



# STAKEHOLDER ENGAGEMENT

Oxy engages with stakeholders through a range of established channels to foster transparency, collaboration and mutual understanding. The engagement methods presented below reflect our typical approach; however, specific activities may evolve over time based on business priorities, regulatory developments and the needs and expectations of our stakeholders. The table below provides a summary of how we engage with our key stakeholder groups.

| Stakeholder Group                         | Purpose of Engagement                                                                                                                                                                                                                                                                         | How We Engage                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Civic and Non-Profit Organizations</b> | <ul style="list-style-type: none"><li>• Address community needs and social development goals</li><li>• Support Oxy's social investment and charitable giving priorities</li><li>• Tackle challenges collaboratively</li><li>• Leverage collective expertise to enhance local impact</li></ul> | <ul style="list-style-type: none"><li>• Collaborative program design and implementation with partners delivery</li><li>• Strategic sponsorships, grants and in-kind support aligned with community investment priorities</li><li>• Collaboration on conservation and environmental initiatives</li><li>• Support for disaster relief and emergency response efforts</li><li>• Employee volunteering programs</li><li>• Multi-stakeholder advisory committees participation</li></ul> |
| <b>Colleges and Universities</b>          | <ul style="list-style-type: none"><li>• Foster research and innovation in climate, energy, and sustainability</li><li>• Develop future workforce skills</li><li>• Build talent pipelines in technical fields</li></ul>                                                                        | <ul style="list-style-type: none"><li>• Joint research grants and partnerships in energy, climate and sustainability topics</li><li>• Sponsorship of academic conferences, competitions, and events</li><li>• Internship and co-op programs</li><li>• Guest lectures and collaborative studies</li></ul>                                                                                                                                                                             |
| <b>Customers</b>                          | <ul style="list-style-type: none"><li>• Deliver safe, reliable, and sustainable products</li><li>• Collaborate on innovation and low-carbon solutions</li><li>• Build strong, long-term relationships</li></ul>                                                                               | <ul style="list-style-type: none"><li>• Direct account management</li><li>• Industry forums and trade shows</li></ul>                                                                                                                                                                                                                                                                                                                                                                |



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| Stakeholder Group                                       | Purpose of Engagement                                                                                                                                                                                                                                                             | How We Engage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees</b>                                        | <ul style="list-style-type: none"><li>• Ensure understanding of Oxy's strategy, safety expectations, and sustainability goals</li><li>• Foster inclusion, integrity, and continuous improvement</li><li>• Gather feedback to improve workplace practices and operations</li></ul> | <ul style="list-style-type: none"><li>• Town halls with leadership and open-door sessions</li><li>• Quarterly virtual updates with the CEO and Leadership Team</li><li>• Internal newsletters and intranet updates</li><li>• Targeted training programs (safety, environment, compliance and voluntary community ambassadors)</li><li>• Employee Resource Groups participation (voluntary)</li><li>• Employee engagement surveys (voluntary)</li><li>• Recognition programs</li><li>• Internal conferences and summits</li></ul> |
| <b>Government and Policy Makers</b>                     | <ul style="list-style-type: none"><li>• Maintain regulatory compliance</li><li>• Support energy, climate, and environmental policies</li><li>• Build constructive operational relationships</li></ul>                                                                             | <ul style="list-style-type: none"><li>• Regulatory reporting, permitting processes, and audits</li><li>• Public hearings and consultations</li><li>• Direct briefings to ministries and agencies</li><li>• Policy working groups and public-private partnerships</li></ul>                                                                                                                                                                                                                                                       |
| <b>Industry and Sustainability-Related Associations</b> | <ul style="list-style-type: none"><li>• Shape industry standards and best practices</li><li>• Collaborate on sector sustainability challenges</li></ul>                                                                                                                           | <ul style="list-style-type: none"><li>• Membership in industry and sustainability-related associations</li><li>• Participation in technical working groups and governance committees</li><li>• Joint reports and frameworks</li><li>• Multistakeholder dialogue platforms</li></ul>                                                                                                                                                                                                                                              |



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|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Investors</b>         | <ul style="list-style-type: none"><li>• Provide transparent financial, sustainability and climate strategy updates</li><li>• Respond to investor questions and feedback</li><li>• Demonstrate robust governance and risk management</li></ul>        | <ul style="list-style-type: none"><li>• 10-K Annual Report, Proxy Statement and other securities filings</li><li>• Quarterly earnings calls and investor days</li><li>• Investor-focused roadshows</li><li>• Sustainability Report</li><li>• Off-season, one-on-one shareholder meetings</li></ul>                                                                                                                                                                          |
| <b>Local Communities</b> | <ul style="list-style-type: none"><li>• Build trust and maintain license to operate</li><li>• Keep communities informed about operational plans</li><li>• Address local questions or concerns</li><li>• Support local/regional development</li></ul> | <ul style="list-style-type: none"><li>• Community meetings and open houses prior to and during projects</li><li>• Site tours and multilingual outreach as applicable</li><li>• Digital platforms, flyers and radio communications</li><li>• Community response lines and feedback mechanisms</li><li>• Providing regular updates on environmental performance and monitoring</li><li>• Supporting development initiatives aligned with local needs and priorities</li></ul> |
| <b>Suppliers</b>         | <ul style="list-style-type: none"><li>• Uphold safety, quality, human rights and ethical conduct</li><li>• Promote local content and economic development</li><li>• Strengthen supplier capabilities and resilience</li></ul>                        | <ul style="list-style-type: none"><li>• Supplier Code of Conduct and related company policies</li><li>• Prequalification compliance checks</li><li>• Health, safety, environmental and sustainability reviews and onboarding</li><li>• Performance audits and vendor development programs</li><li>• Transparent procurement processes</li></ul>                                                                                                                             |