



UK Gender Pay Gap Report 2025

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UK GENDER PAY GAP REPORT 2025



UK Gender Pay Gap Reporting legislation requires Companies with 250 employees or more to publish statutory calculations each year showing the pay gap between male and female employees.

Legislative Requirements

Our review included analysis of the following:

Mean and median gender pay gap, based on the hourly rate of pay at 5th April 2025.

Mean and median bonus gender pay gap which considered bonus pay received in the 12 months leading up to 5th April 2025.

Proportion of male and female colleagues in receipt of a bonus payment.

Proportion of male and female colleagues in each quartile pay band. The gender pay gap is expressed as a percentage of male earnings.

What is meant by Gender Pay Gap?

Gender Pay Gap is a measure of the difference between the average earnings of men and women, irrespective of their roles or seniority. 'Equal Pay' is the legal obligation of an employer to ensure men and women receive equal pay for equal work.

ConocoPhillips is committed to pay equality for all employees and operate with a robust pay structure which provides a framework to ensure fairness and internal equity in pay between men and women.

We strive to ensure we create an inclusive environment that respects the contribution of all employees by delivering career progression and development for all employees.

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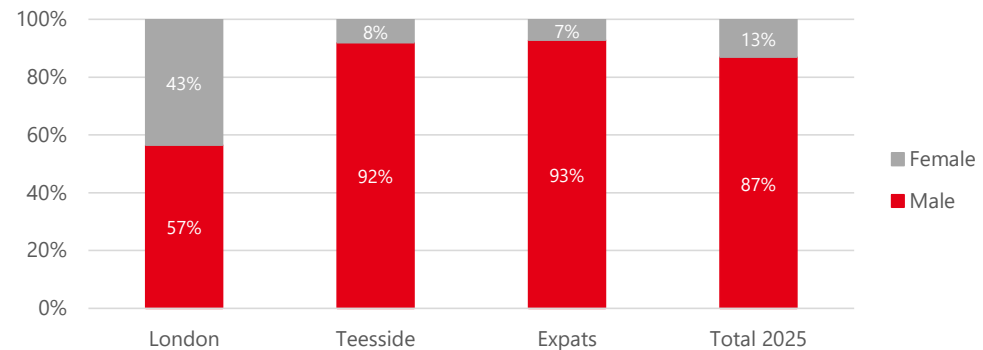


At ConocoPhillips we are committed to ensuring men and women are paid fairly for the work they do, we have focused on removing barriers that prevent our colleagues from fulfilling their full potential. We strive to promote and create a diverse and inclusive environment where opportunities for progression are available to all employees

About this report

The information used to complete this report is based on a snapshot of our employee numbers, i.e. 322 colleagues and pay data as of 5th April 2025.

Our employee base is made up of three main demographic areas, London, Teesside and Expatriate employees.



You can see in the above table that our workforce gender profile remains predominately male.

Compared to 2024 there was an increase in the number of UK employees, with an increase in men employed in Teesside, a small increase in the number of women employed in London and a reduction in the number of male employees on expatriate arrangements.

Gender Pay Gap 2025 V's 2024



	Apr-24	Apr-25
Gender Pay Gap		
Mean	1.00%	-3.30%
Median	-3.20%	-1.70%
Bonus Pay Gap		
Mean	1.50%	3.70%
Median	-3.70%	-19.80%
% Employees Receiving a Bonus		
Male	97%	98%
Female	95%	93%

Bonus Pay Gap Explained

The mean pay gap for 2025 has seen a positive shift in favour of female employees from 1% in 2024 to -3.30% in 2025.

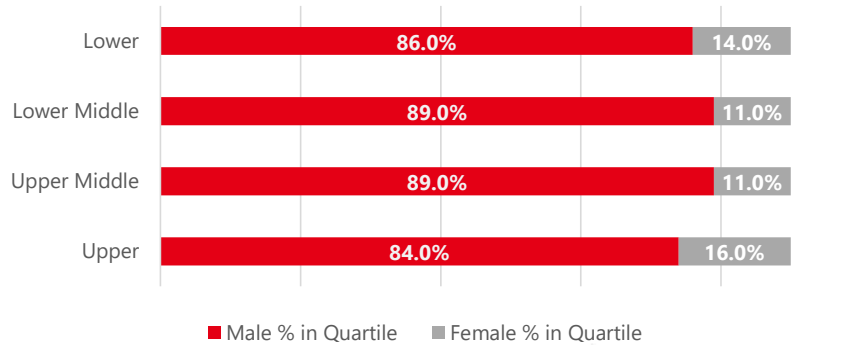
The overall pay gap between male and female employees has **decreased**. The support and attention we continue to provide to several initiatives, including our work with STEM designed to enable the promotion of opportunities to girls and young women at an age when they are considering their career journey.

A review of our internal and external recruitment progress as well as supporting the advancement of our female employees has enabled the positive shift in the gender pay gap.

Gender Pay Gap – Results by Pay Quartile



Gender Distribution Per Quartile



Pay Quartile	2024	2025
Upper	8.40%	5.90%
Upper Middle	-0.70%	-3.10%
Lower Middle	-1.70%	-1.40%
Lower	3.70%	2.70%

The overall pay gap between male and female employees has decreased, particularly in the upper quartile and the lower quartile.

We can also see a favourable shift in the gap for females in the lower middle quartile. This has, in the main, been achieved by active career development, talent mapping, succession planning and importantly the promotion of available opportunities

Our review looked at the changes in the hourly pay quartiles between men and women, and as such took into consideration the lowest paid quarter of staff (lower) to the highest quarter of staff (Upper):

The results showed:

- A reduced gender pay gap, in favour of females for employees, in the **Upper Quartile** compared to 2024.
- An increase in the gender pay gap, in favour of female employees, in **the Upper Middle Quartile**
- A small decrease, in the gender pay gap, (still in favour of female employees) in the **Lower Middle Quartile**.
- A reduced pay gap, in favour of female employees, in the **Lower Quartile**.

Gender Pay Gap Data – Key Points of Note 2025



Gender Pay Gap Data – Key Points of Note 2025

- UK workforce gender profile is unchanged from 2024.
- The Gender Pay Gap has decreased from 1.0% to -3.30%
- There has been a reduction in the number of Expatriate employees.
- There has been a decrease in the gender pay gap, in favour of female employees in upper, upper middle and lower quartiles.
- There has been a significant decrease in the gender pay gap for female employees in upper middle quartile.

Declaration

I confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

Anne R Willis, UK HR Manager

