

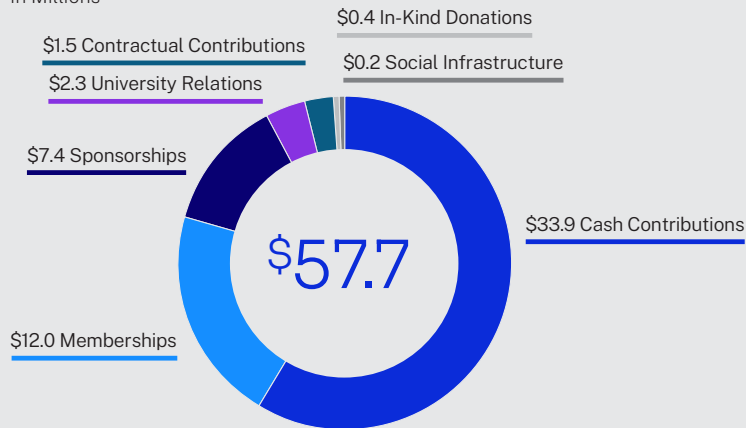
SOCIAL

Being a Good Neighbor

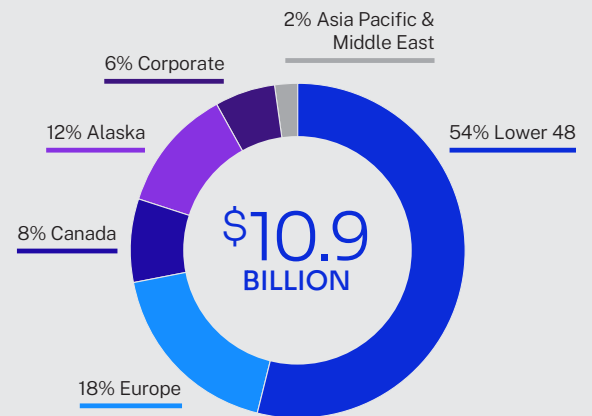
We strive to positively impact the communities where we live and operate. We focus our efforts around listening to communities and promoting local development.

2022 SOCIAL INVESTMENTS

In Millions*



2022 TOTAL SPEND BY SEGMENT



*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

18.4
AVERAGE
TRAINING HOURS
PER EMPLOYEE



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