

## ConocoPhillips – Gender Pay 2019/2020

UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees. At ConocoPhillips we commit to playing our part in addressing gender pay. We promote values and processes that positively contribute towards equality in the workplace. We will continue this approach, whilst striving to make ongoing improvements in the area.

We have previously reported under the legal entity ConocoPhillips (U.K.) Limited that was sold as part of our restructuring and asset disposition in 2019, this legal entity has now been renamed to Chrysaor Production (U.K.) Limited. Our gender pay results for the period 2019/2020, will be included in Chrysaor's gender pay submission, our prior year reports can be found here: <https://gender-pay-gap.service.gov.uk/employer/2ZjEJkM5>

We will start reporting under the name of ConocoPhillips (U.K.) Holdings Limited for the period 2020/2021 when that becomes due.