Sustainability

Being a Good Neighbor
We strive to positively impact the communities where we live and operate. We focus our efforts around listening to communities and promoting local development.

2022 SOCIAL INVESTMENTS (In Millions*)
- $57.7 Cash Contributions
- $33.9 Cash Contributions
- $1.5 Contractual Contributions
- $2.3 University Relations
- $7.4 Sponsorships
- $12.0 Memberships
- $0.4 In-Kind Donations
- $0.2 Social Infrastructure

2022 TOTAL SPEND BY SEGMENT
- $10.9 BILLION
- 54% Lower 48
- 18% Europe
- 8% Canada
- 12% Alaska
- 6% Corporate
- 2% Asia Pacific & Middle East

*Based on payments and annual business unit reporting.

Valuing Our People
Our strategy, performance, culture and reputation are fueled by our world-class workforce. We recognize that attracting and developing talent is a competitive imperative within our changing industry.

- ~9,500 TOTAL HEADCOUNT
- 27% of our workforce are WOMEN
- 30% of our workforce in the U.S. are PEOPLE OF COLOR
- 80% of our workforce who completed the employee engagement survey would recommend ConocoPhillips as a great place to work

Awards and Recognitions
- Named as one of Fortune’s 2023 World’s Most Admired Companies
- Recognized by Human Rights Campaign’s 2022 Corporate Equality Index with Perfect Score
- Ranked #21 in Forbes’ 2022 World’s Top Female-Friendly Companies List

SOCIAL SUSTAINABILITY 2022 TOTAL SPEND BY SEGMENT
- $33.9 Cash Contributions
- $0.4 In-Kind Donations
- $12.0 Memberships
- $1.5 Contractual Contributions
- $2.3 University Relations
- $7.4 Sponsorships
- $0.2 Social Infrastructure

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2022 SOCIAL INVESTMENTS In Millions*

18.4 AVERAGE TRAINING HOURS PER EMPLOYEE

As of Dec. 31, 2022