

Oxy Exhibit 4

CAROLINE WACHTMAN<https://www.linkedin.com/in/caroline-wachtman/>

Houston, TX

Carbon Management Director and Licensed Professional Geologist

Proven technical supervisor and project manager; leading 10+ teams of 5-30+ people to identify, develop, and execute projects worldwide. Low-carbon solutions strategist with deep geologic expertise, and regulatory know-how, executing CO2 sequestration projects in Texas. Experienced in writing and permitting Class VI, Class I wells, and MRVs. Drives high technical quality and consistency through attention to detail.

Licensed Professional Geologist**Class VI, ISO Expertise****MRV/45Q Expertise****Business Development****Class I Expertise****Commercial Acumen****Multi-disciplinary leader****Stakeholder Alignment****Highly Organized****PROFESSIONAL EXPERIENCE****OXY, Houston, Texas****July 2022 - Present****Development Manager - Carbon Certification****December 2025–Present**

Leading teams to identify, characterize, and permit CO2 storage sites in Texas and geologic sources of CO2 in the lower 48; starting up the first DAC-CO2 storage site in Texas.

- Leading subsurface technical characterization to identify new commercial-scale CO2 storage
- Leading technical and commercial evaluation to identify sources of geologic CO2 to support EOR

Carbon Management Certification Lead**July 2022 – Nov 2025**

Developing first-of-a-kind Direct Air Capture (DAC) + Carbon Capture and Storage (CCS) project in Texas.

- Led permitting for UIC Class VI and UIC Class I wells; first approved Class VI wells in Texas
- Wrote and led permitting on three MRV plans; coordinate with 45Q tax and CDR compliance
- Leading multidisciplinary team of geologists and engineers to complete technical evaluations, including drilling 11 wells and acquiring geophysical data
- Planning and stewarding budget for \$100M+ project

CALICHE DEVELOPMENT PARTNERS, Houston, Texas**November 2021 – July 2022****Director of Energy Transition and Capital Projects**

Creating Energy Transition projects from idea through execution.

- Developed strategic vision for a \$60M CCS project; led technical evaluation and permitting
- Promoted CCS project to 20+ potential PE and institutional investor companies

ZARVONA ENERGY, LLC, Houston, Texas**March – November 2021****Lead Geologist (Contract)**

Evaluated subsurface controls on onshore oil and gas fields to identify workovers, recomplete targets and new drill opportunities. Advise CEO/CFO on subsurface potential of M&A opportunities.

- Identified upside subsurface potential that influenced asset acquisition, \$50M
- Proposed recomplete opportunities resulting in anticipated production uplift of 2-20 BcF

Oxy Exhibit 4**RICE UNIVERSITY, Houston, Texas****June – Sept 2021****Executive in Residence at Rice Alliance Clean Energy Accelerator (Contract)**

Advised cohort of climate-tech start-ups through a rigorous educational and experiential program designed to build business readiness.

- Coached start-ups in customer discovery, developing value propositions, financial modeling and pitches; facilitated network opportunities to connect customers with value proposition

EXXONMOBIL CORPORATION, Houston, Texas**December 2005 – February 2021****Exploration Geology Leader****June 2016 – February 2021**

Led multiple cross-functional teams (10-30+ people per team) to explore for oil and gas resources throughout West Africa and the Caribbean with project budgets of >\$400M. Presented findings to technical and non-technical management, external partners and governments.

- Managed contract compliance for Production Sharing Agreements and Joint Operating Agreements for more than 15 contracts in 5 countries resulting in accurate reporting
- Led technical evaluation for structurally and stratigraphically complex traps in West Africa resulting in decision to defer a well, saving \$60M+
- Planned and safely executed largest-to-date proprietary seismic acquisition campaign and associated Environmental Impact Assessment in Mauritania resulting in high-quality data that will influence exploration plans for next 3-5 years
- Drove development of short-term and long-term plans and budgets resulting in approval of operations in dozens of countries and 5 different teams
- Built relationships with 15+ partner companies and governments enabling project success

Strategic Planning Advisor**April 2014 – May 2016**

Designed strategic company plans, briefed Senior Leaders and conducted external 10k reporting.

- Delivered timely, accurate and consistent data on planned reserve adds, Opex, Capex, volumes, and staffing plans utilizing Excel and Tableau, enabling effective planning
- Presented complex technical analysis to the public and the Board, and drafted 2014 Financial & Operating Report and Summary Annual Report driving awareness of investment activity

Subsurface Development Lead**September 2010 – March 2014**

Led a >10-person team of geoscientists and engineers to design development plans for multiple oil, gas and condensate fields in Kazakhstan.

- Organized and managed a technical study of discovered fields and exploration targets, securing government approval of oil and gas reserves
- Influenced and aligned 6 partner companies, NGOs and government regulators, endorsing oil and gas development plan

EDUCATION AND CERTIFICATIONS

Master of Science (MS) in Geology, University of Wisconsin-Madison, Madison, Wisconsin

Bachelor of Science (BS) in Geology, College of William & Mary, Williamsburg, Virginia

Professional Geologist (PG), Texas license number 15451

Hydrogen Economy Certification, University of Houston, Houston, Texas

Advanced Leadership Program, Thunderbird School of Global Management, Phoenix, Arizona

General Leadership Program, Thunderbird School of Global Management, Phoenix, Arizona

Enterprise Leadership Program, University of North Carolina, Chapel Hill, North Carolina

Oxy Exhibit 4**AWARDS**

Outstanding Board Member, Houston Geological Society, June 2026

Houston's 50 Most Influential Women Award, Houston Woman Magazine, March 2025

Women in the Fast Lane of STEAM Role Model, Houston Women's Chamber of Commerce, Sept. 2024

Outstanding Board Member, Houston Geological Society, June 2024

Legacy Builder Icon of Excellence Award, Global Energy Transition Forum, October 2024

President's Award, Houston Geological Society, June 2023

SELECTED PUBLICATIONS (Caroline Webber Wachtman)

Patterson, P., Kendall, J., Schwartz, A., Novello, J., Gaston W., Lang, R., West, D., Gosses, J., and **Wachtman, C.**, 2025, Sedimentology, Sequence Stratigraphy, Diagenesis, and Paleogeographic Reconstruction of the Beaumont Formation, Late Pleistocene, Buffalo Bayou, Houston, Texas: Houston Geological Society Bulletin, June 2025, p. 19-36.

Kendall, J., Gaston, W., Lang, R., Howe, R., West, D., Sternbach, L., and **Wachtman, C.**, 2024, Preliminary Interpretation of the Stratigraphic and Structural History of Buffalo Bayou: Houston Geological Society Bulletin, June 2024, p. 32-40.

Webber, C.E., Newman, J., Holyoke, C., Little, T., Tikoff, B., 2010, Fabric development in cm-scale shear zones in ultramafic rocks, Red Hills, New Zealand: Tectonophysics, v. 489, p. 55-75.

Webber, C.E., Little, T., Newman, J., Tikoff, B., 2008, Fabric Superposition in Upper Mantle Peridotite, Red Hills, New Zealand: Journal of Structural Geology, v. 30, p. 1412 – 1428.

Webber, C.E. 2005, Structural Geology of the Porter's Knob Area, Red Hills Ultramafic Massif, New Zealand: Implications for Upper Mantle Deformation [MS thesis]: Madison, UW-M.

Webber, C. E., 2003. Structural and fluvial history of the Fish Lake basin, high plateaus, central Utah [Honors thesis]: Williamsburg, College of William and Mary.

COMMUNITY AND PROFESSIONAL SERVICE

Project Leader for ISO/TC265/WG 3, Legacy Wells Technical Specification, June 2026 - Present

Co-Chair of AAPG/SEG/SPE CCUS Conference: Lead pre-eminent technical conference, 2024-Present

Co-Chair of AAPG/SEG Carbon Management Pavilion: Lead programming, 2023-Present

United Way Women's Initiative: Steering Committee lead 2023-Present

Houston Geological Society: Board Member; Vice President 2025-26; Editor for the 2023-24 Bulletin

Women's Energy Network: Mentor to cohort of six women working in Energy in Houston, 2022-Present

Girl Scout Troop Leader: Leading 25+ girls learning life and outdoor skills, 2021-Present

Global Energy Transition Forum: Advisory Board Member and Committee Chair, 2022-2024