



# Social

Our commitment to social responsibility supports the safety and well-being of our people and the communities where we operate. We are proud of both our results and how we achieve them.

Protecting and valuing our workforce, strengthening the communities we call home and working in partnership to build a sustainable future together, are not only the right things to do, but they drive better business outcomes.

# Community Relations

Strong relationships with the communities where we operate are essential to how we do business. Team members engage directly with residents, governments and other stakeholders to answer questions, share information about our operations and plans, and listen to community perspectives. We focus on timely, respectful responses to community concerns.

## Our Approach

- Tailoring engagement to local needs and priorities
- Participating in community meetings and events
- Supporting and collaborating with local first responders
- Responding to questions and concerns promptly and respectfully

Strong community relationships support business model resilience by enabling predictable operations, informed planning and long-term access to resources across our operating areas.

## Connecting with Stakeholders and Communities

We build strong relationships with the communities where we operate by showing up with respect, listening carefully and acting responsibly. Guided by local context and community feedback, we focus on early, open engagement and work to reduce the impacts of our operations through education, innovation and proactive planning.

<b>Identify and Understand</b>	We identify key stakeholders in our operating areas and build trusted relationships to understand local priorities, concerns and context. Our team members engage directly with residents, governments and other stakeholders to listen and learn about what matters most in the communities where we operate.
<b>Develop</b>	We develop tailored approaches that combine local knowledge with proactive planning to reduce community impacts. We reinforce expectations for respectful conduct through our Courtesy Matters® program, which applies to employees and suppliers across all stages of our operations.
<b>Partner</b>	We collaborate with community groups, industry associations and local first responders, and take part in community-based meetings and events. Where appropriate, we build longer-term relationships through engaging beyond regulatory requirements and by aligning community investment with local priorities.
<b>Communicate and Respond</b>	We maintain ongoing two-way communication through team members in our operating areas who share information and respond to questions about our activities. We also offer a community relations hotline for concerns such as noise, light, traffic and dust, and address all reports promptly and respectfully.

Examples of how we connect with, and give back to, the communities where we operate include:

- Annual clean-up efforts with key partners and communities
- Annual Dawson Creek Stakeholder BBQ
- Community information sessions
- Annual Oklahoma safety symposium to provide oilfield safety training to local law enforcement
- Ongoing tours for regulators, policy staff, elected officials and Indigenous partners to facilitate a broader understanding of our industry and showcase our approach to safety, innovation and development



## Courtesy in Action: Strong Communications, Safer Operations

At Ovintiv, how we operate matters as much as what we produce. Our wet sand operation at the J and K Farm in Martin County, Texas, shows how community input can shape safer, lower-impact outcomes.

Early in the project, landowners raised concerns about traffic safety near a busy highway. In response, Ovintiv worked with landowners and the Texas Department of Transportation to relocate the site entrance, improving visibility and reducing risk for the public and our drivers. While the change required additional investment and delayed production, it reflected our commitment to lead with safety.



The wet sand process also helped address traffic and dust concerns. By sourcing sand in closer proximity to active operations, hauling distances and truck traffic were reduced. Handling sand in a wet state also significantly lowered dust generation, improving health and safety conditions for workers on site while minimizing off-site impacts.

Ongoing engagement with landowners was central throughout the project. Regular conversations ensured concerns were addressed, decisions were understood, and trust was built over time.

By adapting our plans and working closely with stakeholders, Ovintiv delivered a solution that supports community well-being while strengthening operational performance.

# Community Investment

Our responsibility begins in the communities where we live and work. Through targeted community investment, we focus on building safer, stronger, and more resilient communities.

## Our Approach

- Support organizations that align with our three priority areas: Safety, Education and Community Wellness.
- Partner with charitable organizations and community initiatives across our North American operating areas
- Empower employees to give back through donation matching, volunteer rewards and leadership grants

Our community investment approach supports business model resilience by addressing local priorities, supporting social license, and contributing to the long term success of both Ovintiv and the communities we serve.

## Our Priority Areas



### Safety

We support programs and initiatives that advance safety and emergency response capabilities in the communities where we operate.



### Education

We support programs that build skills for the future workforce and expand access to education and training—particularly for marginalized groups.



### Community Wellness

We support programs and initiatives that address basic needs and improve the status of healthcare and mental health outcomes.

## Fueling Stronger Communities

Each year, our community investment efforts reflect the breadth of our engagement across the communities where we operate, supporting local needs through hands-on initiatives and regional collaboration. From participating in Habitat for Humanity builds, to advancing Science,

Technology, Engineering and Mathematics education, to supporting food banks and shelters, our employees show up in meaningful ways. We also contribute through broader regional collaboration as a member of the Permian Strategic Partnership, advancing shared priorities in education, healthcare, safety and workforce development across the Permian Basin.

## Community Investment Highlights



### Safety: Supporting Community Preparedness

Safe operations extend beyond our sites and into the communities where we work. Ovintiv invests in community infrastructure that supports emergency readiness and helps build resilience over the long term.

In 2025, our community investment supported the upkeep of multi-use facilities in the Montney that can serve as safe, reliable gathering places and emergency reception centers when needed. We also strengthened emergency response capabilities across our Canadian operating area by supporting STARS air ambulance and in all of our operating areas by supporting local fire departments, helping ensure timely, effective response in remote and rural regions.



### Community Wellness: Addressing Food Insecurity Together

In 2025, Ovintiv brought employees together through a company-wide food drive to help address food insecurity in the communities where we live and work. The three-week campaign encouraged broad participation across our corporate and field teams, with donations directed to more than six local food banks in the U.S. and Canada. Friendly, participation-based team challenges reinforced collaboration while translating collective effort into meaningful community support. In 2025, employees also rallied around signature community initiatives such as the Boomtown Showdown in Midland, Texas and the Race Against Hunger in Dawson Creek, British Columbia, further extending Ovintiv's collective efforts to support local food programs and strengthen community connections.



### Education: Building Skills for the Future

Ovintiv has invested in Northwestern Polytechnic's postsecondary campus in Grande Prairie, Alberta, through the creation of the Ovintiv Tool Hub, a dedicated skilled-trades training space. The hub is designed to provide students with access to modern tools and hands-on learning in high-demand trades. The investment supports Northwestern Polytechnic's Skilled Trades Expansion by strengthening industry-replicable training environments and helping equip students with practical experience needed for the workforce.

**“Nurturing the trades workforce supports industry, communities and builds a secure and sustainable energy future.”**

**Kim Williams**

**VICE PRESIDENT & GM, CANADIAN OPERATIONS**

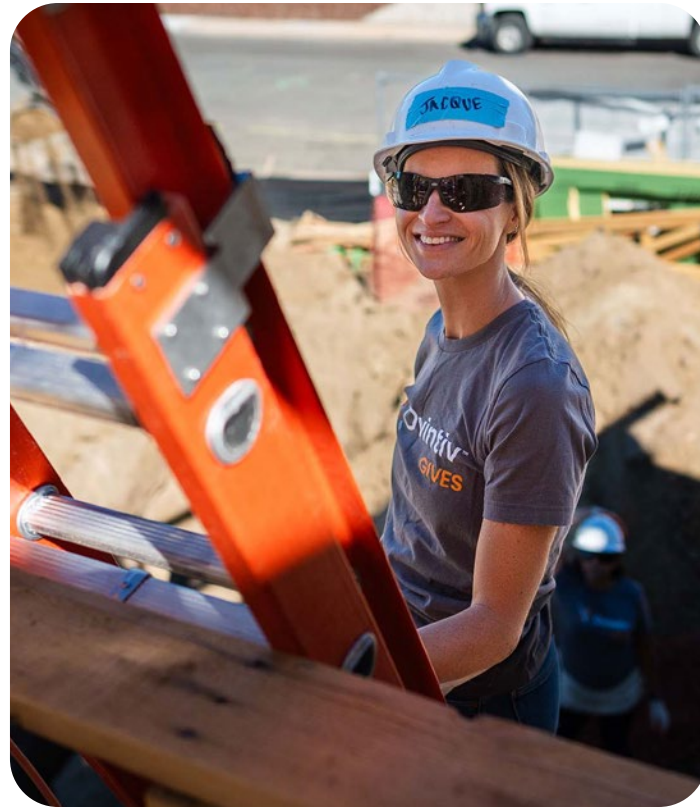
# Empowering Employee Generosity

Ovintiv Gives, our workplace giving program, matches employee charitable contributions dollar-for-dollar up to \$25,000 per employee per year.

Our commitment to social responsibility includes empowering our people to make impactful change. Whether it is rolling up our sleeves to volunteer in local neighborhoods or rallying for a cause, our employees look for ways to make life better in our communities. By supporting the causes that matter most to our employees, we strengthen our culture of giving back and extend our impact in the communities where we operate.

## Volunteer and Leadership Rewards

To recognize our employees' commitment to their communities and support their passions, we have introduced the Ovintiv Gives Volunteer and Leadership Rewards program. Employees who volunteer their time can be rewarded with a grant of up to \$500 for the charity or not-for-profit of their choice. Additionally, to recognize and cultivate leadership, employees who serve on boards such as school parent-teacher associations, sports leagues and more are eligible to receive a \$500 charitable grant for that organization each calendar year.



## Partnerships in Action: Connecting Communities to Conservation

In 2025, Ovintiv marked 20 years of sustainability reporting by awarding Ovintiv Sustainability Conservation Grants, investing in community-based conservation and environmental education across our operating areas. Through this initiative, Ovintiv awarded \$20,000 grants to three organizations supporting local ecosystems and hands-on learning opportunities for youth and families, including Sibley Nature Center, the Boreal Wetlands Centre, and Delta Waterfowl. These partnerships help connect the next generation to nature while fostering long-term environmental stewardship in the communities where we operate.



## Helping Children Thrive

Ovintiv supports communities where they need it most by investing in children's hospitals and pediatric care programs through collaboration, care and long-term impact. As a member of the Permian Strategic Partnership, we helped advance regional healthcare in 2025 by supporting the launch of the Texas Tech Health Sciences Center Pediatric Residency Program, the first of its kind in the Permian Basin. By training pediatricians locally, the program strengthens access to specialized care for children and families across the region.

At the same time, Ovintiv employees continue to embrace volunteering, fundraising and learning initiatives through our three-year commitment to Alberta Children's Hospital, Children's Colorado and Texas Children's Hospital. These partnerships place a strong emphasis on youth mental health. In 2025, we served as the presenting sponsor of Crescendo, a Calgary event dedicated to raising awareness and support for youth mental health, alongside sustained investment in pediatric mental and behavioral health programs.

Employees also had the opportunity to learn from leading experts in pediatric mental health through a lunch and learn focused on how parents can support their child's mental and physical health in sports. In addition, our ongoing financial and volunteer support for Ronald McDonald House Charities helps families navigate pediatric healthcare journeys, which often carry significant mental-health impacts.

In 2025, our employees leveraged Ovintiv's charitable donation match program, providing a positive impact in the communities where we live and work.



**>2.2 MM**  
donated with  
company match



**>900**  
charities  
supported



**~3,100 hours**  
volunteered

# Indigenous Relations

We recognize the unique rights of Indigenous Peoples consistent with the principles set out in the UN Declaration on the Rights of Indigenous Peoples.

As some of our operations occur on traditional or ancestral land, it is important that we foster a respectful and mutually beneficial relationship with these communities through actively addressing concerns and considering potential operational impacts. By investing in, and working closely with, our Indigenous partners, we build a strong reputation, while mitigating planning and operational risks.

## Our Approach: Our Indigenous Commitment

Our Indigenous Commitment outlines four key principles—Community, Connect, Partner and Action—that guide our efforts to support Indigenous inclusion and opportunity.



This principle-based approach is grounded in the traditional Indigenous Medicine Wheel. The traditional wheel represents the interconnectedness of the natural world and how all things grow and work together. The Medicine Wheel reminds us that we need to balance all four principles of being—the spiritual, emotional, physical, and mental. Similar to the Medicine Wheel, our Indigenous Commitment reflects a holistic and ongoing approach rather than a linear process, striking a balance between each of the four principles.

### Community

We are committed to building strong and respectful relationships with our Indigenous partners. At Ovintiv, fostering trusted and transparent dialogue with the Indigenous communities across our operating areas is part of our culture and how we operate.

### Connect

We recognize the importance of preserving Indigenous culture. We partner with local organizations, engage leaders, and participate in community programs. We also provide cultural awareness training to employees and offer staff opportunities to gain new perspectives on Indigenous ways of thinking and doing. In Canada, we are committed to doing our part toward reconciliation with Indigenous Peoples as outlined in the Truth and Reconciliation Commission of Canada recommendations.

### Partner

Our relationships with American Indian Tribes and Canadian First Nations in the areas where we operate have been built over time and are defined by our mutual commitment to building resilient Indigenous communities.

### Action

We are committed to creating economic benefit through action, employment and respect of applicable tribal ordinances. From enhancing inclusiveness within our supply chain and hiring practices to making meaningful, strategic investments, we are working to ensure Indigenous-led companies have access to economic opportunities within our operations.

## Our Commitment in Action

### Meaningful Dialogue Through Field Tours

Field tours provide a unique opportunity for Ovintiv staff to offer a local perspective of oil and natural gas operations and bring to life the reality of resource development, including our efforts to manage our impacts on the air, land and water, while fostering meaningful dialogue with our Indigenous partners. We learn about their interests, knowledge and concerns while providing our own insights and awareness of the areas where we operate.



### Preserving and Celebrating Indigenous Culture

As part of our ongoing efforts to connect with our Indigenous communities and partners, each year we participate in events such as Doig River First Nations' Doig Day, Aboriginal Awareness Week in Calgary, Sturgeon Lake Cree Nation Powwow and Aseniwuche Winewak Culture Camp. In 2025, we celebrated, sponsored and participated in the inaugural Cultural Gathering of Nations in Dawson Creek, British Columbia. This vibrant event brought together Nations from all over Western Canada, featuring hand-games, a Powwow, cultural teachings and Indigenous artisans.



## Indigenous Awareness Training

We are committed to providing all staff with opportunities to engage with and learn about the cultural significance and contributions of Indigenous Peoples to promote greater understanding of our shared history. In addition to internal Indigenous awareness training, we also provide opportunities for employees to engage directly with Indigenous communities and their members to enable further dialogue and deepen employees' understanding of Indigenous history, cultural distinctions and nekaneew meeskanas (forward path).



## Capacity Building and Education

We support Indigenous inclusion through employment and procurement strategies, opportunities for training and capacity building.

Education is a cornerstone of our Indigenous strategy, delivering long-term benefits to communities. Ovintiv is proud to provide bursaries, along with books and supplies, to Indigenous students pursuing postsecondary education in Canada. We also work closely with Indigenous and Tribal leaders to identify education programs that help build strong, healthy communities.



In Canada, Ovintiv has supported Indigenous learning for several years with a total annual commitment of C\$66,000 over four educational institutions, including the University of Alberta, UBC Sauder School of Business, Northwestern Polytechnic and Northern Lights College. Our scholarships are open to students who are Indigenous (First Nations, Métis and Inuit) to Canada, with a preference given to local students.

## Partnering to Protect Culturally Significant Fungi

In alignment with Ovintiv's Indigenous Commitment, we incorporated input from Indigenous partners into project planning by expanding our Wildlife, Wetland and Watercourse assessments to include culturally significant fungi, such as diamond willow fungus and chaga. Based on feedback from First Nations in Alberta and British Columbia, we implemented a process for field assessors to identify and, where appropriate, salvage fungi for Nations or notify Nations so they could harvest directly. This approach led to the successful salvage and delivery of diamond willow fungus from a proposed pipeline right-of-way in Alberta, demonstrating how Indigenous Knowledge is shaping Ovintiv's on-the-ground environmental practices.



**“This work reflects our approach to responsible development—listening early, respecting Indigenous Knowledge, and adapting our plans to reflect what matters to the communities where we operate. When we take the time to meaningfully engage and act on what we hear, we achieve better outcomes on the ground.”**

**Tyson Pylypiw**  
INDIGENOUS RELATIONS MANAGER

# Our People and Culture

Our success is a direct result of the talent of our team and our inclusive culture which enables sharing of ideas and collaboration toward common goals.

As a sustainability priority, human capital management underpins how we build capability, support our people and maintain a resilient organization over the long term.

## Our Approach

- Strengthen our inclusive culture so everyone has equitable opportunity for success
- Promote collaboration to enable networking, development, innovation and improved outcomes
- Deliver market-competitive pay and benefits and provide pay-for-performance opportunities
- Invest in growth, learning and career progression through a flexible career development approach
- Attract, develop and retain diverse talent for the future
- Support long-term resilience and sustainability through succession planning and leadership continuity

Investing in our people and leadership pipeline strengthens Ovintiv's long-term resilience by ensuring continuity of expertise, adaptability to change and sustained operational excellence.

## Building on our Inclusive Culture

Ovintiv strives to provide equity of opportunity across recruitment, career development, promotion, training and rewards. Through voluntary employee and gender-equity surveys, we deepen our understanding of our workforce

and use these insights to better support inclusion. As awareness grows, we continue to invest in resources that help create a workplace where everyone feels accepted and has the opportunity to succeed.

The following snapshot provides a high-level view of our workforce demographics:

<b>1,465</b> Employees	<b>43 years</b> Average Age	<b>~10 years</b> Average Tenure	<b>3.5%</b> Voluntary Turnover	<b>30.9%</b> Women in Total Workforce
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# Employee Engagement

We engage our employees by listening, building meaningful connections and providing access to leadership. Collaboration is central to our culture, creating opportunities for people to connect, develop, innovate and improve how we work.

## Learning From Our Employees

Listening to and learning from our employees are key components of building a strong and cohesive culture. We prioritize creating a space built on trust and support, and we continue to strengthen it so that all ideas are heard. We use Culture Amp's survey tool to facilitate pulse-check surveys to gather quantitative and qualitative data and strengthen our employee listening strategy. Feedback from these tools along with our Company's demographic

data, allows us to better understand workforce needs and continuously improve the employee experience through updates and changes to practices, programs and training initiatives. Our Human Resources (HR) team is also piloting tools to create interactive resources and use built-in analytics to better understand how employees access and use HR information.

## Building Internal Connections

Employee network groups play a vital role in fostering connection, collaboration, and personal growth across Ovintiv, helping to build a supportive and inclusive workplace community.

LINK (Leveraging Inclusion, Networking and Knowledge) is an employee-led group focused on advancing the employee experience by creating opportunities for employees to engage, collaborate, grow and feel a sense of belonging at work. In 2025, LINK initiatives included peer mentoring circles, Pride celebrations, dragon boat races, cultural diversity celebrations, and Board and executive engagement opportunities.

Ovintiv Young Leaders (OYL) was established to support emerging leaders by fostering growth and development, promoting knowledge sharing and teamwork, and encouraging community engagement across corporate office locations. In 2025, OYL initiatives included lunch-and-learn sessions, volunteer events and networking opportunities, including engagement with the CEO.

We also support peer-to-peer networking through a voluntary Random Coffee program, which pairs employees for informal in-person or virtual meetings to learn about each other's roles, teams and areas of interest.

## Executive Engagement

We are committed to providing employees with regular opportunities to engage informally with the executive leadership team. These opportunities include casual breakfasts or lunches at corporate locations, social events following in-person town halls, and Q&A sessions with executive leadership team members.



# Compensation and Benefits



Our compensation philosophy is anchored by two key objectives: delivering market-competitive pay and benefits and providing pay-for-performance opportunities.

Our compensation program is designed to attract and retain talent by rewarding both individual and Company performance. All employees can earn a discretionary bonus based on Company performance as measured by our Company scorecard.

To support a workplace where contributions are recognized and rewarded fairly, we also regularly review compensation through a comprehensive Equal Pay for Equal Work analysis, using an independent external firm. By aligning career development initiatives with pay equity, we are reinforcing a workplace where performance, opportunity and reward go hand-in-hand. Any identified gaps are addressed either immediately or through our annual compensation review process.

## Financial

- Company-funded pension plan (Company contribution is 8% of base salary)
- Investment plan (Canada) or 401(k) plan (U.S.), with a 100% Company match of employee contributions up to 5% of base salary
- Long-term incentive program
- Financial education tools and assistance
- Post-retirement benefits

## Health and Wellness

- Competitive medical and dental benefits, plus additional insurance coverage
- Annual life spending allowance which provides employees flexibility to use this benefit for items such as transportation, parking, fitness club memberships, financial consulting, etc.
- Employee and family assistance program
- Family leave practice that includes 16 weeks paid leave for primary caregivers and 10 business days of paid parental time off for secondary caregivers
- Family forming benefits that include enhanced support for fertility treatment and reimbursement for adoption and/or surrogacy assistance

## Additional Benefits

- Competitive vacation policy
- Flexible work hours that support a healthy work-life balance, including having the first and third Friday of each month off (eligibility varies on location and position)
- Employee charitable donation match up to \$25,000 and volunteer and leadership rewards program
- Employee student scholarship program for dependent children, including new support for eligible apprenticeships



# Empowering the Next Generation of Talent

Recruiting, developing and retaining our workforce is vital to our success today and in the future. We believe in providing opportunities for our employees to grow with us, including professional development and training programs. We support early-career development through programs that build technical capability, professional networks and long-term career pathways.

## Intern Program

Ovintiv proactively attracts, identifies and develops talented and diverse interns to create a pool of potential New Graduates. Interns are employed in office and field-based roles across a variety of disciplines such as engineering, land, geosciences, information technology and accounting. Interns are provided with the opportunity to work on meaningful projects, learn new skills, take part in operational field trips, and present their final projects to the Company.

## New Graduates Program

The experience Ovintiv provides through our New Graduates Program and career development is not only meaningful to participants but adds significant value to the Company. Ovintiv's New Graduates develop skills, knowledge, and a professional network through on-the-job technical training and social opportunities. Our program is home to graduating students in engineering, land, geosciences, information technology and accounting, among others. While every stream differs slightly, the focus is on building a breadth of knowledge and gaining exposure through rotations or project work. One program offered each year for all New Graduates is our New Graduates Boot-Camp, an immersive, multi-day experience that includes technical presentations as well as sessions with senior leaders, the executive leadership team and Board members. With regular networking opportunities throughout the year, the New Graduates are encouraged to get to know each other and build connections within the Company.

# Succession Planning and Leadership Continuity

Ovintiv views succession planning as a foundational element of its human capital strategy and a key enabler of long-term resilience and sustainability. At the executive level, the Board of Directors and executive leadership team maintain a structured, approach to leadership continuity that prioritizes internal talent development, diversity of experience, and readiness for future roles.

Oversight is led by the Human Resources and Compensation Committee, which regularly reviews succession plans for each executive leadership team member and vice president, assessing competencies, development progress, and alignment with Ovintiv’s strategic objectives. High-potential leaders are identified early and supported through formal development programs, leadership rotations, coaching, mentorship, and ongoing exposure to the Board and executive leadership team.

This disciplined approach has enabled all current executive leadership team members to be promoted from within and helps ensure leadership transitions are deliberate, transparent, and aligned with Ovintiv’s values.

Our approach at the executive level informs how we think about succession across the broader workforce. We believe that everyone is responsible for driving their career and we strive to create an environment where growth and development are supported.

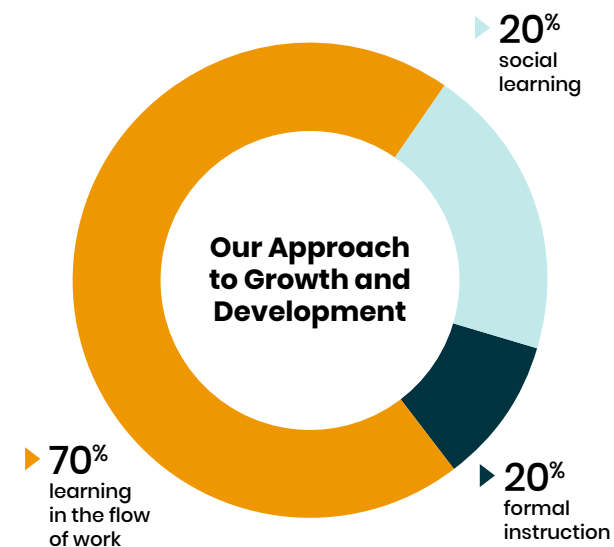
Our employee succession planning process provides employees with transparency and ownership in their career progression. Employees can formally communicate their career aspirations through our Workday career profile to support a development conversation with their leader. In turn, leaders gain a better understanding of their team’s overall bench strength, development interests and the ability to match career aspirations with business needs.

# Fostering Learning and Development

At Ovintiv, career development takes on a dynamic and versatile form, akin to a lattice framework rather than a traditional ladder. This approach allows our employees to advance in multiple directions—upward, laterally or diagonally—aligning with our agile corporate culture and adapting to the changing needs of our Company and industry.

Our emphasis on employee development supports our business strategies, culture and values. While technical capabilities are discipline specific, we look to support the growth of shared capabilities that span the gap between technical and leadership capabilities and apply to the whole organization.

We support the development of these skills through learning in the flow of work, social learning and formal instruction. We encourage our employees to take an active role in their professional development and give them the tools they need to improve their skill set for their current role and future roles.



# Learning Opportunities

Learning takes on different forms to ensure it fits employee and organizational needs. Formal instruction can include external training and conferences, or third parties brought on site to deliver specialized content. Employees can also upskill through just-in-time eLearning tools like Saga Wisdom and DataCamp, with Saga Wisdom available to all employees and tailored to energy-industry technical and soft skills.

We also employ a learning management system, to offer training content through a single, easy-to-use platform. Within this system, we host more than 130 courses with both computer-based and instructor-led options.



## ‘The Secrets of Self-Management’ with Arthur C. Brooks

Ovintiv’s 2025 Shale Technology Exchange—our annual in-house innovation conference—featured a keynote presentation by Harvard professor, bestselling author and podcaster Arthur C. Brooks. Mr. Brooks’ talk centered on mental resilience, emotional self-management, and purpose at work. His presentation, *The Secrets of Self-Management*, drew on behavioral science to highlight how managing emotions, building resilience, and cultivating meaningful work are foundational to sustained wellbeing and effective leadership. The presentation and subsequent fireside chat with our CEO, which was live streamed to all employees, reinforced Ovintiv’s commitment to a healthy, engaged workforce, and underscored the role of psychological resilience and supportive workplace culture in maintaining trust, collaboration, and long-term organizational sustainability.



### Shale Technology Exchange

Ovintiv’s internal collaboration forum, the Shale Technology Exchange (STE), brings together technical staff to present, debate and share ideas and solutions that drive our operations forward. The forum includes presentations and technical talks from employees across the organization, enables staff to build relationships, share ideas and drive enhancements for both well results and costs. Keynote addresses and technical talks are also live streamed for employees unable to attend in person enabling them to participate virtually. In recent years, members of Ovintiv’s Board have participated in STE, engaging directly with employees, reinforcing the importance of collaboration, innovation and technical excellence while supporting informed governance oversight of operational performance.



### Commercial Rotation Program

Ovintiv’s Commercial Rotation Program is a structured development initiative that provides early-to mid-career employees with hands-on experience across multiple commercial functions to build commercial acumen and broaden cross-functional perspective. Building on the success of the initial 18–24 month pilot, Ovintiv opened applications for a second cohort in 2025, expanding networks across the organization while reinforcing a culture of innovation and diversity of thought.



### Developing Skills for the Future

Ovintiv is strengthening digital capability across the organization through upskilling led by the Chief Digital Office (CDO). The CDO’s initiatives focus on building practical skills in data, artificial intelligence, and digital technologies, supported by orientation sessions, role-appropriate technical training, and self-paced learning through Ovintiv-approved platforms. Employees are encouraged to apply these skills through hands-on projects, low-code solutions, and automation opportunities, supported by internal experts, communities of practice, and ongoing office-hour support. This approach helps equip our workforce with the tools, knowledge, and confidence to work more efficiently, use data responsibly, and adapt as technology continues to evolve across our operations.



### Innovation Workshops

Innovation Workshops have been introduced to encourage leaders and employees throughout the organization to develop mind and skill sets to support and enhance our culture of innovation.

# Supply Chain Management

At Ovintiv, we take an integrated multi-basin approach to supply chain management. Our supply management team is woven into all levels of our organization, from corporate operations to our field teams.

## Our Approach

- Embed supply chain management across the organization
- Build transparent, long-term supplier relationships
- Support local sourcing while managing global risk
- Hold suppliers to high safety and ethical standards
- Strengthen resilience and agility through risk management

Our integrated supply chain management approach enhances business model resilience by improving visibility, managing geopolitical and trade risks, and maintaining flexibility in sourcing and execution.

## Building Trusted Supplier Partnerships

We work hard to build transparent, long-term relationships with our suppliers to create a competitive environment that drives innovation. We want to know who we are working with and how they run their organization. This often means being on the ground in the field, touring their shops and looking for opportunities to spur innovation. We also recognize the importance of supporting the communities and businesses in our operating areas to ensure there is a local presence and, in some cases, to foster new investment.

From an operational perspective, we are committed to ensuring our suppliers share our high safety standards. We maintain a Supplier Code of Conduct as well as a Service Provider Expectations Manual that aligns with our Business Code of Conduct, which sets forth our expectations both from a business perspective as well as on important social issues, such as human rights. Suppliers must maintain integrity, transparency and compliance in all that they do.



**2025 Supply Chain Highlights**

**99%**

**Suppliers based in U.S. and Canada**

**>3,200**

**Suppliers received payments**

**Understanding our Supply Chain**

In the face of supply chain disruptions and increasing geopolitical uncertainties across the world, our Supply Management team has embraced our value of agility by proactively identifying and mitigating risks to, and within, our supply chain. This includes engaging with key suppliers annually to capture their insights into current and potential disruptions to Ovintiv’s supply chain as well as gathering and integrating known trade barriers into our analysis and decision-making.



As part of our commitment to furthering sustainability progress, we developed an internal methodology to integrate social considerations into our sourcing selection process. We conducted a supply chain risk assessment that allowed us to map our Global Supply Chain and develop a Risk Protocol Matrix. The matrix provides a high-level snapshot of the location of our main suppliers and products. This enables us to continually identify and mitigate potential risks as well as supply disruptions, decreasing exposure for both Ovintiv and our suppliers to the ever-changing global supply chain.

To further assist with our due diligence and risk assessment, all counterparties are required to complete a questionnaire which includes human rights questions as part of our initial onboarding process and as part of an annual review process thereafter. We use third-party software to monitor and manage vendor risk; those identified as having a higher-operational risk are subject to additional screening or audits as part of our operations management system.

**Discipline in Action: Managing Trade Volatility**

In an environment of heightened trade and tariff volatility, Ovintiv took a disciplined, proactive approach to managing risk and protecting operational resilience. The company focused on understanding where tariffs intersected with critical inputs, enabling informed decisions across sourcing, contracting and supply-chain planning.

By leveraging supply chain transparency, using trade programs such as the United States-Mexico-Canada

Agreement (USMCA), and taking a strategic focus on domestic sourcing where feasible, Ovintiv proactively managed risks, reduced tariff impacts, optimized costs and maintained operational agility. This approach was supported by strong cross-functional coordination, ensuring compliance, transparency and timely responses as conditions evolved, reinforcing the Company’s ability to perform in a complex and changing global environment.

**Strengthening Supply Chain Oversight**

Supply Management Services plays a critical role in our safety culture, ensuring the vendors we work with share our values around safe decision making and performance. Ovintiv strengthens supply chain management by embedding supplier qualification directly into how work is planned and approved. An internal Service Provider Performance Dashboard (SPPD) is used to assess whether service providers meet Ovintiv’s business and safety requirements before working on Ovintiv sites.



SPPD applies a consistent, risk-based approach across operations and requires service providers to maintain a passing score to remain eligible to perform work. To support accountability at the job level, SPPD results are automatically integrated into Ovintiv’s Start Work Safe Authorization (SWSA) process, linking supplier qualification to work authorization.

By integrating supplier performance checks into core supply chain processes, Ovintiv improves visibility, supports risk management and reinforces consistent expectations across its service provider network.