

Statement on Human Rights

Human Rights

Devon operates its business in a manner that is consistent with human rights expectations, including the philosophy expressed in the Universal Declaration of Human Rights. Devon strongly endorses that recognition of the inherent dignity of all members of the human family is the foundation of freedom, justice and peace. Our core values embrace both social progress and economic growth, consistent with the United Nations Guiding Principles on Business and Human Rights. We are also guided by the International Labor Organization's Declaration of Fundamental Principles and Rights at Work and adhere to the principles of internationally recognized human rights regarding the (i) protection of minority rights, including women's rights and the rights of indigenous people, and (ii) prohibition on child labor, human trafficking and slavery, forced labor and discrimination in the workplace. Devon's commitment to protect human rights is reflected in our [Code of Business Conduct and Ethics](#) (our "Code"), Environmental, Health and Safety Policy, Corporate Giving Policy and Supplier Qualification Requirements.

Devon incorporates human rights considerations in all relevant business decisions and, as a U.S. domestic company with assets solely in the U.S., prioritizes compliance with all federal and state requirements to protect human rights. Devon is committed to the health and safety of our employees, contractors and communities and to being a responsible steward of the air, land and biodiversity value across our operations. We are part of the communities in which we operate and actively engage with community members to understand the safety, environmental and human rights impacts of our operations. Where appropriate, we engage in risk identification for new business opportunities and perform high-level human rights risk assessments within our operations to identify and address potential human rights issues and consult with those who may be affected, including indigenous peoples. We take steps to maintain positive and productive relationships with indigenous communities, including utilizing indigenous-owned businesses for local employment needs and investing back into indigenous communities through community events and improvement projects. Devon respects the significance of indigenous heritage and culture and works with indigenous communities to understand issues of concern. Where appropriate, we engage third parties to help assess our projects to prevent impact to cultural sites and sensitive wildlife habitat. Among other steps that Devon has taken, Devon formed a Biodiversity Council comprised of Devon personnel to develop strategies, protocols and standards focused on preserving or restoring biodiversity value across our operations. We believe that access to water is a human right and strive to minimize our impact on air, as demonstrated by our emissions reduction targets, including our ambition to achieve net zero Scope 1 and 2 GHG emissions by 2050.

Devon is also committed to supporting and strengthening vibrant, safe and educated communities in areas where we operate. Through our Corporate Giving Policy, we focus our resources where we can have the greatest impact and on programs that align with our values and business goals, including diversity, equity and inclusion, community development, education, arts and culture, social services, environment and conservation. Working to improve the overall quality of life in the communities where we do business makes us a stronger community.

One of the ways in which Devon implements its human rights commitment is through our Code, which provides guidance on human rights issues such as non-discrimination, anti-harassment and equal employment

opportunities. In addition to other training programs of the Company, Devon requires all employees to complete periodic training sessions on various aspects of our Code through an annual certification process. We continuously evaluate ways to enhance awareness of human rights issues and engage with our key stakeholders to continue to improve our approach.

Devon's employees who engage in our business activities are required to conduct such activities in accordance with the goals and principles set forth herein. Our contractors and suppliers are expected to enter into our standard Supplier Agreements whereby they agree to comply with Devon's comprehensive Supplier Qualification Requirements, which include a list of Devon policies, including this Statement, that approved suppliers must adhere to during the performance of any work. Devon expects that its vendors and suppliers adopt and adhere to internationally recognized human rights standards. In addition, Devon's suppliers that are party to our standard supplier agreements are obligated to comply with applicable laws and regulations, including human rights standards, and we reserve the right to audit our vendors' performance in this area.

Our 24-hour Ethics & Compliance Helpline is available for any stakeholder to report concerns regarding potential violations of our Code, including any adverse human rights impacts. Should any risks be identified, Devon will investigate, address and respond to such concerns. Violations of our human rights standards are serious offenses that may result in termination, penalties or other legal remedies. We are committed to remaining proactive in our ability to address adverse human rights impacts that may arise.

This document was approved by Dennis Cameron, Executive Vice President and General Counsel of Devon.