, 8-foot-tall trees. Additionally, we initiated construction on the location outside of the nesting period for the bald eagles to further limit potential disturbance.
Conservation initiatives
We’re committed to leaving the land in the same or better condition as when we arrived. Our newly formed Biodiversity Council will work to develop and implement company-wide policies and targets that support our strategy to avoid, minimize and mitigate ecological impact. The council’s core team has over 70 years of collective experience in ecological planning for energy development projects. Additionally, the council will explore opportunities to enhance the biodiversity value of Devon-owned surface acreage.

In the Texas Delaware Basin, we’re assessing surface acreage to identify areas for ecological restoration and enhancement projects, with a focus on the Pecos River. We’re also assessing other Devon-owned surface lands in Texas, Oklahoma and other states to determine whether the biodiversity value of those properties can be enhanced. We participate in species-specific efforts like Candidate Conservation Agreements for Texas Hornshell and Lesser Prairie Chicken. We also partnered with the New Mexico Soil Conservation District to restore native desert prairie grasslands to parts of the surface lands we own in Texas.

Wyoming public land projects
Since its inception in 2007, we’ve sponsored the Wyoming Conservation Corps (WCC) to engage college students in their education, including hands-on conservation work around the state. Each year, WCC students spend 10 days completing land stewardship projects that the BLM has identified as necessary yet lacks the resources to undertake. While Devon sponsored the WCC crew in 2020, COVID-19 prevented us from hosting our traditional volunteer day for students. We participated in the 2021 WCC project with the Casper BLM office.

Since 2016, our BLM partnership has included a program to plug and reclaim idle coalbed methane natural gas wells, remove the associated overhead powerlines, and reclaim nearby roads and pipelines. By year-end 2020, we had plugged and reclaimed 370 idle wells representing thousands of acres of restored landscape in the Wyoming Powder River Basin.

The Public Lands Foundation recognized our leadership and vision with its Landscape Stewardship Certificate of Appreciation in 2019, making Devon the only oil and gas company to ever receive the award.
Waste Management

Responsible handling and disposal

Being an environmentally sound company entails responsibly handling the waste generated in our operations and our offices. To reduce waste for disposal, we encourage employees and contractors to minimize the waste they create, and reuse and recycle materials whenever possible.

Our work can generate waste designated as hazardous and non-hazardous from our drilling and production operations, as well as paper, packaging, bottles and other office waste. Devon maintains waste management plans in our operating areas to ensure compliance with all applicable regulations and our own corporate policies.

All Devon employees and contractors are responsible for managing waste. Our waste management protocol clearly defines roles and responsibilities for our waste handling, shipping, disposal, training and minimization programs. We hold contractors responsible for managing the waste they generate and for complying with all applicable state and federal waste regulations.

For chemicals and other materials used or stored in our workplace, Safety Data Sheets (SDS) summarizing hazard information and disposal considerations are readily available. To reinforce our commitment to compliance, our employees and contractors receive job-specific training related to waste management and chemicals used or stored in the workplace.

Oil and gas operations sometimes encounter waste containing naturally occurring radioactive material (NORM). Devon maintains a NORM protocol to help manage the material responsibly and within regulatory requirements. The protocol establishes conditions to address health and safety considerations of our employees, contractors and the environment, including guidelines to reduce potential exposure to NORM.

Devon provides NORM awareness training for any employee who works at a site or facility where NORM is present and specific training for employees who encounter NORM in the course of their work. We also provide radiation safety officer training for employees who take on the additional responsibilities of that role. Radiation safety officers provide technical resources and tools to maintain regulatory compliance.

Devon radiation safety officers conduct NORM surveys to ensure regulatory compliance.
Spill Prevention
Keeping materials in containment

Keeping large volumes of oil, produced water and other materials in containment is a guiding principle of Devon’s Environmental, Health and Safety (EHS) Philosophy. We take a comprehensive approach to preventing, responding to and remediating spills from our equipment and facilities. Devon sets an annual corporate goal for reducing our total spill rate that keeps our business units and company focused on prevention measures.

Training, tools and techniques
Our environmental management program includes a Spill Prevention Countermeasures and Control (SPCC) protocol that drives compliance with the U.S. EPA SPCC Rule and other environmental rules and regulations. The protocol details the responsibilities, equipment, procedures and steps to prevent, control and provide adequate countermeasures to an unplanned discharge. It also specifies the training required for all personnel involved in designing, building and operating oil-handling or storage equipment, including an annual spill-response training exercise and briefing. Devon requires our contractors to meet or exceed the standards in our SPCC protocol.

We make every employee and contractor aware of their responsibility to prevent spills by immediately reporting near misses, such as a storage tank approaching full volume or signs of wear that may result in a leak. We respond to near misses and make any necessary adjustments to prevent spills.

Devon uses appropriate tools and techniques to minimize and contain discharges from our equipment and facilities.

TAKING ACTION

- Both legacy Devon and legacy WPX achieved annual corporate goals to reduce spills, primarily due to prevention, training efforts and spill remediation in 2020.
- Adopting spill prevention best practices from both legacy companies to build on 2020 performance.

Moving toward spill prediction
Remote surveillance equipment is helping Devon mitigate spills in our Wyoming operations. High-definition cameras and sensors on active locations in the Powder River Basin allow operators and analysts at a central location to identify a minor leak and dispatch responders before it becomes a larger spill. Our staff can also perform a remote shutdown to stop an identified spill until responders arrive on-site to address it. Through machine learning and predictive analytics, we believe we’ll be able to anticipate and ultimately prevent spills.

Following a successful pilot in the Powder River Basin, we are installing remote surveillance in each of our operating areas.

At facilities with storage tanks, our spill prevention procedures include secondary containment, “nearly full” alarms on tanks and offsite monitoring equipment that can shut in facilities remotely.

At our produced-water recycling facilities, Devon installs temporary storage reservoirs designed to minimize the risk of overflow from rain. The reservoirs are double-lined and sloped to direct any water that may penetrate the first liner to a sump pump. A layer of mesh material between the two liners is outfitted with motion detection that alerts our operators if a liner leaks. Any reservoir where we temporarily store water, including saltwater disposal sites, is lined for environmental protection.

To protect the environment and ensure safety when using oil-based fluids to drill wells, we employ a closed-loop system that is considered an industry best practice. We comply with the EPA SPCC Rule by keeping plans at drilling locations to minimize the impact of spills. We also follow local, state and federal guidelines when handling drilling fluid and mud systems.
Spill Prevention continued

When a spill does occur, we remediate, investigate the cause and take corrective action to prevent recurrence. Devon often performs in-situ remediation using naturally occurring microorganisms to remediate and restore impacted soils when feasible. This method also reduces the likelihood that invasive weeds and plants will be introduced to the area. In-situ remediation has other advantages, as well: It reduces truck traffic because it generally doesn’t require heavy machinery, and it reduces our overall operational waste footprint by eliminating the need to send impacted soil to landfills.

Devon has a robust EHS system for reporting and tracking spills. We require reporting of unintentional releases of oil, produced water, chemicals and any other material associated with our operations. Spills and near misses are tracked by the total company and business unit, which enables them to analyze their spill performance and find ways to improve.

The Devon lost-spill rate is based on the volumes of produced oil, produced water and recycled water handled in our operations. We believe that measuring our spill rate based on the total amount of fluids we manage in our operations gives us the best view of our performance and allows us to better manage our spill prevention procedures.

Improved performance in 2021

To drive continuous improvement, Devon sets an annual corporate target for the lost-spill rate and includes it in our annual performance bonus calculation. In 2020, legacy Devon achieved a 38% year-over-year improvement in our lost-spill rate, mainly due to spill prevention and remediation efforts across all our business units. At legacy WPX, continued employee spill reduction education and preventive maintenance across all business units resulted in a 26% year-over-year improvement in spill performance.

Calculation methodology for lost-spill rate

\[
\text{BARRELS LOST} \times 1,000,000 = \text{BARRELS MOVED}
\]

BARRELS LOST
(Reportable to Regulatory Agency + Offsite Lost Spills)

BARRELS MOVED
(Produced Oil + Produced Water + Recycled Water)
The Safety section of our 2021 Sustainability Report includes:

- Overview 31
- Workforce Safety 32
- Well Safety 36

Resource Links:
- Environmental, Health and Safety (EHS) Philosophy
- Safety orientation video
- Contractor safety requirements
- Safety Data Sheets (SDS)
Overview

It’s our responsibility as an employer to provide a safe and healthy workplace for our employees and contractors. But it goes deeper than that at Devon. We care about our employees, their families and our communities, and we believe their safety and health is as integral to our success as operational excellence.

We prepare our people to work safely with comprehensive orientation and training, on-the-job guidance and tools, safety engagements, recognition and other resources. Employees and contractors are accountable for stopping at-risk work, immediately reporting incidents and near-miss events, and informing visitors of emergency alarms and evacuation plans. Devon uses proven best practices, technologies, tools and materials throughout our operations to safeguard the people working at our worksites and neighbors nearby.

Taking Action

SAFETY GOVERNANCE

- Integrated our safety governance structure and teams following our merger.
- Elevated the importance of safety by creating the new position of vice president of ESG and EHS.
- Adopted legacy company best practices for vehicle driving safety, serious incidents and fatalities (SIF) review processes and contractor management practices.

DEVON’S GOALS

- Safety performance at legacy Devon and legacy WPX contributed to an overall score of 80% and 96% of the companies’ 2020 corporate safety goals, respectively.
- Set 2021 corporate safety goals with the legacy companies’ combined 2020 safety metrics as the baseline, with overall safety representing a larger portion of the compensation formula.

VALUE CHAIN ENGAGEMENT

- By 2023, Devon contractors who perform work on the company’s locations will begin undergoing annual evaluations to assess their ESG performance in key areas.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations has established 17 Sustainable Development Goals (SDGs). They’re part of a globally agreed-upon action plan for organizations seeking to provide affordable energy, produced responsibly to protect the environment, while also promoting peace and prosperity for all people. In this report, we have identified a wide variety of Devon’s business activities that align with the U.N. SDGs. Here in the safety section, look for:

- Decent Work and Economic Growth page 34

Safety Performance Metrics

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities (Employee and contractor workforce)</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Total Recordable Incident Rate (TRIR) (Employee + Contractor)</td>
<td>0.53</td>
<td>0.49</td>
<td>0.43</td>
</tr>
<tr>
<td>TRIR - Employee</td>
<td>0.41</td>
<td>0.35</td>
<td>0.36</td>
</tr>
<tr>
<td>TRIR - Contractor</td>
<td>0.12</td>
<td>0.49</td>
<td>0.44</td>
</tr>
<tr>
<td>Serious Incident and Fatality (SIF) Recordable Rate (Employee + Contractor)</td>
<td>0.06</td>
<td>0.10</td>
<td>0.11</td>
</tr>
<tr>
<td>Days Away Restricted Transfer (DART) Incident Rate (Employee + Contractor)</td>
<td>0.26</td>
<td>0.24</td>
<td>0.20</td>
</tr>
<tr>
<td>DART Incident Rate - Employee</td>
<td>0.12</td>
<td>0.28</td>
<td>0.24</td>
</tr>
<tr>
<td>DART Incident Rate - Contractor</td>
<td>0.28</td>
<td>0.23</td>
<td>0.19</td>
</tr>
<tr>
<td>Lost Time Incident Rate (LTIR) (Employee + Contractor)</td>
<td>0.12</td>
<td>0.15</td>
<td>0.12</td>
</tr>
<tr>
<td>LTIR - Employee</td>
<td>0.12</td>
<td>0.28</td>
<td>0.16</td>
</tr>
<tr>
<td>LTIR - Contractor</td>
<td>0.12</td>
<td>0.13</td>
<td>0.11</td>
</tr>
<tr>
<td>Preventable Vehicle Incident Rate (per million miles)</td>
<td>1.00</td>
<td>1.50</td>
<td>1.20</td>
</tr>
<tr>
<td>Employee Hours (million)</td>
<td>4.9</td>
<td>5.7</td>
<td>5.0</td>
</tr>
<tr>
<td>Contractor Hours (million)</td>
<td>24.7</td>
<td>35.7</td>
<td>24.8</td>
</tr>
</tbody>
</table>

1 Performance in 2018 is limited to legacy Devon only.
Workforce Safety

Empowering our team

TAKING ACTION

- Integrated our safety governance structure and teams for a seamless transition and to drive continuous improvement in safety.

- Elevated the visibility of safety and its importance to Devon’s future by creating the new role of vice president of ESG and EHS reporting to the executive vice president and chief operating officer.

- Adopted legacy company best practices for vehicle driving safety, serious incidents and fatalities (SIF) review processes and contractor management practices to carry forward as One Team.

- Conducted safety training sessions, safety meetings and our Hearts and Minds workshops with masks and/or social distancing to promote safety during the COVID-19 pandemic.

- Safety performance at legacy Devon and legacy WPX contributed to an overall score of 80% and 96% of the companies’ corporate safety goals, respectively, in 2020.

- Set 2021 corporate safety goals to reduce the overall SIF rate and to utilize SIF learnings to improve in 14 key elements of EHS performance.

- Our governance structure supports Devon’s commitment to making safety our top priority. The Governance, Environmental, and Public Policy (GEPP) Committee of our board of directors reviews our safety performance and keeps the full board informed. Devon’s executive vice president and chief operating officer (COO) is responsible for our safety performance, with the vice president of ESG and EHS reporting to the COO.

- This vice president position is a new role that elevates the visibility and importance of ESG and EHS strategy, activities and disclosures.

- Everyone at Devon – our leaders, employees and contractors – is expected to actively participate in making Devon a safe place to work. We empower our team by providing comprehensive safety resources, measuring leading and lagging indicators, setting corporate safety goals and incorporating our safety metrics into our compensation.

- We’re committed to integrating the guiding principles in our Environmental, Health and Safety (EHS) Philosophy into all decisions that affect our operations. Compliance with applicable safety laws, regulations, policies and protocols is a key principle, and is reinforced in our Code of Business Conduct and Ethics, EHS Policy and safety orientation, training and engagements.

Our senior leaders oversee safety policies and performance, and the ESG Committee supports management’s commitment to safety and health. In turn, our workforce is empowered to do what’s necessary to perform work safely and stop work if they see a safety risk.

Strategy and implementation

To drive continuous improvement, the Devon EHS Council sets safety and health strategy and helps ensure implementation. The council is made up of EHS, operations and business unit managers who meet regularly to monitor performance, share lessons learned, and communicate corrective actions and best practices. In addition, through roundtable discussions with production operations leaders, the council keeps the organization updated on stakeholder expectations for EHS performance.

The EHS Management System (formerly our EHS Roadmap) developed by the council guides our selection of the most effective activities and programs to help us continuously improve in 14 key elements of EHS performance. In 2020, the council met its goal to share and use learnings about SIFs and near misses, which is part of our transition from lagging metrics to leading indicators. It also largely completed activities related to the Training and Competency element, with specific attention on employee training for critical tasks and for completing competency assurance.

With fresh eyes and input from new WPX team members, the EHS Council started identifying safety best practices from both legacy companies to carry forward. We adopted the WPX focus on driving safety and key elements of its contractor management program. We also integrated Devon’s SIF investigation and tracking process across all of our business units. Throughout 2021, the EHS team will continue making training improvements in some business units and focus on leading indicators to support reaching our corporate safety goals.

Devon’s EHS Management System guides us in identifying concrete steps to continuously improve in 14 key elements of performance

- Leadership, Culture and Accountability
- Contractor Management
- Event Management and Investigation
- Environmental, Social and Governance
- Hazard Analysis and Risk Management
- Asset Integrity
- Environmental Management
- Records and Documentation
- Safe Work Practices
- EHS Roadmap Review
- Training and Competency
- Goals and Objectives
- Emergency Management
- Safety Audit
Strong EHS culture

One of the council’s ongoing priorities is to encourage a strong EHS culture at Devon. We believe the care and concern we show our workforce can have a positive impact on their safety and health at work and at home. We’ve learned from our field leaders that transparent communications, positive safety behaviors, proactive reporting and safety meeting operational goals are both signs and outcomes of a healthy EHS culture. The council assesses our EHS culture regularly to pinpoint the right approaches and programs to advance safety performance.

Each employee learns about our safety culture on their first day on the job, and we keep the conversation going throughout their career.

During new-hire orientation, employees learn the safety behaviors we expect and incorporate into the employee appraisal process.

Job competency is one of our EHS guiding principles. We emphasize the quality of safety training over the quantity. A combination of online and hands-on training is offered to office and field workers as appropriate for their job responsibilities. All employees must complete our field safety briefing if they work on or visit field locations. Our training reinforces our requirement to immediately report any incident or near-miss event and to be accountable for our own and others’ safety.

We put our safety culture into action in 2020 as we worked to keep our field crews healthy and safe during the challenges and distractions of the pandemic. In addition to following local protocols, we held socially distanced training sessions and safety meetings. The experience highlighted the importance of having leaders in the field and in-person safety meetings to continue to set the right tone to work safely at Devon.

Stop Work Responsibility

Proactively managing safety risks is a key factor in maintaining safe working conditions. Starting with new-hire safety orientation and continuing on our work sites, we emphasize the importance of Stop Work Responsibility. Employees have the right, responsibility and obligation to speak up and stop any action, task or behavior that is or could be unsafe. It’s also a way we live our value of courage, and Devon pledges to support anyone who exercises their Stop Work Responsibility.

We capture and track proactive stops and good catches, and recognize individuals for stopping work to safeguard themselves, each other and the environment.

Communicating our EHS culture

As a core element of our safety engagement efforts, our Hearts and Minds workshops drive home why safety is important to Devon. During the workshops, we share our safety culture and approach to effective communication, continuous improvement, integrity and situational awareness to reduce safety risk. Our Hearts and Minds workshops were thoughtfully paused following the onset of the global pandemic in 2020, but we believe so strongly in the value of the program that we resumed the workshops, with masks and social distancing to prevent the potential spread of COVID-19, for a number of service and rig crews. In 2020, more than 250 individuals participated in Hearts and Minds or a rig on-boarding workshop, including legacy WPX employees, leaders across Devon and contract drilling crews.
High expectations for contractors
Our contract partners who perform work in the field are indispensable to our operations. We seek contractors who have the most robust safety programs and track records, and we strive to work only with approved contractors who complete our supplier qualification process and meet our substantial policy and insurance requirements. Contractors are responsible for having EHS programs that meet or exceed all federal, state and local laws, rules and regulations, as well as Devon’s standards and protocols for essential safety activities. In 2020, for the fourth straight year, more than 80% of legacy Devon’s operational spending was with contractors who earned our highest safety ratings.

As part of integrating best practices, in 2021 Devon transitioned to Veriorce for third-party contractor verification and management. Among other improvements, Veriorce enables us to send prospective contractors and vendors a customized questionnaire to gauge their alignment with our core ESG priorities. We believe the periodic questionnaire will encourage constructive interactions with contractors who perform services directly on our work sites, and ultimately strengthen our supplier relationships.

We require contractors to perform high-quality, environmentally sound and safe work. Contractors are expected to supply and retain quality personnel who are adequately trained to perform their jobs safely, and we work constantly to raise the level of contractor safety performance through training and engagement.

To work with Devon, unless specifically exempted by the EHS Contractor Management protocol, non-exempt contract workers must complete SafeLand or Rig Pass training. Both of these widely used industry safety training programs, as well as Devon’s contractor safety orientation, can be found on Veriorce’s eLearning platform. Our field orientation covers critical safety rules for common activities at field locations, such as handling chemicals, housekeeping and waste management. Oil haulers and all other contractors who work in transportation are required to complete safety briefings specific to their work. Devon’s company website provides contractors with easy access to our safety requirements, expectations, protocols, Safety Data Sheets (SDS), forms and tools.

To proactively manage risk, crews participate in a pre-task tailgate meeting before they start work to raise awareness of the potential risks and exposures, required personal protective equipment (PPE) and other aspects of the job. Leadership engagements in the field can have a positive impact on our workforce, safety performance and operational excellence. To encourage safety-related engagements, our field personnel wear hard hat stickers that say, “Ask me my reason for working safely.” This simple question allows for opportunities to make safety personal for those engaging in that conversation.

Compliance audits
Audits to identify and correct safety concerns are an element of our EHS Management System. Each business unit is required to perform an annual safety self-audit of compliance with regulations and Devon EHS protocols. Findings of noncompliance and suggestions for improvement are recorded in our Incident Management System (IMS) and tracked to closure. Business unit EHS professionals lead the audits, with guest auditors from other business units on hand to share best practices and lessons learned.

More than half of the audit time is spent at field locations, with a focus on sites where work is under way so auditors can engage employees and contractors. Auditors also check training, competency and inspection records, and other documentation. Trends observed and lessons learned during audits are shared across Devon to drive improvement.

Devon’s internal audit team provides an additional layer of review by performing operational audits in our field offices to examine processes and controls for functions such as supply chain, inventory and fleet management. Internal audit also periodically assesses the field audit process and recommends improvement opportunities. For example, Devon internal auditors suggested including guest auditors in business unit audits to provide an independent voice.

Audits have also led to streamlining to one toll-free number for ethics, EHS and other issues across all Devon locations. Over time, the corrective actions we complete to address audit findings can lead to safety, operational and process improvements.
Gauging our progress

Annual corporate safety goals drive where we focus our efforts to improve performance. Our legacy companies had different safety goals in 2020: Devon's metrics were the recordable SIF rate, SIF learnings, ESG/EHS culture and EHS roadmap; WPX measured safe driving, contractor management, and ESG.

In 2020, legacy Devon fully met our corporate goal to share learnings from SIFs, but did not meet our goal to reduce our SIF rate. Both legacy companies experienced a contractor fatality and Devon's SIF rate was higher than in 2019, deeply affecting families, loved ones and coworkers. We work constantly to prevent SIFs and all injuries and incidents so our employees and contractors can return home safely every day.

SIF investigations in 2020, led by each business unit and reviewed by the EHS Council, identified root causes such as improper use of tools and failure to follow standards, policies, controls and procedures. We addressed the root causes and took corrective actions including reviewing equipment designs and reinforcing Devon policies, requirements and best practices with our contractors. We also review SIFs where no one was injured and industry SIFs to deepen our understanding of trends, mitigations and best practices.

Devon focuses on the SIF rate because we want to prevent life-threatening and life-altering incidents and to understand high-risk near misses to help us improve. To give a comprehensive view of our safety performance, we also track the Days Away Restricted Rate (DART), Lost Time Incident Rate (LTIR) and Total Recordable Incident Rate (TRIR) for employees and contractors.

Employees of both legacy companies drove a combined 16.2 million miles in 2020. At mid-year 2020, legacy WPX took action to reverse a rise in preventable motor vehicle accidents (MVA). A safe driving campaign with stickers, posters and a 360 walkaround to check for hazards was rolled out for every company and employee vehicle. The result was a dramatic drop in MVAs in the second half of the year, allowing WPX to meet its 2020 corporate goal for safe driving. Devon now tracks our MVAs companywide, and several business units have set goals to improve driving safety locally.

2021 Corporate safety goals

Devon’s 2021 corporate safety goals continue our mission to protect the lives of our employees, contractors and communities. To determine our goals, we assessed our metrics and set a baseline that reflects the combined performance of both legacy companies in 2020.

Our 2021 goals are weighted toward leading indicators and demonstrate our level of commitment to safety. Overall safety represents a larger portion of the compensation formula and the quantitative SIF rate reduction accounts for a larger portion of the safety goal in 2021 compared to 2020. Utilizing SIF learnings remains a goal for the third year.

Guided by our values to always do what’s right, support each other and proactively manage risk, we continue to seek to safeguard our workforce and the public.
Devon uses proven best practices, technologies, tools and materials to protect people and the environment throughout the life cycle of our oil and natural gas wells.

Well integrity starts with the planning and design of the wellbore, including the selection of equipment, materials and drilling techniques. Devon designs our wells to meet high standards for the strength of the steel pipes that form the well, known as casing, and the quality and quantity of cement we use to separate and protect the multiple layers of casing. This attention to well construction keeps fluids in their proper place and protects groundwater zones for the life of the well.

During drilling operations, pressure tests confirm casing integrity. Acoustic measurements let us know that the cement is properly bonded to the casing and to the surrounding rock formation. Employees working in our Well Construction area are focused on optimizing drilling and completion engineering, monitoring Devon wells and making adjustments to prevent issues before they occur.

Devon continues to verify the well’s integrity during production operations by monitoring tubing and casing pressures and by analyzing gas and water produced by the well. We also conduct periodic pressure tests and casing inspections.

We determine the drilling fluids to be used during the design phase before we drill a well. We conduct regular well-control drills on our drilling rigs and audit drills as part of our field-review process. To prevent spills, Devon follows local, state and federal guidelines when handling drilling fluid and mud systems.

After a well is drilled, we use the hydraulic fracturing process to complete it. Water, sand and additives are pumped into the wellbore to create or restore small fractures in the rock to stimulate production from new or existing oil and gas wells. Water and sand make up 98% to 99.5% of the mixture. A full registry of wells and chemical additives, along with much more information about hydraulic fracturing, is available at fracfocus.org. Devon played a leading role in creating Frac Focus in 2011 and has remained a major contributor to the site.

We regularly communicate Devon’s environmental, health and safety policies, protocols and operational expectations for well safety in safety tailgate meetings at field locations. We pride ourselves on work safety and empowerment; all our crews have Stop Work Responsibility. Anyone can stop a job at any time if the person notices a potential hazard or is unsure about a task. This workplace culture helps keep people safe and protects the environment by reducing the risk of spills and emissions.

A full registry of wells and chemical additives, along with much more information about hydraulic fracturing, is available at fracfocus.org.
Governance

Integrity, accountability and disclosure

The Governance section of our 2021 Sustainability Report includes:

Overview 38
Corporate Governance 39
Enterprise Risk Management 42
Shareholder Engagement 43
Public Advocacy 44
Cybersecurity 46
Ethics and Integrity 47
Emergency Preparedness 48

Resource Links:
- Corporate Governance Guidelines
- Code of Business Conduct and Ethics
- Code of Ethics for the Chief Executive Officer, Chief Financial Officer and Chief Accounting Officer
- Anti-Corruption Policy
- Ethics and Compliance Helpline
- Certificate of Incorporation
- Bylaws
- Privacy Policy
- ESG Steering Committee Charter
- Investor communications
- Annual proxy statements
- Annual Political Activity and Lobbying Report
- Devon Energy Corporation Political Action Committee Annual Report
- Emergency Preparedness Protocol
Overview

As we work to be financially, environmentally and socially responsible, Devon is guided by our core values and corporate governance principles. Maintaining ethics and integrity and recognized governance practices such as board independence, proactive shareholder engagement and risk management help us sustain the trust we’ve built with our stakeholders.

To deliver results, we focus on operational excellence, top-tier environmental, social and governance (ESG) performance and productive stakeholder engagement. We integrate our environmental, health and safety (EHS) commitment into our operations and incorporate ESG performance goals into our compensation program.

Devon’s senior leaders evaluate risks and opportunities and seek to continuously improve our ESG performance and transparency. Our ESG Steering Committee plays an active role by informing management on current and emerging issues that influence business planning, strategy and operations.

Taking Action

- Integrated corporate governance best practices from legacy Devon and legacy WPX to cultivate strong risk management, decision-making and communications with the board of directors.
- Expanded the responsibilities of the former Governance Committee to include environmental and public policy oversight, renaming it the Governance, Environmental, and Public Policy (GEPP) Committee.
- Established a new board Dividend Committee.
- Appointed a non-management director to serve in a lead director capacity.

Governance Metrics

*Unless otherwise noted, all data presented is pro forma for Devon and WPX.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Board Members</td>
<td>80%</td>
<td>91%</td>
<td>82%</td>
</tr>
<tr>
<td>Women Board Members</td>
<td>20%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Contributions - Trades and Political</td>
<td>$494</td>
<td>$2,144</td>
<td>$2,234</td>
</tr>
<tr>
<td>Lobbying - Federal and State</td>
<td>$905</td>
<td>$1,178</td>
<td>$743</td>
</tr>
</tbody>
</table>

Current lobbying and political activity is disclosed via public agencies, as well as through the company’s Political Activity and Lobbying Report available on our website.

Governance Metrics Table Notes:
1 Reflects legacy Devon board composition following the annual election of directors each June. Current Devon only.
2 Legacy Devon only.

SHAREHOLDER ENGAGEMENT

- Engaged with approximately 100 governance representatives of institutional investors representing more than 46% of outstanding shares to discuss topics such as ESG strategy, executive compensation, environmental performance and board composition.

TRANSPARENCY

- Published our 2021 Political Activity Lobbying Report, 2021 Sustainability Report and 2021 Climate Change Assessment Report, further advancing our commitments to transparency and disclosure.
- Achieved top-tier scores for ESG performance in a number of leading third-party surveys and assessments.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations has established 17 Sustainable Development Goals (SDGs). They’re part of a globally agreed-upon action plan for organizations seeking to provide affordable energy, produce responsibly to protect the environment, while also promoting peace and prosperity for all people. In this report, we have identified a wide variety of Devon’s business activities that align with the U.N. SDGs. Here in the governance section, look for:

- Climate Action (page 42)
Corporate Governance
Creating shareholder value

Devon recognizes that strong corporate governance is required to maintain our social license to operate. We strive for effective decision-making and risk management as we conduct our business in keeping with our corporate values and ESG responsibilities, serving the interests of our stakeholders.

Devon maintains an effective and functional corporate governance framework that can evolve along with our business. Progressive principles and practices guide our board of directors, executive management and workforce in delivering results with integrity and courage.

Our Corporate Governance Guidelines support the board and management in enhancing stockholder value, consistent with the long-term interests of the company and our stakeholders. The guidelines cover board composition, policies, procedures and committees, and provide direction for the recruitment, selection, responsibilities, compensation and evaluation of individual directors. We revised our Corporate Governance Guidelines in March 2021 to reflect the evolving needs of our post-merger company.

Independent board members bring fresh perspectives and diverse skills to their oversight of the company. The majority of Devon's board members qualify as independent, based on New York Stock Exchange (NYSE) listing standards and Securities and Exchange Commission (SEC) regulations. Eight of 11 (73%) Devon board members qualified as independent as of June 2021.

The full board has primary responsibility for risk oversight of the company, with standing committees dedicated to specific areas of risk: Audit, Compensation, Reserves and Governance, Environmental, and Public Policy. As required by each committee’s charter, all committee members are independent.

Director committee assignments
As of June 2021

<table>
<thead>
<tr>
<th>Non-Management Directors</th>
<th>Audit Committee</th>
<th>Compensation Committee</th>
<th>Governance, Environmental, and Public Policy Committee</th>
<th>Reserves Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbara Baumann</td>
<td>M</td>
<td>C</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John E. Bethancourt</td>
<td>M</td>
<td></td>
<td></td>
<td>M</td>
</tr>
<tr>
<td>Anne G. Fox</td>
<td>M</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kelt Kindick, Lead Director</td>
<td>M</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Krenicki, Jr.</td>
<td>M</td>
<td>M</td>
<td></td>
<td>M</td>
</tr>
<tr>
<td>Karl F. Kurt</td>
<td>M</td>
<td>M</td>
<td></td>
<td>M</td>
</tr>
<tr>
<td>Robert A. Mosbacher Jr.</td>
<td>C</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duane C. Radtke</td>
<td>M</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Valerie M. Williams</td>
<td>M</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Management Directors
David A. Hager, Executive Chair
Rick E. Muncrief, President and CEO

Charters

Audit Committee Charter
The Audit Committee assists the board in ensuring the integrity of Devon’s financial statements and reporting system, compliance with legal and regulatory requirements, and performance of internal and external audit functions.

Compensation Committee Charter
The Compensation Committee determines the compensation for Devon’s senior executives and provides oversight of the company’s employee benefit programs.

Governance, Environmental & Public Policy Committee
The GEPP Committee assists the board in identifying qualified individuals for board membership; oversees the company’s corporate governance; reviews Devon’s EHS efforts, social responsibility and stakeholder engagement; advises the board on significant public policy issues; and oversees integrating sustainability into strategic and tactical business activities.

Reserves Committee Charter
The Reserves Committee provides oversight of the annual review and evaluation of Devon’s consolidated petroleum and natural gas reserves, reporting system, compliance, regulatory requirements and related disclosures.

Dividend Committee Charter
The Dividend Committee assists the board with its duties and responsibilities in the declaration and payment of dividends on Devon's common stock.

Integrated corporate governance best practices from legacy Devon and legacy WPX Energy to cultivate strong risk management, decision-making and communications with the board of directors.

Established the Governance, Environmental, and Public Policy (GEPP) Committee to sharpen the board’s focus on environmental, health and safety (EHS), public policy, stockholder engagement and sustainability.

Established the Dividend Committee to assist the board in its responsibility to administer the company’s dividend program.

Appointed a non-management director to serve in a lead director capacity that seeks to optimize board performance.

Established annual corporate goals for ESG and EMS performance to drive continuous improvement.

Adopted an innovative fixed-plus-variable dividend strategy, the first in our industry, to accelerate cash returns to our shareholders.

TAKING ACTION

Integrated corporate governance best practices from legacy Devon and legacy WPX Energy to cultivate strong risk management, decision-making and communications with the board of directors.

Established the Governance, Environmental, and Public Policy (GEPP) Committee to sharpen the board’s focus on environmental, health and safety (EHS), public policy, stockholder engagement and sustainability.

Established the Dividend Committee to assist the board in its responsibility to administer the company’s dividend program.

Appointed a non-management director to serve in a lead director capacity that seeks to optimize board performance.

Established annual corporate goals for ESG and EMS performance to drive continuous improvement.

Adopted an innovative fixed-plus-variable dividend strategy, the first in our industry, to accelerate cash returns to our shareholders.
Corporate Governance continued

Adopting best practices
Following the merger, directors from the Devon and WPX legacy boards met in collaborative sessions to develop working relationships and identify governance best practices. One of the outcomes was expanding the role of the Governance Committee to establishing the board Governance, Environmental, and Public Policy Committee to oversee EHS, public policy, stockholder engagement and sustainability.

The board established the industry’s first fixed-plus-variable dividend strategy and created a board Dividend Committee to assist the board in administering the program, designed to sustainably return meaningful and appropriate amounts of cash to shareholders.

After closing the merger with WPX, the board appointed a non-management director to serve in a lead director capacity. Among other responsibilities, the lead director seeks to optimize board performance through regular feedback to help ensure the diverse viewpoints of all directors are heard and that a climate of constructive candor is created in which frank and thoughtful discussion occurs.

Advancing board diversity
Throughout 2020 and 2021, leaders have regularly updated the board on Devon’s post-merger progress related to integrating operations, culture and workforce, as well as addressing the volatility in commodity and financial markets and the ongoing impacts of the COVID-19 pandemic. Our decisions and actions have benefited from informed input from board members with a wide range of experiences, viewpoints and backgrounds. Attracting and sustaining a diverse and inclusive board that can provide thoughtful counsel has long been a priority for Devon.

We’ve made progress diversifying the Devon board, including electing two women among the five most recent board additions. As of June 2021, three women and one racially diverse director served on our board, and the Audit and GEPP committees were both chaired by women. Our directors range in age from 44 to 72, all below the maximum age of 74 required by our Corporate Governance Guidelines.

Shareholders elect Devon directors at the annual meeting for one-year terms. Our bylaws require a director who does not receive a plurality of votes in an uncontested election to offer to resign. This has not happened in the company’s 50-year history; our directors received an average approval rating of 96% at our 2021 annual meeting.

To align the board’s and stockholders’ interests with our long-term performance, independent directors are expected to have a significant ownership stake in Devon. The board determines the compensation of non-management directors annually based on the recommendations of the Compensation Committee. Compensation for our non-management directors, which has remained relatively consistent in recent years, is based on market norms and includes a combination of cash retainers and equity awards. Devon executives receive no additional compensation for serving on our board.

The GEPP Committee nominates qualified candidates to be Devon directors, seeking factors such as the nominees’ integrity and accountability, ability to provide informed judgment, respect from peers and high performance standards.

Tenure
The tenure of our directors reflects a balance of experience and fresh perspectives.
As of June 2021

<table>
<thead>
<tr>
<th># of Years of Service</th>
<th>10+</th>
<th>6-10</th>
<th>0-5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>2</td>
<td>7</td>
</tr>
</tbody>
</table>

Diversity
We approached our directors to voluntarily self-disclose their race, ethnicity and gender. Of the responses we received, three of our 11 directors are considered diverse.
As of June 2021

| Gender Diverse & 1 Ethnically/Racially Diverse Director | 27% |

How to contact Devon’s non-management directors
Issues or concerns related to Devon’s accounting, internal accounting controls or auditing practices may be reported to the Audit Committee of the board of directors by:
- Calling our non-management directors access line at (866) 888-6179, or
- Sending an email to nonmanagement.directors@dvn.com.

Any stockholder or other stakeholder may also contact our non-management directors by calling, emailing or by sending U.S. mail to Non-Management Directors, c/o Office of the Corporate Secretary, Devon Energy Corporation, 333 W. Sheridan Avenue, Oklahoma City, Oklahoma 73102.

All calls and correspondence are anonymous and kept confidential to the extent possible.
Pay-for-performance philosophy

Devon strives to own and effectively operate premier assets while maintaining financial strength and flexibility. Our executive compensation program seeks to ensure a strong tie between company performance and executive pay and is highly aligned with shareholders' interests. This pay-for-performance philosophy is intended to motivate near-term operational and financial success as well as create long-term stockholder value, with total compensation weighted in favor of long-term incentives (LTI) to emphasize value creation and shareholder alignment.

In addition, our compensation philosophy is designed to attract and retain highly trained, experienced and committed executives capable of creating value in a large and diversified oil and gas business. The primary components of Devon’s executive compensation program are base salary, a performance bonus and long-term incentives.

To determine the compensation for our executives, each year the board’s Compensation Committee evaluates the performance of the company and of individual executives and the business unit or organization they manage. Devon’s senior leaders are accountable for generating operating returns by managing our premier asset portfolio, delivering superior execution and exercising discipline in our capital allocation. The leadership team updates the board regularly on our economic and operational risks and opportunities and on our ESG performance.

In 2020, the Compensation Committee considered Devon’s performance relative to our corporate goals, including our Total Stockholder Return (TSR) compared to our peers and executives’ individual and business unit or organizational performance. In addition, we set challenging corporate goals for financial results, expenditures, oil and gas production, overall value of our risked resource portfolio, ESG/EHS performance, stakeholder alignment and our COVID-19 response.

Devon met or exceeded our 2020 corporate goals other than our EHS target rate for recordable serious incidents and fatalities (SIF), which is a component of our EHS goal. Notwithstanding this high performance, the Compensation Committee chose to acknowledge the challenging industry and broader market conditions by reducing the performance bonus from 153% of target to 75% of target. In addition, approximately 89% of the value of total direct compensation awarded to the CEO, and an average of approximately 82% of the value of total direct compensation awarded to the other named executives, was delivered through performance bonuses and LTI.

In 2020, 63% of voting stockholders voted “for” our executive compensation, significantly lower than the say-on-pay votes for the previous three years. Devon increased our outreach with our institutional investors to seek feedback on our proxy disclosure and solicit their input on proxy voting items. We responded and took action on their primary critiques and reported on them in detail in the Compensation Discussion and Analysis (CD&A) section of our 2021 proxy statement. As a result, 94% of voting stockholders voted “for” the say-on-pay vote at the 2021 annual meeting.

Additional Skills and Experience

- Three of our directors have experience with technology or cybersecurity.
- Five of our directors have an educational background or work experience with environmental matters.
- All of our directors have experience in corporate governance and risk management.

Our directors received an average approval rating of 96% at our 2021 annual meeting.
Systematically identifying and managing economic, operational and reputational risks to our business is essential to Devon’s efforts to deliver results safely, ethically and responsibly. The Devon board of directors has primary responsibility for risk oversight, and each director has experience in risk management.

As part of this oversight role, the board helps ensure that our risk management programs are designed and implemented appropriately. Four standing board oversight committees consider the risks inherent in their areas of oversight and update the full board. The Devon management team, in turn, executes the board’s risk management directives. This includes overseeing and reporting on Devon’s day-to-day efforts to manage strategic, financial, operational, market, ESG, EHS and other business risks.

The head of our internal audit group reports directly to the board’s Audit Committee, and receives additional guidance from our executive vice president and chief financial officer. The internal audit director is certified in risk management assurance by the Institute of Internal Auditors and leads a team of professionals who hold 20 different certifications in public accounting, internal auditing with a risk management component, fraud examination, cybersecurity and other specializations.

### Maintaining awareness of business risk

An important step in our enterprise risk management process is the annual analysis during which the board, management and subject matter experts across the company consider the likelihood that certain risks could cause economic or reputational damage to Devon. We also consider the level of preparedness for each risk. This analysis helps us determine the material risks to our business.

Our process includes exercises and workshops with employees focused on various risk mitigation strategies. Leaders from multiple work disciplines are involved in these workshops to help us identify new and emerging risks and maintain awareness of business risk across the organization. In 2021, we evaluated the risk management processes of our legacy companies and incorporated best practices from both companies into our go-forward process, including our series of risk management exercises and workshops.

For a more detailed discussion of Devon’s material risks, please see our Annual Report on Form 10-K for the year ended Dec. 31, 2020.

---

**TAKING ACTION**

- Integrated identified risks and risk management best practices from legacy Devon and WPX into our 2021 risk analysis.
- Evaluated our existing risk category for disasters, which identifies a pandemic as a risk, to understand lessons learned and make any needed changes to the category and potential mitigations.

---

**SUSTAINABLE DEVELOPMENT GOALS**


As an energy producer, we believe that strong governance of corporate climate risk is foundational to supporting climate action. At Devon, climate-related issues are managed by formal corporate management structures, including board level oversight, and are integrated into our enterprise risk management system. For example, active risk management led us in 2019 to set our first methane reduction target (beyond regulatory requirements). Read more about our updated target and other climate tactics in the Environment section and our CDP Climate disclosures.

---

**Devon’s ERM framework**

Our risk management process enabled us to prepare for and respond quickly to the COVID-19 pandemic and subsequent economic crisis, while executing our business strategy and successfully completing the merger of Devon and WPX.

---

**Devon’s ERM framework**

- **Board oversight**
  - Periodic reporting to the board, executive committee and management
- **Enterprise risk inventory**
  - Documentation covering each risk category including risk-mitigation activities
- **Risk workshops**
  - Quarterly risk discussions
- **Annual ERM survey**
  - Annual survey of board, executive committee, management and subject matter experts
Shareholder Engagement
Turning insights into improvements

As an element of our cash-return business model, Devon’s ESG performance is important to many of our shareholders. Insights from our shareholder dialogues shape our ESG programs, focus our disclosures and impact our compensation structure.

We’ve learned through ongoing outreach with our shareholders that ESG performance is a key component of their valuation of Devon. As a result, we’ve strengthened governance practices to more effectively manage the risks and opportunities of issues such as climate change. In 2021, we expanded the responsibilities of the former Governance Committee to include environmental and public policy oversight, renaming it the Governance, Environmental, and Public Policy (GEPP) Committee. The GEPP Committee oversees company management in setting strategy, establishing goals and integrating sustainability into our business activities. The committee also reviews Devon’s environmental, health and safety and social responsibility programs. Our senior-level ESG Steering Committee coordinates the related efforts and regularly updates our executive committee, GEPP Committee and the full board on our progress.

Building relationships with our shareholders helps Devon anticipate and manage issues that influence our long-term success. Under the direction of Devon’s vice president of corporate governance, secretary and associate general counsel, we communicate directly with shareholders to understand their interests and needs, and to share our strategies and plans.

When a far lower percentage of voting stockholders voted “for” our executive compensation (say-on-pay) in 2020 than in the previous three years, we proactively sought feedback from our institutional investors. Devon interacted with approximately 100 representatives of institutions totaling more than 46% of outstanding shares to discuss our 2020 say-on-pay vote. We analyzed the feedback from these discussions and from critiques contained in governance reports received in response to our proxy statement. Our 2021 proxy statement details our resulting actions and responses. We believe this approach contributed to approximately 94% of voting stockholders casting ballots “for” Devon’s say-on-pay vote in 2021.

In meetings with shareholders, we often invite Devon senior leaders and subject matter experts to provide information on topics of interest, such as executive compensation and field environmental practices. We share key themes with Devon senior management and our board, who appreciate the shareholder feedback. Our directors also welcome the opportunity to engage with shareholders as appropriate.

With our shareholders’ focus on climate change, Devon is committed to reporting our related activities and progress. In December 2021, we published an updated Climate Change Assessment Report to reflect changes in our asset portfolio since publishing the first report in 2018. The 2021 report enhances the company’s alignment with the Task Force on Climate-related Financial Disclosures (TCFD), an international, multi-industry-led initiative launched to develop recommendations for voluntary disclosure of climate-related risk. Devon aligns with TCFD because it is the preferred disclosure framework for our investors and other stakeholders. We also continue to set targets to drive improvements in our environmental performance, including our board-approved targets for reducing GHG and methane emissions intensity, flaring and freshwater use set in June 2021.

Benchmarking ESG performance
We participate in a number of third-party ESG-focused surveys and assessments that help stakeholders benchmark our progress. Sustainalytics, ISS, Vigeo Eiris and CDP have all ranked our ESG scores in the top tier of our peer groups. These assessments also help us refine our transparency efforts and improve our ESG performance. Devon regularly evaluates surveys and additional public disclosures we could make to target our reporting on the information that is most meaningful for shareholders and other stakeholders.

Increasing transparency
Devon’s actions to meet our shareholder needs for ESG information include the following:

- Published Climate Change Assessment Reports in 2018, 2020 and 2021.
- Set our first methane intensity target in 2019, and achieved it in 2020.
- Set new environmental performance targets in 2021, including net zero GHG emissions.
Public Advocacy

Constructive conversations about public policy

With growing interest in the energy transition and the sustainability of our industry, public policy discussions about oil and gas development and production are evolving rapidly. Devon engages on issues as diverse as climate change, emissions reductions, hydraulic fracturing and federal lands access. We’re committed to having constructive conversations, building relationships and developing solutions that help us deliver results while addressing stakeholder concerns.

As a leading U.S. energy company, Devon participates in local, state, national and global economies. The company takes public policy positions on issues that impact our business, including regulations, taxes, trade, jobs and ESG performance. We have a responsibility to advocate for laws and rules that meet business and societal needs, and to consider and communicate the impacts and trade-offs of our decisions.

At the board level, the Governance, Environmental, and Public Policy (GEPP) Committee reviews our advocacy efforts and assists with evaluating political, legislative and regulatory developments that could affect Devon. Our vice president of public and government affairs, who reports to the executive vice president and general counsel and is a member of the ESG Steering Committee, leads our efforts to advocate for Devon’s business interests. Our core value of integrity commits us to fulfill our advocacy role in compliance with all applicable laws, regulations and rules.

Balanced engagement

Important decisions about energy, the environment and the economy require accurate information and thoughtful deliberation at all levels of government. To encourage sound public policy, Devon seeks out and welcomes engagements with stakeholders who represent diverse viewpoints. For example, we’ve worked with stakeholders ranging from New Mexico state regulators to environmental groups such as the Environmental Defense Fund on methane regulations and flaring. Our vice president of public and government affairs is a member of the Congressional Hispanic Leadership Institute’s advisory board and engages with the Congressional Asian Pacific American Caucus, Congressional Black Caucus and other federal lawmaker groups.

In 2021, we’re taking this balanced approach on priority issues such as preserving our access to resources on federal lands and addressing potential state and federal legislation for carbon, methane and greenhouse gas emissions. We seek to help stakeholders understand the impacts of proposed policies on our day-to-day operations and longer-term business prospects, as well as the value of oil and gas production to governments and society. We plan to engage proactively to find sensible public policy solutions.

Industry participation

To make our views on regulations and laws known, Devon participates in business coalitions, industry associations, trade groups and advocacy organizations. We share information about industry issues with our employees to aid discussions with their friends and neighbors, and we encourage them to vote.

Devon employees are active in industry associations such as the Petroleum Alliance of Oklahoma, New Mexico Oil and Gas Association (NMOGA), Texas Oil and Gas Association (TXOGA), the Petroleum Association of Wyoming (PAW), North Dakota Petroleum Council, American Exploration and Production Council (AXPC) and the American Petroleum Institute (API).

As an example, a Devon employee is active on API’s Occupational Safety and Health Subcommittee, which proposed a voluntary safety program to elevate the overall safety performance of the onshore exploration and production industry. We’re proud to have a Devon representative sharing our values and contributing to industry best practices on this important industry committee.
Public Advocacy continued

Increasing disclosures
Our public advocacy discussions often include Devon’s environmental, social and governance performance. We’ve steadily increased public disclosures on ESG performance in recent years, including in our comprehensive annual Political Activity and Lobbying Report. This report discloses the company’s expenditures for political contributions, 527 contributions, federal and state lobbying and the Devon Energy Corporation Political Action Committee (DECPAC). Since 2019, the report has disclosed the names of all trade associations we belong to and the non-deductible membership dues we pay. The Board’s GEPP Committee reviews our political contributions to confirm alignment with Devon’s policies and objectives. We’ve reduced our advocacy and lobbying expenditures in the past few years as part of our overall cost-reduction efforts.

Energy rebound in Wyoming
When the state of Wyoming asked our industry to help revive its pandemic-ravaged economy by applying for federal CARES Act funds, Devon identified projects capable of providing hundreds of jobs.

The state accepted our proposal to plug and abandon (P&A) five wells and complete 10 wells we had drilled but not completed due to drastic pandemic-related budget cuts in 2020. In addition to generating much-needed federal and state tax revenue and royalty payments, the P&A projects eliminate possible future environmental liabilities for everyone. These projects kicked off in 2021, and we’re proud to help Wyoming provide assistance to workers, families and small businesses.

We communicate proactively, listen carefully and seek diverse opinions that challenge our thinking.
The Colonial Pipeline ransomware attack in 2021 certainly highlighted the vital role cybersecurity plays in the global energy system. At Devon, we know that cybersecurity is crucial to our ability to sustain our business.

Every day, we collect, use, share and store a significant amount of data to run our business. We invest in sophisticated tools and processes to protect our technology advantage, strengthen our business continuity capabilities, manage risk and deliver results.

Safeguarding our networks, systems and information starts with our highly skilled digital security professionals who apply artificial intelligence, process automation, data analytics and other techniques in the field and the office. We require and pay for each member of our security operations team to earn SANS Institute certifications for security essentials and incident handling.

Our security professionals meet weekly to discuss cyberthreats, incidents and effective prevention measures. They also proactively develop, use and share information on cyberthreats, enhancing human intelligence with appropriate levels and layers of automation.

At the highest governance level, three members of the Devon board of directors have technology or cybersecurity experience. The board and its Audit Committee take an active interest in cybersecurity as part of their risk management oversight role and receive regular updates on our information security program and cyberattack trends from the Devon management team.

To mitigate cybersecurity risk, we maintain an industry-leading corporate information security policy and program aligned with the U.S. Department of Commerce’s National Institute of Standards and Technology (NIST) Cybersecurity Framework for risk management. Our policy and program are assessed by third-party experts, and we internally exercise and test our incident response and disaster-recovery plans as part of Devon’s corporate emergency preparedness program.

A culture of prevention is important to our digital security. Devon provides cybersecurity awareness training for all employees and contractors during onboarding and through annual refresher training. Teams that have access to sensitive data receive specific training and employees who help us avoid cybersecurity events receive recognition. Responsible use of our information systems is covered in our Code of Business Conduct and Ethics, the Information General Usage Policy and related policies.

As part of its role to protect data and technology appropriately, our digital security team evaluates technologies that Devon builds, buys or deploys and provides recommendations to the business owners. This risk assessment role is essential as Devon increasingly develops our own patented technologies, deploys mobile apps in the field, and partners with other innovators to commercialize and scale technology solutions.
Integrity is the foundational corporate value at Devon. Doing business with openness and honesty is the starting point to live out our other core values of building trusting relationships, having courage to take intelligent risks and delivering results.

Devon is committed to high ethical, moral, professional and legal standards in all our business practices and relationships. We seek to always do what’s right, be transparent with our results and speak up with respect.

The Audit Committee of Devon’s board of directors monitors our business practices and ethical standards and oversees legal and regulatory compliance. Together with Devon’s executive vice president and general counsel, the Audit Committee annually reviews our business ethics program, including the code and our Anti-Corruption Policy and Procedures.

The code guides each Devon director, officer and employee in fulfilling our responsibilities to each other, our business partners, shareholders, government and legal systems. We also require our chief executive officer, chief financial officer and chief accounting officer to adhere to an additional, more stringent Code of Ethics holding them to the highest level of ethical and legal behavior.

Devon directors, officers and employees also are expected to comply with policies that provide guidance on specific business practices. These include our Zero Tolerance Anti-Harassment Policy, Anti-Corruption Policy and Procedure, Conflicts of Interest Policy, Employee Gifts and Entertainment Declaration Policy, Information System General Usage Policy and Environmental, Health, and Safety Policy.

We take proactive steps to reinforce the importance of understanding our ethical standards, legal obligations and regulatory compliance requirements. Devon employees are required to complete an ethics training course when they join the company. Following the merger, employees joining Devon from WPX received this ethics training as part of their onboarding. Annually, all employees receive the same ethics training and are required to acknowledge and agree to abide by our Code of Business Conduct and Ethics.

We review the training, code and policies each year and update them as needed to keep the content current and relevant. Our goal is to maintain high awareness and understanding of Devon’s expectations.

**Obligations for reporting**

Violations of the code or related policies are serious matters that could damage Devon’s relationships and reputation. Devon employees are obligated to enforce the code and report potential violations, with no fear of retaliation. Reports can be made by contacting our executive vice president and general counsel.

Employees and other stakeholders may also make a safe, secure and confidential report to our third-party Ethics and Compliance Helpline by phone or online. The Helpline is available at all times to report harassment, inappropriate behavior, fraud, unsafe acts, accounting irregularities, human rights violations or any other potential code or policy violation. The Helpline can also be used to seek guidance on Devon’s ethics policy, follow up on a reported issue or ask an ethics-related question. Our board of directors receives periodic reports on Helpline activity to assist in its role of monitoring our ethical standards and practices.
Emergency Preparedness

Ready to respond

We continue to assess both systems, existing plans, our asset portfolio, our personnel and potential threats and hazards. We’re creating a consistent foundation across all locations with basic incident management training and then validating it in a discussion-based exercise, followed by operational drills and full-scale exercises at a later date.

Community partners
To help ensure preparedness, Devon engages law enforcement, fire departments, emergency management and emergency medical services. We follow the U.S. Department of Homeland Security Exercise and Evaluation Program, which allows us to provide community partners with documentation that validates their participation for federal funding and medical facility accreditation requirements.

In addition to maintaining proficiency in our operating areas, Devon advocates for strong emergency management capabilities throughout industry and government. In 2020, the head of our emergency management program served as the chair of the Oil and Natural Gas Subsector Coordinating Council that works closely with the U.S. Departments of Energy and Homeland Security on physical and cybersecurity preparedness. Through our involvement in the National Association of State Energy Officials (NASEO), Devon was invited to participate in establishing Oklahoma’s energy assurance plan to assist the state with physical and cybersecurity during an energy emergency. We’re proud to help our home state in this public-private partnership.

Protecting our license to operate
Devon documents areas for improvement, best practices and strengths after every exercise and actual response. Corrective actions are incorporated into our EHS incident management system. When emergencies and incidents occur, our continuous improvement efforts and training enable us to protect our workforce, our neighbors and our assets. In turn, we’re protecting our business and license to operate.

Devon’s Incident Command structure facilitates teamwork and communication among multi-disciplinary professionals from across the organization.
Social

Relationships matter

The Social section of our 2021 Sustainability Report includes:

- Overview 50
- Community Engagement 51
- STEM 53
- Philanthropy 56
- Volunteerism 58
- Human Rights 59

Resource Links:
- STEM grants
- Corporate Giving Policy
- Volunteer request form
- Statement on Human Rights
Overview

To be a socially responsible operator, Devon invests in building strong, safe communities. Our social investments are focused on aspects of community life where we can have the greatest impact, while aligning with Devon’s values and business goals: STEM (science, technology, engineering and math) education, public safety, social services and vibrancy in the communities where we operate.

Devon’s social investments are grounded in our core value of relationships. We listen to our stakeholders to understand their concerns, assess their needs and find the most effective ways we can help. One of Devon’s strengths is our ability to bring together local and national nonprofits, private foundations and corporations to expand the reach and effectiveness of our social investments. We advocate for tribal traditions, community development and youth programs for indigenous peoples where we operate. Our employee volunteers show their dedication to improving quality of life by helping alleviate hunger, advance education, deliver necessities and bring enrichment opportunities to our neighbors. In our relationships and engagements, we’re committed to work with integrity, earn trust, empower others and keep improving.

We’re responsive to our community stakeholders and available to handle any concerns we receive in person, by phone and online. Devon’s trained team of experienced land, community relations, field operations, corporate communications and other professionals is prepared to respond to issues and work with stakeholders to find solutions.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations has established 17 Sustainable Development Goals (SDGs). They’re part of a globally agreed-upon action plan for organizations seeking to provide affordable energy, produced responsibly to protect the environment, while also promoting peace and prosperity for all people. In this report, we have identified a wide variety of Devon’s business activities that align with the U.N. SDGs. Here in the social section, look for:

COVID-19 ACCOMMODATIONS

- Modified our social investment plan and activities to address urgent community needs that resulted from the COVID-19 pandemic.
- Distributed over 10,000 at-home STEM resources for children and teachers in our operating areas.
- Expedited our annual Give for Good employee giving campaign, which raised $1.4 million.

SUPPORTING DIVERSITY AND INCLUSION EFFORTS

- Launched our Inclusion and Equity Grants program to support Black community organizations in Oklahoma City.
- Honoring the Tulsa community’s support of legacy WPX Energy with grants focused on economic development, education, social services and community enrichment.

Social Metrics

*Unless otherwise noted, all data presented is pro forma for Devon and WPX.

<table>
<thead>
<tr>
<th>Social Investments (in Millions)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8.1</td>
<td>$7.8</td>
<td>$5.3</td>
<td></td>
</tr>
</tbody>
</table>

Quality Education page 53
Community Engagement
Working together

Earning the trust of our stakeholders by what we say and do is part of the Devon culture. We’re committed to building relationships of mutual respect as we work with our stakeholders – including our coworkers and their families, shareholders, neighbors, landowners, mineral-rights holders, policymakers, lawmakers, suppliers, vendors, services companies and schools. Together, we can find solutions and lay the foundation for ongoing cooperation.

We recognize that the industrial processes and equipment used to develop oil and natural gas can cause noise, traffic and other issues that affect our neighbors. Devon is dedicated to improving the compatibility of our operations in the communities where we do business and helping mitigate the impact of industry activity. We’ve worked with local housing developers, industry coalitions, state agencies, business owners, individual landowners and others to enhance safety and quality of life in the vicinity of oil and gas operations.

With our safety focus, Devon has a history of partnering with the emergency responders who protect our communities. Although the COVID-19 pandemic prevented the roundtable dinner discussions we’ve hosted for emergency responders in DeWitt County, Texas, since 2014, we hope to renew these events in the future. In 2020, we continued our practice of contributing to first responders to help them acquire trucks, training, equipment and supplies to support their important work in our operating areas.

Nearly all of our Williston Basin operations in North Dakota are located on the Fort Berthold Indian Reservation, home of the Mandan, Hidatsa and Arikara Nation (MHA Nation). To be a prudent operator there, Devon collaborates in a straightforward manner to earn and maintain the respect of the MHA Nation. Throughout 2020, this included implementing policies to reduce the potential spread of the COVID-19 virus and working to comply with the MHA Nation’s COVID-19 practices. We also assisted the tribal communities through charitable giving for educational, health and safety endeavors, such as the American Indian Cancer Foundation and local fire and ambulance services.

TAKING ACTION

- Worked in concert with the MHA Nation to prevent the spread of COVID-19 on the Fort Berthold Indian Reservation in North Dakota.
- Supported Cheyenne Frontier Days in Wyoming, a favorite cultural celebration in the state.
- Continued our leadership in the Permian Strategic Partnership, an industry coalition seeking to strengthen and improve quality of life in west Texas and southeastern New Mexico.
- Supported the Oklahoma Energy Resources Board (OERB) and their efforts to clean up abandoned well sites and promote road traffic safety.
- Maintained relationships with county emergency managers and local officials across our operating areas to ensure community readiness.

In coordination with the BLM, employees in southeast New Mexico install picnic grills on National Public Lands Day.
Community solutions in the Permian Basin
As one of the largest producers in the Permian Basin, Devon is quite aware of the promise and challenges that stakeholders face in this prolific oil production region. Following years of intensive development, the region encompassing Devon’s Delaware Basin assets in southeastern New Mexico and west Texas became the highest producing oilfield in the world in 2019. It’s a major contributor to America’s energy security, as well as significant regional economic development and job creation. However, the increase in activity and influx of workers also has put a strain on the region’s infrastructure, education, healthcare, housing and social services.

Energy companies, including Devon, recognized the challenges and formed the Permian Strategic Partnership (PSP) to strengthen and improve the quality of life for residents in the region. The PSP partners with local leaders to develop and implement strategic plans to bring about superior schools, safer roads, quality healthcare, affordable housing and a trained workforce.

The Permian Strategic Partnership has been an effective catalyst for building regional capabilities for community development. Devon is proud to be a leader in this industry coalition that is giving the Permian Basin the tools and resources it needs to reap the benefits of being a state, national and global focal point for energy development.

Permian Strategic Partnership (PSP)

In 2021, Devon’s executive vice president and chief operating officer is a member of the PSP board of directors and our vice president of public and government affairs serves on the PSP management committee. Through our $10 million, multi-year investment in PSP, Devon is working together with 16 other member companies for an even greater impact. Since its formation in 2018, PSP has directly invested $48.5 million in Permian Basin initiatives including:

- **Education**: $21.5 million
  Strengthening public education by helping secure National Board for Professional Teaching Standards Certification opportunities for teachers, partnering with stakeholders to advance internet capacity and access for students across Eddy County, and other initiatives.

- **Workforce**: $11.6 million
  Developing the regional workforce by supporting the Hobbs Career and Technical Education Center, Catalyst workforce project, Southeast New Mexico (SENM) grants initiative and similar efforts.

- **Healthcare**: $9.3 million
  Expanding access to health care through Texas Tech University Health Science Center (TTUHSC) programs for physician assistant training, medical residency, family medicine and mental health, as well as the Permian Basin Healthcare Assessment (phase 1).

- **Road Safety**: $1.1 million
  Improving road safety by distributing life-saving equipment to first responders and assisting local law enforcement agencies in securing grants for expenses related to preventing the spread of COVID-19.
Devon’s capacity to build a workforce with strong technical know-how and creative problem-solving skills will be a key factor in our long-term success. Investing in education can help us achieve both our technology leadership goals and our vision for diversity, equity and inclusion (DEI). We focus our social investments on STEM (science, technology, engineering and math) education to build STEM capabilities in students, with particular focus on girls, ethnic minorities and rural communities. These groups are a growing part of the workforce, and we’re working to increase their representation in STEM fields.

Technology is transforming our company, from mobile apps to improve safety and environmental performance in the field, to artificial intelligence programs that optimize drilling, well completions and production. People with diverse backgrounds and new ways of looking at problems help us develop unique, and even patentable, technology solutions. At the same time, as racial and social equality gain more prominence in the national conversation, Devon is committed to addressing inequality wherever it is found. Our investments in local STEM education support progress in both of these vital areas.

To direct our philanthropic investments to the most promising programs, Devon identifies community needs and solutions by partnering with qualified organizations that have a track record in STEM. This includes the Oklahoma City STEM Collaborative, Oklahoma City Public Schools Foundation and other nonprofit partners, as well as teachers and administrators across several school districts. Insights from our conversations with stakeholders guide us to provide resources and materials and implement programs to empower groups that have been underserved in the past.

TAKING ACTION

- Responded quickly to local school closures caused by the COVID-19 pandemic by holding drive-through distributions of more than 10,000 at-home resources for STEM learning.
- Impacted 15,000 students, 26 schools and 450+ teachers through our STEM investments.
- Stepped up as a lead contributor to Camp Trivera, the Girl Scouts of Western Oklahoma’s new urban STEM camp.
- Expanded our Oklahoma FFA Agriscience Fair sponsorship to Wyoming.
- Expanded Devon’s Terra Trooper Girl Scout badge program to New Mexico.
- Developed STEM camps to incorporate the entire family.

At-home STEM resources were a hit with parents and kids during the pandemic.

“Our entire curriculum of teaching STEM in our elementary schools relies on having contact with students in our classrooms and STEM labs. Without Devon’s help, these science activity kits for each grade level would never have been in our students’ hands.”

   – Artesia Public Schools science consultant

“So much fun! This has made her light up with smiles for the first time in weeks!”

   – Parent of a fourth grader

“He’s so excited and happy he and his brother both received a snap circuit kit. This gives them the perfect opportunity to be creative and still learn about science while they’re home through the pandemic.”

   – Parent in Hobbs, New Mexico

United Nations member states adopted 17 Sustainable Development Goals in 2015. Education is an integral component of sustainable development, providing the platform for meaningful employment, economic growth and technological innovation. Jobs that require a foundation in STEM are increasing annually; however, many underrepresented populations lack access to educational resources in these fields of study. Through partnerships with local foundations, schools and others, Devon seeks to provide early exposure to STEM by supplying resources for, and integrating experiences into, children’s education. In doing so, Devon endeavors to align with the United Nations goal to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
Devon significantly enhanced our STEM capabilities in 2019 by convening local and national nonprofits, corporations and private foundations to develop a new STEM model. One of our partners, the Cal Ripken, Sr. Foundation, is a driving force in changing how students and families interact with STEM resources in schools and communities.

The Ripken Foundation has transformed outdated school rooms into state-of-the-art, bright and engaging STEM resource spaces that allow STEM learning to become increasingly integrated into children’s education. Teachers are well-trained and receive STEM resources to inspire students and increase their understanding of basic circuitry, coding, robotics, engineering and more.

After seeing success with our first STEM model school, Mark Twain Elementary School in Oklahoma City, we expanded STEM resources in other areas where we operate. When schools shut down due to the COVID-19 pandemic in spring 2020, Devon and our partners took quick action to get resources directly to families. Over 10,000 at-home resource kits with STEM materials provided by the Ripken Foundation, Inspired by Science, Smart Start and Central Oklahoma STEM Alliance (COSTEMA) were distributed using drive-through pickups across our operating areas. In addition, 1,015 Ripken at-home STEM kits were distributed in Oklahoma City; Cuero, Texas; and Carlsbad, Loving, Jal, Eunice and Hobbs, New Mexico.

While the pandemic delayed the planned installation of 14 STEM centers across Lea and Eddy counties in New Mexico, we resumed the plan in 2021 and started working to pilot our first middle school STEM center where students from the feeder elementary school can continue their STEM learning. STEM centers also will be installed in Oklahoma City; Douglas, Wyoming; Kingsfishe, Oklahoma; and Cuero. In Tulsa, Oklahoma, Devon will honor legacy WPX Energy by installing a STEM center in every public elementary school over the next few years.

Devon is committed to helping inspire young people to pursue an interest in STEM subjects by working together with schools and community organizations to enhance access to STEM education. Through our signature STEM grant program, Devon has made more than $1 million in grants to educators in our U.S. operating areas in the past eight years. In the Oklahoma City area, Devon’s investments in STEM education have provided more than 88,000 K-12 students better access to educational opportunities. In addition, Oklahoma teachers have been able to enhance their instructional time with students through more than 30 Devon grant programs.

We introduced Design + Do in 2018 to give children a hands-on opportunity to have fun and build STEM skills while solving problems. Fifth graders come together at the University of Oklahoma Tom Love Innovation Hub to design and construct prototype parade floats using 3D printers, laser cutters and other materials. They then present their creations to a panel of judges. In 2020, Devon employees helped the children build one of their float designs for our Oklahoma City Martin Luther King Jr. Holiday Parade and walk with our parade group.

As a long-time partner of the Girl Scouts of Western Oklahoma, Devon stepped up to be a lead contributor to Camp Trivera, an urban STEM camp that opened in September 2020. In addition to learning STEM skills, campers get opportunities for leadership and learning the Girl Scout mission – building girls of courage, confidence and character.

Devon geologists and engineers stepped up, too, developing age-appropriate STEM activity kits and leader guides to engage girls in earth sciences, geology and related topics. At year-end 2020, about 900 girls had received a Devon Terra Trooper patch for completing a STEM activity. The Terra Trooper program started in Oklahoma in 2014, expanded to southeastern New Mexico in 2020 and will become available to Tulsa Girl Scouts.

Devon invests in the week-long SAGE camp designed to empower girls to think about themselves as future scientists, mathematicians and computer specialists. Our partnership offers campers interactive field trips exploring various Devon departments where STEM learning has led our professionals to rewarding careers.
FFA Agriscience Fair
Devon partners with the Oklahoma FFA to encourage students to consider the ways in which the agriculture and oil and gas industries intersect. We expanded the program to Wyoming in 2020. Across both states, 216 students participated in projects related to oil and gas in their annual FFA Agriscience Fair in 2021.

Devon Thunder Explorers
Devon and the NBA’s Oklahoma City Thunder offer a program that encourages young people to engage in STEM activities that explore the science behind basketball. The Thunder’s visibility and popularity helps extend the reach of Devon’s STEM program, and gives special recognition to students who complete science experiments and other challenges.

FIRST Robotics
Devon has sponsored the Oklahoma First Robotics regional finals since 2017. The six-week competition pairs teams of young people from across the state with local engineers, professors and business professionals to solve engineering design problems. FIRST (which stands for “For the Inspiration and Recognition of Science and Technology”) is a nonprofit founded in 1989 to inspire young people to join the field of science and technology.

Inspired by Science Camp
In partnership with the Carlsbad Community Foundation, Devon hosts a one-week STEM-focused summer camp for third through fifth graders, offering free admission for students identified as disadvantaged by school counselors. Students are exposed to STEM-related careers, and learn how to solve problems and apply critical-thinking skills during hands-on activities.

Oklahoma City Dodgers MVP Program
This program recognizes and rewards outstanding students for their achievements in science and math in more than 400 classrooms across Oklahoma City. Third- and fourth-grade students are selected to receive tickets to a game and the opportunity to attend the MVP Field Day featuring STEM activities. The program is free to teachers, who also receive tickets to an Oklahoma City Dodgers game where MVPs are honored. More than 11,100 students have been impacted by the MVP Program co-sponsored with Devon by the Triple-A affiliate of MLB’s Los Angeles Dodgers.

Balloon Explorium
The Paper Takes Flight event combines the fun of hot-air ballooning with an education in the science of energy for all fifth-grade students enrolled in Artesia Public Schools in New Mexico. Students work together to build six-foot balloon envelopes from tissue paper that will launch using heat energy. This hands-on activity focused on engineering, math and thermodynamics expands on classroom curriculum in an engaging way.

Jal, New Mexico, School Rocketry Program
In this annual competition, Devon pays for students to travel to Houston to present their rocket designs to a team from NASA.

COSTEMA
We partnered with the Central Oklahoma STEM Alliance for the first time in 2020 to further its mission to enhance STEM education. Devon supports COSTEMA’s STEM Leadership Academy, a virtual event that inspires educators by providing professional development opportunities centered around their personal leadership, hands-on learning and peer engagement. The educators explored STEM learning and family engagement, with all their STEM learnings culminating in the Scissortail Kite Festival.
We invest in vibrant communities where our employees and neighbors have access to vital social services and opportunities to enjoy arts and culture. As a leading philanthropic contributor to nonprofit organizations in our operating communities, Devon’s support aligns with our value to make a positive and sustainable impact.

Devon’s Give for Good campaign is our primary philanthropic event each year. In 2020, we expedited the campaign to make funding available to meet significant community needs heightened by the pandemic. Employees gave generously to our “give if you can, give if you want to” campaign that raised over $1.4 million for United Way of Central Oklahoma, the Regional Food Bank of Oklahoma, and United Way and Blessing in a Backpack in Wyoming. The donations provided much-needed resources for children, seniors and families.

Employees also had the opportunity to respond to the Food Bank’s challenge to fill boxes leftover from Christmas with non-perishable food items to supplement the pandemic-related decline in donations during the holiday season.

Arts and culture for all
We’re committed to making our hometown of Oklahoma City a lively and appealing place to live, work and play, and we recognize that visual and performing arts are vital to reaching that goal. Devon supports many local arts and culture organizations, including the Oklahoma City Ballet, Arts Council of Oklahoma City, Oklahoma City Museum of Art, National Cowboy and Western Heritage Museum, and Lyric Theater. We also hold an annual fundraising campaign for Allied Arts to support more than 40 local arts organizations.

Nature and conservation
Devon is a long-time supporter of The Oklahoma Nature Conservancy and its focus on sharing the love of nature and conservation throughout the state. We support the organization’s ground stewardship activities, such as controlled burning for range management, invasive species control and scientific research. Our dollars helped stand up operations at the newest preserve on the Blue River, Oka’ Yanahl, which encompasses 3,600 acres of native prairie and two miles of the river.

Each year, Devon participates in National Public Lands Day in New Mexico, a project to repair and restore public recreation areas. We’ve also partnered with the Wyoming Conservation Corps (WCC) for the past 14 years, contributing funding and volunteers to improve public lands in the state.

Honoring Tulsa
To express our appreciation for the Tulsa community and its support of legacy WPX Energy, Devon is making a series of grants to advance initiatives including:

- Economic development focused on building leadership capacity and the future workforce, strengthening entrepreneurship and supporting minority-owned businesses.
- Education, including establishing a Cal Ripken Sr. Foundation STEM Center in every Tulsa Public Schools elementary school and expanding the Devon Terra Trooper STEM patch to Girl Scouts in Tulsa.
- Social services to support senior citizens, youth and the overall health of the community.
- Arts and cultural organizations, including the Gilcrease Museum, First American Museum, Gathering Place and the Black Wall Street Chamber.
Inclusion and Equity Grants
Listening to our stakeholders helps Devon understand needs in the community and invest in programs that make a real difference in people’s lives. Our ongoing conversations about social and racial justice issues inspired us to expand our social investments beyond our established focus areas in Oklahoma City. With the help of Devon’s employee-led DEI Team, we identified existing programs we hadn’t supported before. We awarded our first Devon Inclusion and Equity Grants totaling $100,000 to nine organizations having a positive impact in the community. Our intent is to cultivate new partnerships like this annually and to be accountable for helping them achieve their missions.

Beta Eta Lambda Foundation ($5,000) for the 2020-21 Alpha Boys Institute program aimed at preventing school dropouts and crime. Sixth-grade students receive mentoring services including conflict resolution, life skills and financial management. Seventh graders participate in robotics programming and eighth-grade students learn entrepreneurship. Additionally, participants receive a weekly food distribution.

Foundation for OKC Public Schools (OKCPS) ($25,000) for financial and academic support for paraprofessionals of color already working in OKCPS to finish college and earn their teaching certification, without any debt. Upon successful completion of the program, the paraprofessionals are committed to serve as full-time teachers in OKCPS for three years.

Hope for Generations ($5,000) for a new program designed to support single mothers in the Lyrewood community with meals, supplies for engagement activities and local speakers.

Nappy Roots Books ($10,000) for its Sankofa Summer Academy which serves 50 students with a focus on growing and nurturing leaders in the northeast community.

OKC Black Eats ($8,500) to fund the Black Eats Freedge, a free community refrigerator. OKC Black Eats collects food from local grocery stores and eateries and provides them for free to the northeast community. Devon’s grant also supports OKC Black Eats’ Urban Plan to Community Building workshops focused on revitalizing economically depressed neighborhoods by attracting retail, residential and business spaces.

Restore OKC ($25,000) to assist with funding The Market at EastPoint, a community-led grocery store in northeast Oklahoma City. Much of the produce will be provided by Restore Farms, an urban agricultural project led by high school students. Restore OKC will pay a third party to manage the store, but all the jobs inside the store will be from Restore Jobs, which provides jobs to single mothers.

Shiloh Camps ($10,000) to help support its summer programming for teens, including high adventure activities, character-building activities and a safe place to foster positive, healthy relationships.

Stronger Together Movement ($5,000) to launch a membership drive to further engage the Oklahoma City community in Stronger Together’s mission to further racial equity education across the metro area.

Urban League ($6,500) to support the social justice program, part of the Urban League’s efforts to promote equality and equity for African Americans.
Volunteerism

Giving back

Devon volunteers are an asset to their communities, amplifying the company’s support for children, families, education and the arts. We encourage and support our employee volunteers with ongoing communication and resources. In 2020, this meant promoting activities our employees and their families could do from home or the office. In some cases, we connected them to activities organized by our partners like the Oklahoma City Chamber of Commerce, Regional Food Bank of Oklahoma and the Oklahoma City Thunder.

For example, Devon provided contact information so employees could send notes of appreciation to emergency responders and United Way agency workers on the front lines, and correspond with people quarantined in senior centers in our operating areas. Employees made protective face masks and donated them to benefit Oklahoma City’s homeless population and the United Way in New Mexico. The Virtual Mystery Reader Program at Mark Twain Elementary School, our long-term partner in Oklahoma City, gave employees an easy way to engage students who were learning remotely.

The Devon Energy Charitable Foundation gives employees a chance to help coworkers who encounter unexpected hardships or damages. Since we established the foundation in 2001, employees have contributed more than $365,000 to about 180 coworkers experiencing severe and unanticipated financial needs.
Human Rights
Dignity and equal rights

Devon incorporates human rights into our business decisions, continually evaluating how we might keep ourselves and others aware of the key issues. We engage with our stakeholders, vendors and suppliers to continue to improve our approach.

All people are created equal
The Universal Declaration of Human Rights, proclaimed by the United Nations General Assembly in 1948, recognizes the inherent dignity and the equal and inalienable rights of all members of the human family. Human rights are the foundation of freedom, justice and peace in the world, and Devon is committed to this philosophy. Our core values embrace social progress and economic growth, consistent with the Guiding Principles on Business and Human Rights endorsed by the U.N. Human Rights Council in 2011.

We’re also guided by the principles articulated in the Declaration of Fundamental Principles and Rights at Work adopted by the International Labor Organization in 1998. These principles include prohibition of child labor, forced labor and discrimination in the workplace.

Devon participates in the lives of the communities where we live and operate, and we actively engage with our neighbors to understand the environmental and human impacts of our operations. When assessing and addressing these impacts, we consult with those who may be affected.
Workforce

Bringing our best every day

The Workforce section of our 2021 Sustainability Report includes:

Overview 61
Our Culture 62
Diversity, Equity and Inclusion 64
Employee Wellness 67

Resource Links:
- Code of Business Conduct and Ethics
- Mission Statement, Vision Statement and Core Values
- Diversity, Equity and Inclusion Vision
Overview

Devon strives to produce the oil and gas the world needs in a safe, ethical and environmentally responsible way, all while meeting high expectations for operational and financial performance. In the face of daunting challenges in 2020, our employees proved resilient and determined in continuing to improve our company’s performance.

Our corporate culture is based on integrity and supportive relationships, giving our people the courage to take intelligent risks with a shared desire to achieve great results. We want to be a caring and connected company where employees feel that they’re heard, seen and valued, and have opportunities to contribute and grow.

Devon supports individual, team and company progress with family-friendly workplace practices, wellness programs and opportunities to make and be accountable for decisions. We communicate proactively with employees about our goals and performance. We do not accept the status quo of social and racial inequality, and we’re working to cultivate inclusive, diverse, equitable and respectful communities inside and outside our company.

Workforce Metrics

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount (total company)</td>
<td>2,727</td>
<td>2,352</td>
<td>2,022</td>
</tr>
<tr>
<td>Minorities and Women as a Percentage of Workforce</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minorities</td>
<td>18%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>Women</td>
<td>29%</td>
<td>28%</td>
<td>27%</td>
</tr>
<tr>
<td>Minorities and Women as a Percentage of Leadership</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minorities</td>
<td>12%</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Women</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>Years of Service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than 5 years (percent of headcount)</td>
<td>42%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td>5-9 years</td>
<td>30%</td>
<td>37%</td>
<td>41%</td>
</tr>
<tr>
<td>10-14 years</td>
<td>17%</td>
<td>17%</td>
<td>14%</td>
</tr>
<tr>
<td>15-19 years</td>
<td>6%</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>20-24 years</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>25+ years</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Median Age</td>
<td>40</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Attrition Rate</td>
<td>9%</td>
<td>7%</td>
<td>3%</td>
</tr>
</tbody>
</table>

*Unless otherwise noted, all data presented is pro forma for Devon and WPX.

Taking Action

UNITING CULTURES

Introduced blended values following our merger to guide us in becoming a cohesive and high-performing Devon.

COMMUNITY OUTREACH

Funded nine community programs in Oklahoma City through our new Inclusion and Equity Grants.

COVID-19 RESPONSE

Supported employees with flexible working arrangements, responsive wellness programs and frequent communications during the COVID-19 pandemic.

Shifted to virtual delivery for all physical, mental and financial wellness programming.

Advancing pay equity and workforce composition

To build the workforce we need, we must offer equitable pay and opportunities across the company. We’re measuring our performance and always looking for ways to further align our practices with our aspirations.

Peer employee pay equity

The salaries of female and minority employees are, on average, positioned equivalently (+/-2% to accommodate workforce changes throughout the year) within the applicable job pay range as males and non-minorities.

Employee base pay compensation

100% of employees make more than $19/hour and receive an annual performance bonus and long-term incentives.

Female and minority leadership representation

While female leadership representation remained steady over the last two years, minorities in corporate leadership increased from 10% to 11% and minorities in field leadership increased from 16% to 19%.

Hiring minority talent

Over the last two years, Devon has hired minority employees at a rate of 11% compared to a 7% rate for non-minority employees.

DIVERSITY, EQUITY AND INCLUSION

Continued our focus on equity in our pay structure and workforce composition.

Worked to deepen our understanding of social and racial inequality through intentional conversations and listening as steps toward improving our community and company.
Our Culture

Blending values to achieve our shared mission

To create an environment where our employees give their best effort every day, we’re guided by principles of fairness, opportunity and the chance for every employee to fully participate and be heard. We value diversity of thought in our workplace, and we seek to include and learn from each other as we share our successes and setbacks.

Motivated by the Devon culture, our employees worked on demanding business, operational and ESG priorities in 2020. While demonstrating resilience in managing through the pandemic and related economic crisis, they set the stage to begin integrating two legacy companies when our merger of equals closed in January 2021.

Devon recognized that uniting in a shared culture is crucial to successfully integrating our people, processes, practices and systems. So we began a process to define a culture that blends essential elements from both legacy companies. The process included a survey of all employees, executive interviews, focus groups with vice presidents, and culture conversations with the executive committee and vice presidents.

The resulting blended values – integrity, relationships, courage and results – naturally build on one another to guide us in our work. We believe these values will enable us to become a cohesive company, making a positive and sustainable impact.

High-performing team

We value employees who are open and honest, take ownership and individual initiative, and contribute to our company objectives. Our effort to cultivate a workforce with these qualities starts with offering equal opportunity in all aspects of employment and providing competitive compensation and benefits. To encourage a sharp focus on results, Devon gives every employee an equity stake in our business through annual stock awards.

Devon offers wellness programs that encourage physical, mental and financial well-being. Our employee-friendly practices include flexible work schedules, part-time work, telecommuting and parental paid leave. We modified our work practices at the outset of the pandemic and continue to make adjustments that help employees fulfill work and family responsibilities. Devon senior leaders ultimately believe that relationships lead to results, and both are largely driven by in-person interactions. We continue to monitor our practices and will make adjustments as needed to achieve our business objectives and accommodate employee needs.

Devon’s values

The newly blended values naturally build on one another to achieve results.

- **Integrity**: Openness and honesty unite us and are at the core of everything we do.
- **Relationships**: We are caring, connected and supportive of our employees and stakeholders and succeed as one team.
- **Courage**: We take intelligent risks and share our successes and failures to continuously improve.
- **Results**: We always seek to achieve better results and make a positive and sustainable impact.

88% of employees surveyed said they received just the right amount of feedback from their leader.

96% of employees surveyed said the feedback was helpful.
Proactive communications
Devon has executed a strategy in recent years to become a leading, returns-driven U.S. energy producer with a strong commitment to improving ESG performance. Our progress continued in 2021 when we welcomed legacy WPX employees, intentionally building blended teams to embed the most effective approaches throughout our business.

With streamlined processes and a flatter organizational structure, Devon employees are empowered to take intelligent risks, make informed decisions and be accountable for their results. To accelerate learning, we’ve shifted our focus from structured training to experiential learning opportunities. Performance management occurs through frequent conversations focused on alignment, growth and development, so employees know what they need to do to make an impact every day.

We set clear goals for financial, operational and ESG improvement, and our leaders communicate at the enterprise, business unit, team and individual levels to inform everyone at Devon what we’re planning and how we’re doing. Our leaders encourage frequent conversations to create clarity, context and accountability, as well as to listen and be responsive to employees.

In addition to internal communications channels, topical surveys help us stay in touch with our employees. These short, focused surveys give us quick results on timely issues, and in 2020 helped us gauge employees’ experiences during the pandemic and collect input on their needs. We also conducted a companywide organizational health index survey in 2020 to examine the cultures of each legacy company, identify potential differences and understand what employees would value most as Devon moves forward. We’ll continue to use surveys, focus groups and conversations to gather employee feedback in a structured way.

Relationships built on trust are central to the Devon culture and our ability to deliver results.

We communicate proactively, listen carefully and seek diverse opinions that challenge our thinking.

In 2021, we’re focused on integrating our legacy organizations, improving team and company performance, adapting to changing market conditions with agility and delivering on our commitments to stakeholders.
Diversity, Equity and Inclusion
Valuing differences

Innovation, creative problem-solving and positive change happen when people step out of their comfort zone and think differently. To break barriers to achieving business results, it’s part of our culture to value differences, include others and courageously address inequity wherever it exists. We cultivate an inclusive, diverse, equitable and respectful workplace, and engage with our communities to understand how Devon can make a difference beyond our workplace.

Our Diversity, Equity and Inclusion (DEI) vision is: Every person contributing to their fullest and making a positive impact every day. To make this a reality, we have active participation from our senior leaders, committed volunteer inclusion and diversity (I&D) leaders and allies, and I&D programming.

The DEI Leadership Team of senior leaders champions strategies to achieve our vision and supports others by coaching, motivating, breaking down barriers and listening.

The volunteer DEI Team strives to proactively increase awareness, identify challenges and find innovative ways to achieve our DEI vision and strategy.

Our Human Resources team guides and advises the DEI Team with strategic support, tools and resources for success.

What DEI means at Devon

Diversity
We believe it is foundational to Devon’s success that our team includes people with a variety of backgrounds, perspectives, experiences and abilities.

Equity
We believe fairness is at the core of our culture, policies and practices, and strive for all employees to have equal access to opportunities.

Inclusion
We believe in relationships and will ensure all employees feel seen, valued, heard and connected.

Committed to courageously address inequity wherever it exists and provide all employees the opportunity to contribute and grow.

Ongoing efforts to understand social and racial inequality, and enhance the work life experience, as steps toward improving our community and our company.

Developing actionable plans to address common themes from these efforts: education, internal and external commitment, and measurement and accountability.

Funded 11 community programs in Oklahoma City including nine with new partners, through our new Inclusion and Equity Grants.

Continued sponsoring women’s professional groups that offer professional development, leadership roles and networking for Devon employees.
Diversity, Equity and Inclusion continued

Promoting equality and equity
We started 2020 by sponsoring and marching in the Oklahoma City Martin Luther King Jr. Holiday Parade for the second year. The DEI Team brought forward the parade idea and we see it being embraced as a tradition at Devon. Fifth-graders involved in our Design + Do science, technology, engineering and math (STEM) program joined our parade team in a float the students designed and built with help from Devon volunteers.

As our nation was jolted in 2020 by racial strife, Devon took a fresh and critical look at our DEI efforts. We recognized the status quo was not acceptable and devoted more time and attention to listening and to learning about race and how Devon can take positive action.

We’ve been having sometimes-difficult conversations about inequality, inside and outside the office. In 2020, we invited the Rev. Clarence Hill Jr., founder of the Stronger Together Movement, to share his Dream Clock process for building understanding among communities. Hill joined us again in February 2021 to lead a discussion about Dr. King’s “Letter from a Birmingham Jail” on opposing inequality.

The DEI Team suggested changes to some processes, data and transparency to address opportunities at Devon. Their suggestions highlighted how our talent practices, along with eliminating layers of management, impact career development. We’re evaluating policies and processes we can implement to increase opportunities to contribute and grow within our company.

The common themes that emerged from our exploration of social and racial justice were the need for bias training, internal and external demonstrations of commitment, and measurement and accountability. We’re creating actionable plans to address these themes, such as updated bias training for leaders and employees, and looking for additional education opportunities to help us keep learning and growing.

Looking outward
Devon has a long history of social investments in underserved communities, with a focus on boosting STEM education. In 2020, after evaluating how our investments could have more impact, we worked with the DEI Team to create an Inclusion and Equity Grants program.

The team solicited funding requests and made 11 grants ranging from $5,000 to $25,000 to nine Black community organizations in Oklahoma City. We set out to find new community partners with existing programs and met our goal, partnering with nine organizations for the first time. We also assisted one of our long-time partners, Oklahoma City Public Schools (OKCPS), by supporting its life-changing program to give its paraprofessional employees a chance to go to college debt-free. Upon successful completion, the participants are committed to serve as teachers in OKCPS for three years.

We’re excited that our investments are helping to strengthen ongoing programs for dropout prevention, growing and nurturing young leaders, combatting hunger, community development and social and racial justice.

We’re continuing our work to understand social and racial issues in our company and the communities where we live and work. We don’t expect it to be easy, but it’s a very real opportunity for us to live our values of integrity, relationships, courage and results.

2021 Inclusion and Equity Grant Recipients

- Beta Eta Lambda Foundation
- Foundation for Oklahoma City Public Schools
- Hope for Generations
- Nappy Roots Books
- OKC Black Eats
- Restore OKC
- Shiloh Camps
- Stronger Together Movement
- Urban League

We have a multi-year focus to advance diversity, equity and inclusion at Devon.

Engage, develop and empower diverse talent through strategies that combat unconscious bias.

Increase the belief that top-tier performance is driven by recognizing and appreciating each individual’s inherent value.

Demonstrate our commitment to diversity, equity and inclusion proactively and consistently to our internal and external stakeholders.

Hold ourselves accountable to cultivating inclusive behaviors.
Supporting women in our workforce

For Devon to maintain our stakeholders’ trust by delivering strong operational, financial and ESG results, we need dedicated employees. Our values, workplace practices, wellness programs, benefits and compensation are aimed at helping employees manage their personal life and care for their families so they can focus at work. We’ve also made progress with gender pay equity and promotional equity.

Yet even with these efforts, the percentage of women in the Devon workforce has declined slightly, primarily due to reductions in our employee count and curtailed hiring. Given our strong commitment to diversity, equity and inclusion, we remain focused on being a company where women want to build their careers.

Women at Devon take advantage of development opportunities through industry networking, professional development, volunteering and leadership roles. Devon employees represent 10% of the 2021 membership of the Women’s Energy Network of Greater Oklahoma (WEN OK), an organization dedicated to empowering women in the energy industry. Three of six presidents of the WEN OK chapter have been Devon employees, including the current president. In 2021, a Devon executive serves on the Advisory Council, with 31 employees participating in the formal mentoring program. Devon is a founding and ongoing sponsor of WEN OK and pays employee memberships as part of our commitment to professional development.

Attracting and retaining women for technology jobs is important as development and deployment of technology increases across Devon. In 2020, we continued our support for Oklahoma Women in Tech (OKWIT) and its mission to better promote women in tech across Oklahoma, as well as to encourage young women to continue their interest and studies in STEM fields. Two Devon employees filled OKWIT volunteer leadership positions in 2020 and one in 2021.

Our sponsorship helps provide monthly networking/professional development events, speaker luncheons, two yearly retreats and 40 Devon employee memberships. It also funds a scholarship for a student seeking a STEM degree and planning to give back to the community.

We have an active OKWIT presence. Eight Devon employees volunteered for OKWIT’s fall retreat in 2020, including the event coordinator, a speaker and two speed networking participants. The first-ever virtual retreat was attended by teachers and about 200 students from schools across Oklahoma, many who said they were inspired and invigorated by the programming and speakers.

Devon employees who volunteer for organizations like WEN OK and OKWIT bring new skills, industry connections and a broader perspective to our workplace. We believe their participation will lead to greater awareness of opportunities for women in our industry and our company.

Women’s Energy Network

Greater Oklahoma

Women’s Energy Network of Greater Oklahoma chapter presidents have been Devon employees, including the current president.

Devon Energy WEN members attend the Greater Oklahoma Chapter’s 5th anniversary celebration in Oklahoma City.
United Nations member states adopted 17 Sustainable Development Goals in 2015. We aim to deliver tools and resources that support our employees’ pursuit of healthy lives, stability and well-being. Devon takes a holistic approach to employee wellness, promoting physical, mental and financial health. The Doc, a medical clinic we established near our corporate headquarters in Oklahoma City, allows employees and their families to get a high standard of care and personal attention with short wait times. Devon’s financial wellness program provides confidential and unbiased financial guidance and a wide range of resources at no cost to employees.

**TAKING ACTION**

- Shifted all wellness programming to virtual delivery in response to the pandemic, resulting in increased engagement from employees in the field.
- Offered programming and services to address specific needs of parents during the pandemic, including presentations guided by a mental health professional and an online support community.
- Extended our virtual offerings through year-end 2021 to continue meeting employees’ needs.
- Facilitated COVID-19 vaccinations for field employees and hosted a vaccination clinic at our headquarters for employees and their families.
- Experienced good engagement in wellness programs with 75% of employees earning the maximum employer health savings account (HSA) contribution.

Devon truly believes in supporting the well-being of our employees. We recognize that they may be caregivers for children or aging parents, have financial issues that cause anxiety or struggle to manage competing priorities. At the same time, we need our employees to deliver results and continuously improve our environmental, social and governance performance. We consider these expectations when developing programs that can meaningfully improve our employees’ physical, mental and financial well-being.

Since establishing our wellness program in 2012, Devon has focused on prevention, convenient tools and high-quality programs. Over the years, our emphasis on wellness has contributed to strong productivity and engagement, low absenteeism and high retention rates. Combined with our generous health care benefits, wellness programs have helped keep Devon’s medical insurance premium costs flat or below national rates of increase for six years, excluding large one-time claims.

Feedback is a key indicator of the effectiveness of our wellness programs. Devon employees tell us that our offerings have enabled them to improve their health and make healthy lifestyle changes. This is why we’ve maintained the most effective core programs, even while cutting costs across Devon in recent years.

**Support in difficult times**

The COVID-19 pandemic was a stark reminder that employees need to be supported through difficult times and it’s important to find avenues to assist them. Devon shifted all of our wellness programming to virtual delivery, such as our quarterly education series highlighting the importance of sleep, the benefits of exercise, gut health and strategies to maintain mental health. We encouraged virtual counseling sessions available through our Employee Assistance Program (EAP) and engaged a licensed clinical social worker at our clinic near Devon headquarters in downtown Oklahoma City. To help employees reduce stress, Devon offered two months of free access to a third-party platform that provides guided mindful meditation, with the option to create a personal account after the trial period.

Due to COVID-19-related restrictions in our corporate fitness center, in March 2020 we started offering virtual group exercise classes taught by the center’s instructors, later expanding to 600 classes available on a third-party platform. The fitness classes, and all other virtual programming, remain available to employees until year-end 2021. Our wellness focus areas in the first half of 2021 were resilience and brain health.

Feedback is a key indicator of the effectiveness of our wellness programs. Devon employees tell us that our offerings have enabled them to improve their health and make healthy lifestyle changes. This is why we’ve maintained the most effective core programs, even while cutting costs across Devon in recent years.

**Support in difficult times**

The COVID-19 pandemic was a stark reminder that employees need to be supported through difficult times and it’s important to find avenues to assist them. Devon shifted all of our wellness programming to virtual delivery, such as our quarterly education series highlighting the importance of sleep, the benefits of exercise, gut health and strategies to maintain mental health. We encouraged virtual counseling sessions available through our Employee Assistance Program (EAP) and engaged a licensed clinical social worker at our clinic near Devon headquarters in downtown Oklahoma City. To help employees reduce stress, Devon offered two months of free access to a third-party platform that provides guided mindful meditation, with the option to create a personal account after the trial period.

Due to COVID-19-related restrictions in our corporate fitness center, in March 2020 we started offering virtual group exercise classes taught by the center’s instructors, later expanding to 600 classes available on a third-party platform. The fitness classes, and all other virtual programming, remain available to employees until year-end 2021. Our wellness focus areas in the first half of 2021 were resilience and brain health.
Encouraging prevention

We encourage and incentivize employees to be proactive about their health care. Devon covers the cost of annual physical exams, annual vision screenings, two annual dental exams, colonoscopies, mammograms, prostate exams and well-woman exams. For convenience, we offer onsite mammography twice each year at our Oklahoma City headquarters. Employee participation in preventive cancer screenings has exceeded national benchmarks in some categories in recent years.

Due to the pandemic, a slightly lower percentage of employees received an annual physical exam in 2020 from their personal physician or at the Doc, the medical clinic we established near our corporate headquarters. Employee participation in preventive cancer screenings has exceeded national benchmarks in some categories in recent years.

We support employees who want to make healthy lifestyle changes to prevent chronic illnesses and health problems. The high-quality, no-cost offerings include programs for diabetes support, a pre-diabetes version for field employees and tobacco cessation. Eligible employees also can take part in Drop at the Doc, a 22-week physician-led weight-loss program.

Employees who take advantage of our wellness programs can earn points for activities like getting a physical exam or completing a financial wellness series. By accumulating 1,000 points in a year, employees can receive up to $2,500 in contributions to their HSA. About 75% of employees earned at least 1,000 points in 2020, down from 82% in 2019.

Financial insights

Concerns about personal finances, from managing debt to saving for retirement, can affect an employee’s sense of well-being. Devon’s financial wellness program offers confidential and unbiased financial guidance and resources such as third-party financial assessments and web-based workshops at no cost to employees. We started delivering all of these resources virtually in 2020 and increased the number of webinars. Having access to virtual one-on-one financial consultations with experts led to 711 employees taking advantage of this offering in 2020.

Our financial well-being content in 2021 kicked off with a six-part series led by a third party to help employees re-set their financial and retirement planning after the pandemic.

By keeping employees informed about the importance of retirement savings, Devon has reached the top of our industry for 401(k) retirement contributions and the percentage of paycheck contributions.

We’re committed to giving Devon employees tools and strategies to help them live healthier, more satisfying and financially secure lives. We believe healthy, happy employees are more likely to come to work ready to give Devon their best effort.
Performance Metrics

Environment Performance Metrics

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct GHG Emissions (Scope 1) (million tonnes CO₂eq)</td>
<td>4.72</td>
<td>4.65</td>
<td>3.91</td>
</tr>
<tr>
<td>By Constituent</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carbon Dioxide (million tonnes CO₂)</td>
<td>3.65</td>
<td>3.66</td>
<td>3.39</td>
</tr>
<tr>
<td>Methane (million tonnes CO₂)</td>
<td>1.07</td>
<td>0.99</td>
<td>0.52</td>
</tr>
<tr>
<td>Nitrous Oxide (million tonnes CO₂)</td>
<td>0.003</td>
<td>0.003</td>
<td>0.002</td>
</tr>
<tr>
<td>By Source</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flaring/Venting (million tonnes CO₂)</td>
<td>3.14</td>
<td>2.61</td>
<td>1.92</td>
</tr>
<tr>
<td>Combustion (million tonnes CO₂)</td>
<td>1.37</td>
<td>1.84</td>
<td>1.95</td>
</tr>
<tr>
<td>Other (million tonnes CO₂)</td>
<td>0.21</td>
<td>0.19</td>
<td>0.04</td>
</tr>
</tbody>
</table>

Indirect GHG Emissions From Electricity Use (Scope 2) (million tonnes CO₂eq) | 0.33 | 0.27 | 0.32 |

Direct and Indirect GHG Emissions (Scope 1 and 2) (million tonnes CO₂eq) | 5.05 | 4.91 | 4.23 |

Direct GHG Emissions Intensity (Scope 1) (tCO₂e/MBoe) | 20.19 | 17.22 | 14.61 |

Direct and Indirect GHG Emissions Intensity (Scope 1 and 2) (tCO₂e/MBoe) | 21.60 | 18.20 | 15.81 |

Indirect GHG Emissions From Use of Sold Products (Scope 3) (million tonnes CO₂eq) | 43 | 48 | 49 |

Methane Emissions Intensity (Scope 1) (tCO₂e/MBoe) | 4.16 | 3.66 | 1.94 |

Methane Emissions Intensity - Production Segment (Scope 1)(tCO₂e/Boe) | 0.16% | 0.13% | 0.19% |

Flaring Intensity (% of natural gas produced) | 2.13% | 2.2% | 1.48% |

Energy Used - Fuel and Electricity Use (trillion BTUs) | 28.98 | 32.87 | 31.36 |

Water Usage (m³/Boe) | 156.2 | 138.5 | 98.5 |

Recycled (m³/Boe) | 22.0 | 33.8 | 37.2 |

Source (m³/Boe) | 134.3 | 104.7 | 61.3 |

Water Usage Intensity (m³/Boe produced) | 0.37 | 0.50 | 0.31 |

Water Usage Intensity (m³/Bbl produced or completions) | 0.25 | 0.25 | 0.29 |

Devon's total water use for completions activities varies with activity levels, targeted formations and lateral lengths, and includes fresh, non-fresh and recycled water volumes. We reuse, alternatives to fresh water supplies, where possible.

Reportable Spill Events Released to the Environment (events) | 377 | 336 | 246 |

Reportable Spill Volumes Released to the Environment (Barrels) | 6,441 | 4,505 | 4,042 |

The environment metrics have been calculated using the best available data at the time of publication. Historical metrics are subject to change as we continuously seek to improve our data management practices, data sources, and calculation methodologies in order to provide the highest level of transparency, consistency and accuracy. We report environment metrics on an operated basis, unless otherwise noted.

We include all reportable emissions under EPA’s Greenhouse Gas Reporting Program (GHGRP) for Devon operated facilities, as well as non-reportable emissions from our production assets and, beginning in reporting year 2019, gathering and boosting assets. We calculate emission intensities using gross production as reported under the EPA GHGRP for all reporting segments.

We calculate our reported emissions using EPA fuel and electricity emissions factors.

We report indirect emissions from the use of sold products (Scope 3) on an equity basis from sources not owned or controlled by Devon. To estimate our Scope 3 emissions, we rely on IPIECA’s 2016 guidance document Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions. Per the IPECA guidance, we report category 11 “Use of Sold Products” by calculating combustion emissions for our oil, natural gas and marketed natural gas liquids products using emission factors obtained from the EPA and net equity production reported in Devon’s 2020 Annual Report on Form 10-K.

Performance is limited to legacy Devon performance only using net equity production reported in Devon’s 2020 Annual Report on Form 10-K.

Our methane emissions intensity rate calculation includes all natural gas produced at Devon operated facilities and all methane emissions from Devon operated facilities associated with the production of oil and natural gas. Click here to see Devon’s calculation methodology for methane emissions intensity.

Our flaring intensity rate calculation includes high-pressure flared volumes associated with the production of oil and natural gas.

Our water usage includes all water sources used in completions activities at facilities operated by Devon in 2020.

Reportable spill events and volumes exclude a well-control event that occurred in 2019.

*Unless otherwise noted, all data presented is pro forma (Devon + WPX) for U.S. operated assets.
## Performance Metrics continued

### Safety Performance Metrics
*Unless otherwise noted, all data presented is pro forma (Devon + WPX) for U.S. operated assets.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fatalities</strong> (Employee and contractor workforce)</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total Recordable Incident Rate (TRIR) (Employee + Contractor)</strong></td>
<td>0.13</td>
<td>0.49</td>
<td>0.43</td>
</tr>
<tr>
<td>TRIR - Employee</td>
<td>0.44</td>
<td>0.53</td>
<td>0.34</td>
</tr>
<tr>
<td>TRIR - Contractor</td>
<td>0.55</td>
<td>0.49</td>
<td>0.44</td>
</tr>
<tr>
<td><strong>Serious Incident and Fatality (SIF) Recordable Rate</strong> (Employee + Contractor)</td>
<td>0.06</td>
<td>0.10</td>
<td>0.11</td>
</tr>
<tr>
<td><strong>Days Away Restricted Transfer (DART) Incident Rate</strong> (Employee + Contractor)</td>
<td>0.26</td>
<td>0.28</td>
<td>0.24</td>
</tr>
<tr>
<td>DART Incident Rate - Employee</td>
<td>0.12</td>
<td>0.28</td>
<td>0.24</td>
</tr>
<tr>
<td>DART Incident Rate - Contractor</td>
<td>0.14</td>
<td>0.31</td>
<td>0.19</td>
</tr>
<tr>
<td><strong>Lost Time Incident Rate (LTIR)</strong> (Employee + Contractor)</td>
<td>0.12</td>
<td>0.15</td>
<td>0.12</td>
</tr>
<tr>
<td>LTIR - Employee</td>
<td>0.12</td>
<td>0.28</td>
<td>0.16</td>
</tr>
<tr>
<td>LTIR - Contractor</td>
<td>0.12</td>
<td>0.13</td>
<td>0.11</td>
</tr>
<tr>
<td><strong>Preventable Vehicle Incident Rate</strong> (per million miles)</td>
<td>1.00</td>
<td>1.50</td>
<td>1.20</td>
</tr>
<tr>
<td><strong>Employee Hours</strong> (mill)</td>
<td>4.9</td>
<td>5.7</td>
<td>5.0</td>
</tr>
<tr>
<td><strong>Contractor Hours</strong> (mill)</td>
<td>24.7</td>
<td>35.7</td>
<td>24.8</td>
</tr>
</tbody>
</table>

- Performance in 2018 is limited to legacy Devon only.

### Governance Metrics
*Unless otherwise noted, all data presented is pro forma for Devon and WPX.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Independent Board Members</strong></td>
<td>80%</td>
<td>91%</td>
<td>87%</td>
</tr>
<tr>
<td>Currently, 8 of 11 board members (73%) qualify as independent under NYSE standards and SEC regulations.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Women Board Members</strong></td>
<td>20%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Currently three women (27%) serve on our board of directors, including the chair of Devon’s Audit and Governance, Environmental, and Public Policy Committees.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Contributions - Trades and Political</strong> (thousands)</td>
<td>$494</td>
<td>$2,344</td>
<td>$2,234</td>
</tr>
<tr>
<td>Contributions to political organizations, trade associations, and charitable foundations. In 2019, we began disclosing non-deductible trade association dues.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Lobbying - Federal and State</strong> (thousands)</td>
<td>$905</td>
<td>$3,178</td>
<td>$743</td>
</tr>
<tr>
<td>Devon’s lobbying and political activity is disclosed via public agencies, as well as through the company’s Political Activity and Lobbying Report available on our website.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Social Metrics
*Unless otherwise noted, all data presented is pro forma for Devon and WPX.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Social Investments</strong> (mill)</td>
<td>$8.3</td>
<td>$7.8</td>
<td>$5.3</td>
</tr>
</tbody>
</table>

### Workforce Metrics
*Unless otherwise noted, all data presented is pro forma (Devon + WPX).

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Headcount</strong> (total company)</td>
<td>2,727</td>
<td>2,352</td>
<td>2,022</td>
</tr>
<tr>
<td><strong>Minorities and Women as a Percentage of Workforce</strong>¹</td>
<td>18%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>Minorities</td>
<td>29%</td>
<td>28%</td>
<td>27%</td>
</tr>
<tr>
<td>Women</td>
<td>29%</td>
<td>28%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Minorities and Women as a Percentage of Leadership</strong></td>
<td>12%</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Minorities</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>Women</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Years of Service</strong></td>
<td>42%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td>Less than 5 years</td>
<td>30%</td>
<td>37%</td>
<td>41%</td>
</tr>
<tr>
<td>5-9 years</td>
<td>17%</td>
<td>17%</td>
<td>14%</td>
</tr>
<tr>
<td>10-14 years</td>
<td>6%</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>15-19 years</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>20+ years</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Median Age</strong></td>
<td>40</td>
<td>40</td>
<td>40</td>
</tr>
</tbody>
</table>

### Safety Performance Metrics
- **Reduction in our Total Recordable Incident Rate (TRIR) for employees and contractors in 2020 compared to 2019.**
- **Reduction in our Lost Time Incident Rate (LTIR) in 2020 compared to 2019.**

---

1 Performance in 2018 is limited to legacy Devon only.
**Reporting Frameworks**

Striving for increased transparency

This report was prepared with content correlated to voluntary frameworks and standards established by the Task Force on Climate-Related Financial Disclosures (TCFD), IPIECA, Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals. Devon continues to strive for increased transparency on issues that are top-of-mind for our stakeholders, as we believe ESG transparency is important to building a sustainable and economically competitive company.

---

### TCFD Recommendations of the Task Force on Climate-related Financial Disclosures (June 2017)

The TCFD seeks to develop recommendations for voluntary climate-related financial disclosures as a tool for investors and other stakeholders to assess risks associated with climate change. Devon published its third Climate Change Assessment Report in 2021, a direct result of our ongoing commitment to transparency.

<table>
<thead>
<tr>
<th>CORE ELEMENT</th>
<th>TCFD DISCLOSURE REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governance</strong></td>
<td>a) Describe the board’s oversight of climate-related risks and opportunities.</td>
</tr>
<tr>
<td></td>
<td>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</td>
</tr>
<tr>
<td><strong>Strategy</strong></td>
<td>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</td>
</tr>
<tr>
<td></td>
<td>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</td>
</tr>
<tr>
<td></td>
<td>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</td>
</tr>
<tr>
<td><strong>Risk Management</strong></td>
<td>a) Describe the organization’s processes for identifying and assessing climate-related risks.</td>
</tr>
<tr>
<td></td>
<td>b) Describe the organization’s processes for managing climate-related risks.</td>
</tr>
<tr>
<td></td>
<td>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</td>
</tr>
<tr>
<td><strong>Metrics and Targets</strong></td>
<td>a) Describe the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</td>
</tr>
<tr>
<td></td>
<td>b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</td>
</tr>
</tbody>
</table>

---

Striving for increased transparency

This report was prepared with content correlated to voluntary frameworks and standards established by the Task Force on Climate-Related Financial Disclosures (TCFD), IPIECA, Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals. Devon continues to strive for increased transparency on issues that are top-of-mind for our stakeholders, as we believe ESG transparency is important to building a sustainable and economically competitive company.
### IPIECA Sustainability reporting framework

The primary framework for this report is the Sustainability reporting guidance for the oil and gas industry developed by IPIECA, the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). The issues and indicators in this guidance have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

The IPIECA index identifies where the referenced data may be found in this report or other publicly available disclosures.

#### IPIECA Sustainability reporting framework (cont'd)

<table>
<thead>
<tr>
<th>IPIECA ISSUE</th>
<th>INDICATORS</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environment (cont'd)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Spills</strong></td>
<td>ENV-6: Spills to the environment</td>
<td>CCAR, SR-Emissions Overview, SR-Spill Prevention, SR-Spill Safety, SR-Performance Metrics</td>
</tr>
<tr>
<td><strong>Decommissioning</strong></td>
<td>ENV-8: Decommissioning</td>
<td>Not disclosed</td>
</tr>
<tr>
<td><strong>Safety, Health and Security</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Product Health, Safety and Environmental Risk</strong></td>
<td>SHS-5: Product stewardship</td>
<td>SW-Maintenance Management, SW-Workforce Safety, SW-Safety Data Sheets, ETHI, Philosophy Directs does not produce petroleum consumer products</td>
</tr>
<tr>
<td><strong>Process Safety</strong></td>
<td>SHS-6: Process safety</td>
<td>SW-Safety Overview, SW-Workforce Safety, SW-Safety Data Sheets, SW-Performance Metrics</td>
</tr>
<tr>
<td><strong>Security</strong></td>
<td>SHS-7: Security risk management</td>
<td>SW-Safety Overview, SW-Corporate Governance, SW-Employee Risk Management, SW-Cybersecurity, SW-Emergency Preparedness</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Human Rights Management</strong></td>
<td>SOC-1: Human rights due diligence</td>
<td>ETHI, Compliance Hotline, Statement on Human Rights, SW-Diversity, SW-Ethics and Integrity, SW-Human Rights</td>
</tr>
<tr>
<td><strong>SOC-2: Suppliers and human rights</strong></td>
<td>Statement on Human Rights, Supplier Qualification Requirements, SW-Human Rights</td>
<td></td>
</tr>
<tr>
<td><strong>SOC-3: Security and human rights</strong></td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td><strong>Labor Practices</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Labor Practices</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

#### IPIECA Sustainability reporting framework

The primary framework for this report is the Sustainability reporting guidance for the oil and gas industry developed by IPIECA, the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). The issues and indicators in this guidance have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

The IPIECA index identifies where the referenced data may be found in this report or other publicly available disclosures.

#### IPIECA Sustainability reporting framework (cont'd)

<table>
<thead>
<tr>
<th>IPIECA ISSUE</th>
<th>INDICATORS</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environment (cont'd)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Spills</strong></td>
<td>ENV-6: Spills to the environment</td>
<td>CCAR, SR-Emissions Overview, SR-Spill Prevention, SR-Spill Safety, SR-Performance Metrics</td>
</tr>
<tr>
<td><strong>Decommissioning</strong></td>
<td>ENV-8: Decommissioning</td>
<td>Not disclosed</td>
</tr>
<tr>
<td><strong>Safety, Health and Security</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Product Health, Safety and Environmental Risk</strong></td>
<td>SHS-5: Product stewardship</td>
<td>SW-Maintenance Management, SW-Workforce Safety, SW-Safety Data Sheets, ETHI, Philosophy Directs does not produce petroleum consumer products</td>
</tr>
<tr>
<td><strong>Process Safety</strong></td>
<td>SHS-6: Process safety</td>
<td>SW-Safety Overview, SW-Workforce Safety, SW-Safety Data Sheets, SW-Performance Metrics</td>
</tr>
<tr>
<td><strong>Security</strong></td>
<td>SHS-7: Security risk management</td>
<td>SW-Safety Overview, SW-Corporate Governance, SW-Employee Risk Management, SW-Cybersecurity, SW-Emergency Preparedness</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Human Rights Management</strong></td>
<td>SOC-1: Human rights due diligence</td>
<td>ETHI, Compliance Hotline, Statement on Human Rights, SW-Diversity, SW-Ethics and Integrity, SW-Human Rights</td>
</tr>
<tr>
<td><strong>SOC-2: Suppliers and human rights</strong></td>
<td>Statement on Human Rights, Supplier Qualification Requirements, SW-Human Rights</td>
<td></td>
</tr>
<tr>
<td><strong>SOC-3: Security and human rights</strong></td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td><strong>Labor Practices</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

#### IPIECA Sustainability reporting framework

The primary framework for this report is the Sustainability reporting guidance for the oil and gas industry developed by IPIECA, the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). The issues and indicators in this guidance have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

The IPIECA index identifies where the referenced data may be found in this report or other publicly available disclosures.

#### IPIECA Sustainability reporting framework (cont'd)

<table>
<thead>
<tr>
<th>IPIECA ISSUE</th>
<th>INDICATORS</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environment (cont'd)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Spills</strong></td>
<td>ENV-6: Spills to the environment</td>
<td>CCAR, SR-Emissions Overview, SR-Spill Prevention, SR-Spill Safety, SR-Performance Metrics</td>
</tr>
<tr>
<td><strong>Decommissioning</strong></td>
<td>ENV-8: Decommissioning</td>
<td>Not disclosed</td>
</tr>
<tr>
<td><strong>Safety, Health and Security</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Product Health, Safety and Environmental Risk</strong></td>
<td>SHS-5: Product stewardship</td>
<td>SW-Maintenance Management, SW-Workforce Safety, SW-Safety Data Sheets, ETHI, Philosophy Directs does not produce petroleum consumer products</td>
</tr>
<tr>
<td><strong>Process Safety</strong></td>
<td>SHS-6: Process safety</td>
<td>SW-Safety Overview, SW-Workforce Safety, SW-Safety Data Sheets, SW-Performance Metrics</td>
</tr>
<tr>
<td><strong>Security</strong></td>
<td>SHS-7: Security risk management</td>
<td>SW-Safety Overview, SW-Corporate Governance, SW-Employee Risk Management, SW-Cybersecurity, SW-Emergency Preparedness</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Human Rights Management</strong></td>
<td>SOC-1: Human rights due diligence</td>
<td>ETHI, Compliance Hotline, Statement on Human Rights, SW-Diversity, SW-Ethics and Integrity, SW-Human Rights</td>
</tr>
<tr>
<td><strong>SOC-2: Suppliers and human rights</strong></td>
<td>Statement on Human Rights, Supplier Qualification Requirements, SW-Human Rights</td>
<td></td>
</tr>
<tr>
<td><strong>SOC-3: Security and human rights</strong></td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td><strong>Labor Practices</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

#### IPIECA Sustainability reporting framework

The primary framework for this report is the Sustainability reporting guidance for the oil and gas industry developed by IPIECA, the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). The issues and indicators in this guidance have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

The IPIECA index identifies where the referenced data may be found in this report or other publicly available disclosures.

#### IPIECA Sustainability reporting framework (cont'd)

<table>
<thead>
<tr>
<th>IPIECA ISSUE</th>
<th>INDICATORS</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environment (cont'd)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Spills</strong></td>
<td>ENV-6: Spills to the environment</td>
<td>CCAR, SR-Emissions Overview, SR-Spill Prevention, SR-Spill Safety, SR-Performance Metrics</td>
</tr>
<tr>
<td><strong>Decommissioning</strong></td>
<td>ENV-8: Decommissioning</td>
<td>Not disclosed</td>
</tr>
<tr>
<td><strong>Safety, Health and Security</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Product Health, Safety and Environmental Risk</strong></td>
<td>SHS-5: Product stewardship</td>
<td>SW-Maintenance Management, SW-Workforce Safety, SW-Safety Data Sheets, ETHI, Philosophy Directs does not produce petroleum consumer products</td>
</tr>
<tr>
<td><strong>Process Safety</strong></td>
<td>SHS-6: Process safety</td>
<td>SW-Safety Overview, SW-Workforce Safety, SW-Safety Data Sheets, SW-Performance Metrics</td>
</tr>
<tr>
<td><strong>Security</strong></td>
<td>SHS-7: Security risk management</td>
<td>SW-Safety Overview, SW-Corporate Governance, SW-Employee Risk Management, SW-Cybersecurity, SW-Emergency Preparedness</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Human Rights Management</strong></td>
<td>SOC-1: Human rights due diligence</td>
<td>ETHI, Compliance Hotline, Statement on Human Rights, SW-Diversity, SW-Ethics and Integrity, SW-Human Rights</td>
</tr>
<tr>
<td><strong>SOC-2: Suppliers and human rights</strong></td>
<td>Statement on Human Rights, Supplier Qualification Requirements, SW-Human Rights</td>
<td></td>
</tr>
<tr>
<td><strong>SOC-3: Security and human rights</strong></td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td><strong>Labor Practices</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Engagement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Local Content</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reporting Frameworks continued

<table>
<thead>
<tr>
<th>SASB TOPIC</th>
<th>CODE</th>
<th>ACCOUNTING/ACTIVITY METRIC</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>DA-EP-110a.2</td>
<td>Amount of gross global Scope 1 emissions from (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions into the atmosphere</td>
<td>ISCR, CDP Climate Change, SASB Report Summary, SASB Global Change, SASB for Investors, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-110a.3</td>
<td>Discussion of long-term and short-term strategy or plan to manage Scope 1,2 emissions, emission reduction targets, and an analysis of performance against those targets</td>
<td>ISCR, CDP Climate Change, SASB Report Summary, SASB Performance Metrics, SASB Global Change, SASB for Investors</td>
</tr>
<tr>
<td><strong>Air Quality</strong></td>
<td>DA-EP-120a.1</td>
<td>Air emissions of the following pollutants: (1) NO, (2) SO, (3) VOCs, and (4) particulate matter (PM)</td>
<td>Not Disclosed</td>
</tr>
<tr>
<td></td>
<td>DA-EP-120a.2</td>
<td>Total fresh water withdrawn, total fresh water consumed, percentage of each in regions with high or extremely high baseline water stress</td>
<td>CDP Water Practice, SASB Water Management, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-120a.3</td>
<td>Percentage of produced water and flowback generated as (1) discharged, (2) injected, (3) recycled, (4) hydraulic fracture content in discharged water</td>
<td>CDP Water Practice, SASB Water Management, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-120a.4</td>
<td>Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline</td>
<td>Not Disclosed</td>
</tr>
<tr>
<td><strong>Water Management</strong></td>
<td>DA-EP-130a.1</td>
<td>Production of oil</td>
<td>ISCR, CDP Climate Change, SASB Sustainability Report, SASB for Investors, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-130a.2</td>
<td>Production of natural gas</td>
<td>ISCR, CDP Climate Change, SASB Sustainability Report, SASB for Investors, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-130a.3</td>
<td>Production of synthetic oil</td>
<td>ISCR, CDP Climate Change, SASB Sustainability Report, SASB for Investors, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-130a.4</td>
<td>Number of offshore sites</td>
<td>ISCR, CDP Climate Change, SASB Sustainability Report, SASB for Investors, SASB for Performance Metrics</td>
</tr>
<tr>
<td></td>
<td>DA-EP-130a.5</td>
<td>Number of terminal sites</td>
<td>ISCR, CDP Climate Change, SASB Sustainability Report, SASB for Investors, SASB for Performance Metrics</td>
</tr>
</tbody>
</table>

The Sustainability Accounting Standards Board (SASB) connects businesses and investors on the financial impacts of sustainability. SASB’s mission is to help businesses around the world identify, manage and report on the sustainability topics that matter most to their investors.

In response to growing investor interest in SASB, we conducted a comparative analysis using SASB indicators against our current reporting process. As of 2020, we still rely heavily on CDP Climate, CDP Water and our own materiality assessment to determine our top issues and methodologies for reporting. Various SASB indicators request different reporting methodologies but use the same underlying data raw that we use for our CDP responses. As such, Devon intends to use the SASB materiality profile for the oil and gas industry as an additional reference point when assessing sustainability issues most likely to impact our business. We will determine what additional SASB-specific measurements Devon may adopt in the future based upon future assessments.
United Nations Sustainable Development Goals

At Devon, one way we reflect on our role in society is by viewing our work through the lens of the U.N. Sustainable Development Goals, or SDGs. The SDGs are the globally agreed-upon action plan for providing affordable and clean energy, protecting our planet, and promoting peace and prosperity for all people. We identified nine SDGs for which we believe Devon makes the greatest contribution. The following table summarizes those nine SDGs and where discussion of those topics can be found in this report.

American Exploration & Production Council Framework

The American Exploration and Production Council (AXPC) is a national trade association representing the largest independent oil and natural gas exploration and production companies in the United States. To promote transparency and consistency in ESG reporting among U.S. upstream exploration and production companies, AXPC launched its voluntary ESG Metrics Framework and Template in February 2021. AXPC’s framework includes five key metrics groupings – Greenhouse Gas Emissions, Flaring, Spills, Water Use and Safety. Note, Devon’s performance data presented in this AXPC framework table may differ in scope, definition, and methodology from Devon’s reported data elsewhere in this report.

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>METRIC</th>
<th>2020</th>
<th>ADDITIONAL COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Greenhouse Gas Emissions</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>GHG Emissions (metric tons CO₂e)</td>
<td>3,033,853</td>
<td>Devon calculates our direct (Scope 1) GHG and methane emissions by including all emissions reported to the Environmental Protection Agency (EPA) pursuant to the Greenhouse Gas Reporting Program (GHGRP) for onshore production and gathering and boosting assets under our operational control, as well as emissions subject to the GHGRP that fall below the basin-level reporting threshold. AXPC GHG and methane emissions, as shown here, include only emissions for onshore production and gathering and boosting assets that are reportable under the GHGRP and, therefore, exclude emissions that fall below the basin-level reporting threshold.</td>
</tr>
<tr>
<td></td>
<td>GHG Intensity</td>
<td>13.21</td>
<td></td>
</tr>
<tr>
<td></td>
<td>GHG Emissions (metric tons CO₂e)/Gross Annual Production As Reported Under Subpart W (MBoe)</td>
<td>15.21</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Percent of GHG Emissions Attributed to Gathering and Boosting Segment</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Methane Emissions (metric tons CH₄)</td>
<td>19,229</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Methane Intensity</td>
<td>0.07</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Methane Emissions (metric tons CH₄)/Gross Annual Production - As Reported Under Subpart W (MBoe)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Percent of Methane Emissions Attributed to Gathering and Boosting Segment</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Flaring</td>
<td>12,355,077</td>
<td>Devon accounts for spills of produced oil, produced water and recycled water handled in our operations. Devon’s spill performance, as shown here, includes spills greater than or equal to 1 barrel for legacy WPX and spills reportable to an regulatory agency or that occurred offline for legacy Devon.</td>
</tr>
<tr>
<td></td>
<td>Gross Annual Volume of Flared Gas (Mcf)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Percentage of gas flared per Mcf of gas produced</td>
<td>1.48%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Volume of gas flared per barrel of oil equivalent produced</td>
<td>0.041</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Spills</td>
<td>0.095</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Spill Intensity</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Produced Liquids Spilled (Bbl)/Total Produced Liquids (MMBbl)</td>
<td>0.095</td>
<td></td>
</tr>
</tbody>
</table>

Overview  Environment  Safety  Governance  Social  Workforce  Reporting
### American Exploration & Production Council Framework continued

**TopIC** | **METRIC** | **2020** | **ADDITIONAL COMMENTS**
--- | --- | --- | ---
**Water Use** | Fresh Water Intensity | | 0.081 |
| Fresh Water Consumed (Bbl)/Gross Annual Production (Bbl) | | | 0.36 |
| Water Use Rate | | 37.6% |
| Fresh Water Consumed (Bbl)/Total Water Consumed (Bbl) | | 13.4% |
| Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Metrics, or other comparable tool or methodology to determine the water stressed areas in your portfolio? | | Yes |

**Supporting Data**

| Gross Annual Oil Production ($Bk) | 563,455,652 |
| Gross Annual Gas Production (Mcf) | 26,619,719 |
| Gross Annual Production (Bbl) | 251,832,262 |
| Gross Annual Production (Mibl) | 251,885,278 |
| Gross Annual Production - As Reported Under Subpart W (Mibl) | 262,613 |
| Total Produced Liquids (MBoe) | 504,893 |
| Produced Liquids Spilled (Bbl) | 7,585 |
| Fresh Water Consumed ($Bk) | 30,025,516 |
| Recycled Water (Bbl) | 331,468,485 |
| Total Water Consumed ($Bk) | 96,448,240 |
| Employee OSHA Recordable Cases | 9 |
| Contractor OSHA Recordable Cases | 55 |
| Combined OSHA Recordable Cases | 64 |
| Annual Employee Workhours | 4,957,528 |
| Annual Contractor Workhours | 24,107,369 |

**Safety**

**Summary**

- Devon calculates our water consumption by including volumes that were consumed downstream during completion activities.
- Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Metrics, or other comparable tool or methodology to determine the water stressed areas in your portfolio?
- Yes

**Disclaimer**

This report contains terms, standards and reporting metrics used by IPIECA, Task Force on Climate-related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) and United Nations’ Sustainable Development Goals (UNSDG), together with IPIECA, TCFD and SASB, the “Framework(s)”. The contents of this report reflect good faith and are based only and may not be comprehensive in scope or coverage, including as to such Frameworks. Devon does not intend to and is not endorsing or adopting phrases, specific terms or recommendations from the Frameworks. Non-financial and non-GAAP information, such as that included in this report, is subject to more potential limitations than financial information, given the methods used for calculating or estimating such information. Devon does not make any express or implied representations or warranties and shall not assume any liability whatsoever for providing guidance or using these Frameworks, or for any errors, mistakes or omissions in this report.

Additionally, the concept of materiality used in this report is not intended to correspond to the concept of materiality associated with the disclosures required by the U.S. Securities and Exchange Commission (the “SEC”). Please refer to our 2020 Annual Report on Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. This report does not distinguish between the activities and operations of our ultimate parent company (Devon Energy Corporation) and those of our subsidiaries.

This report includes “forward-looking statements” as defined by the SEC and federal securities laws. Any statement that is not a historical statement of fact should be treated as a forward-looking statement. Such statements include, without limitation, statements that relate to the manner in which Devon intends to conduct certain of its activities, based on management’s current plans and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control. See the “Risk Factors” section of our most recent Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. This report does not distinguish between the activities and operations of our ultimate parent company (Devon Energy Corporation) and those of our subsidiaries.

This report includes “forward-looking statements” as defined by the SEC and federal securities laws. Any statement that is not a historical statement of fact should be treated as a forward-looking statement. Such statements include, without limitation, statements that relate to the manner in which Devon intends to conduct certain of its activities, based on management’s current plans and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control. See the “Risk Factors” section of our most recent Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. This report does not distinguish between the activities and operations of our ultimate parent company (Devon Energy Corporation) and those of our subsidiaries.

This report includes “forward-looking statements” as defined by the SEC and federal securities laws. Any statement that is not a historical statement of fact should be treated as a forward-looking statement. Such statements include, without limitation, statements that relate to the manner in which Devon intends to conduct certain of its activities, based on management’s current plans and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control. See the “Risk Factors” section of our most recent Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. This report does not distinguish between the activities and operations of our ultimate parent company (Devon Energy Corporation) and those of our subsidiaries.

This report includes “forward-looking statements” as defined by the SEC and federal securities laws. Any statement that is not a historical statement of fact should be treated as a forward-looking statement. Such statements include, without limitation, statements that relate to the manner in which Devon intends to conduct certain of its activities, based on management’s current plans and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control. See the “Risk Factors” section of our most recent Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. This report does not distinguish between the activities and operations of our ultimate parent company (Devon Energy Corporation) and those of our subsidiaries.

This report includes “forward-looking statements” as defined by the SEC and federal securities laws. Any statement that is not a historical statement of fact should be treated as a forward-looking statement. Such statements include, without limitation, statements that relate to the manner in which Devon intends to conduct certain of its activities, based on management’s current plans and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control. See the “Risk Factors” section of our most recent Form 10-K and our other filings with the SEC for information about the risks and uncertainties to our business and operations, and our industry in general. This report also incorporates a greater number of estimates and assumptions than many of our required disclosures, as well as longer time frames. This means that many of the matters discussed in this report are not, or currently cannot be ascertained to be, “material” as that term is defined by the U.S. federal securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report. Moreover, given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.