



#### OUR VISION

To be the premier independent E&P company, most admired for its people, portfolio, and performance.

#### OUR MISSION

Anadarko's mission is to deliver a competitive and sustainable rate of return to shareholders by developing, acquiring and exploring for oil and gas resources vital to the world's health and welfare.

#### OUR STRATEGY

- ◆ Ensure financial discipline and flexibility
- ◆ Identify and develop unconventional resources
- ◆ Explore in high-potential, proven basins
- ◆ Employ global business development approach

#### WE VALUE

##### Integrity and Trust

###### We will

- ◆ Act with the highest ethical standards
- ◆ Honor our promises and obligations to work, family, faith & community
- ◆ Admit mistakes and accept accountability

###### We will not

- ◆ Tolerate dishonesty and intimidation
- ◆ Punish intelligent business risk taking

##### Servant Leadership

###### We will

- ◆ Serve others
- ◆ Place the success of others above our own
- ◆ Exhibit personal humility and professional courage

###### We will not

- ◆ Rely on power and authority
- ◆ Take individual credit for team success
- ◆ Blame individuals for bad team decisions

##### People and Passion

###### We will

- ◆ Recognize and reward strong performance
- ◆ Respect diversity in thought, practice and culture
- ◆ Create a high energy work environment
- ◆ Learn and continuously develop ourselves and others
- ◆ Think big – Innovate!

###### We will not

- ◆ Accept apathy or cynicism
- ◆ Allow enthusiasm to overwhelm reason

##### Commercial Focus

###### We will

- ◆ Understand and execute our strategy
- ◆ Safeguard the long-term interests of shareholders
- ◆ Maintain high standards for health, safety and the environment
- ◆ Act responsibly with company assets

###### We will not

- ◆ Sacrifice long-term value for short-term gain
- ◆ Use the excuse, "we've always done it that way"

##### Open Communication

###### We will

- ◆ Communicate freely, clearly, and concisely
- ◆ Listen for understanding
- ◆ Encourage diverse opinions and constructive debate

###### We will not

- ◆ Knowingly mislead or intentionally withhold information

www.anadarko.com NYSE: APC  
www.youtube.com/anadarkotv

# ANADARKO is

Honored to be recognized as one of the Houston Chronicle's  
Top Workplaces for the third consecutive year



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"Through the years, Anadarko has established a values-focused culture with a clear vision and strategy that enables us to be a leader in the energy industry on many fronts today.

"Anadarko's growth and success has been supported by the community that is home to our corporate headquarters and reflective of our core values. As the 'Energy Capital of the World,' Houston understands the importance of a thriving economy and business-friendly environment, offering numerous quality-of-life benefits, as well as the necessary infrastructure for companies of any size to move products and access global markets.

"Anadarko is very fortunate to have a strong relationship with these communities that are home to more than 2,200 of our employees."

Al Walker  
Anadarko President and CEO



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