



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



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



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