

# 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.

**NET ZERO**

GHG EMISSIONS FOR SCOPE 1 & 2 BY 2050

**90%**

NON-FRESHWATER USAGE, FOR COMPLETIONS IN MOST ACTIVE DELAWARE BASIN OPERATING AREAS

**50%**

REDUCTION IN GHG EMISSIONS INTENSITY FOR SCOPE 1 & 2 BY 2030

**0.5%**

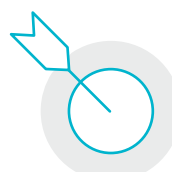
OR LOWER FLARING INTENSITY BY 2025

**65%**

REDUCTION IN METHANE EMISSIONS INTENSITY BY 2030

**ELIMINATE**

ROUTINE FLARING BY 2030



## ANNUAL ASSESSMENT

OF DEVON CONTRACTORS IN KEY ESG PERFORMANCE AREAS BY 2023

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## Environmental

- Reduced Scope 1 and 2 GHG emissions 14% and methane emissions by 47% in 2020 compared to 2019.

Direct and Indirect GHG Emissions (Scope 1 and 2) (million tonnes CO<sub>2</sub>e)



Methane (million tonnes CO<sub>2</sub>e)



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

- Reduced flared volume intensity by 33% in 2020 compared to 2019.

Flaring Intensity (% of natural gas produced)



- Used approximately 37 million barrels of recycled water in 2020. Over 150 million barrels of recycled water used since 2015.

- 17 consecutive years of climate reporting to CDP.\*

- 8 consecutive years of water reporting to CDP (since inception).\*

- Continued track record of increasing transparency on climate change through our 2020 Climate Change Assessment Report.\*

\* Legacy Devon

## 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.

## 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.

## 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 2020 Political Activity and Lobbying Report.

- Engaged with approximately 100 governance representatives of institutional investors representing more than 46% of outstanding shares.

## 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.