



Report Summary



Performance Targets and Progress

Devon's ambitious environmental performance targets focus on further reducing the carbon intensity of our operations, minimizing freshwater use and engaging constructively with our value chain.

SEE OUR PROGRESS ON PAGE 8



Other ESG-Related Publications



2021 CLIMATE CHANGE ASSESSMENT REPORT



2022 POLITICAL ACTIVITY & LOBBYING REPORT

Environmental



- Reduced Scope 1 and Scope 2 location-based GHG emissions 19% and methane emissions 13% in 2021 compared to 2020.

Direct and Indirect GHG Emissions (Scope 1 and Scope 2 location-based)
(million tonnes CO₂e)



Methane (million tonnes CO₂e)



- Reduced Scope 1 and Scope 2 location-based GHG emissions intensity 19% and methane emissions intensity 16% in 2021 compared to 2020.

- Reduced flared volume intensity by 36% in 2021 compared to 2020.

Flaring Intensity (% of natural gas produced)



- Used 61 million barrels of recycled water in 2021, an increase of 65% compared to 2020.

- Became a founding sponsor of the Gas Technology Institute (GTI) Veritas initiative and joined the Oil & Gas Methane Partnership (OGMP 2.0).

- Enhanced our voluntary leak detection and repair (LDAR) program by committing to survey all of our producing assets with OGI cameras annually and an advanced aerial methane screening technology semi-annually, as well as installing continuous monitoring at 20% of our production in 2022.

- Set 2022 standalone emissions reduction goal that accounts for 15% of the overall corporate scorecard.

Safety & Security



- Shared our safety culture with over 400 field-based employees and contractors in our Hearts and Minds workshops and onboardings.

36% Reduction in our Serious Incident and Fatality (SIF) Recordable Rate in 2021 compared to 2020.

- Prepared to implement an ESG module in our Veriforce contractor compliance questionnaire to gauge our contractors' alignment with our ESG priorities.

- Set 2022 corporate safety goals that account for 50% of the company's ESG goal or 7.5% of the overall corporate scorecard.



Social

- Invested nearly \$3 million in STEM Education in 2021, an increase of 255% compared to 2020.

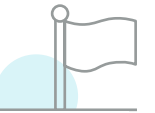
- Opened 108 STEM centers across our operating areas in partnership with the Cal Ripken, Sr. Foundation.

- Impacted 80,200 students and 1,350 teachers through our STEM investments.

- Pledged up to \$20 million for humanitarian efforts in Ukraine.

- Increased our Inclusion and Equity Grants to \$268,000 for 19 organizations in Oklahoma City and the Delaware Basin in southeast New Mexico for 2022.

Governance



- Increased board engagement and oversight of environmental targets and strategy, diversity, equity and inclusion (DEI) and other ESG matters.

- 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 constructively with federal and state regulators, diverse stakeholders and thought leaders to broaden our perspectives on key public policy issues.



Workforce

- Enhanced our paid time off practices to encourage and support employees to take time off for health, personal and family needs.

- Increasing professional and leadership learning opportunities grounded in Devon's values and employee feedback.

- Set a corporate performance scorecard goal to develop new relationships with charitable organizations involved in DEI programming.

- Increased transparency by disclosing our annual U.S. Equal Employment Opportunity (EEO-1) Report.