

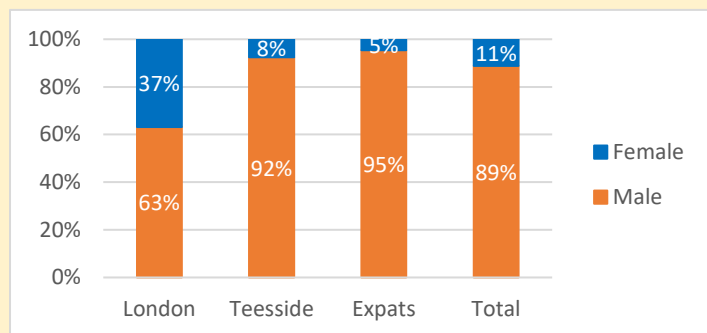
# Gender Pay Gap Report 2022

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

At ConocoPhillips, we are committed to playing our part in ensuring that men and women are paid fairly for the work that they do, and to focus on eliminating barriers that prevent our people from fulfilling their potential. It is within our culture to continuously strive to promote and create a diverse and inclusive environment where opportunities for progression are available to all employees.

## Introduction

The information used to compile this report is based on a 'snapshot' of the workforce headcount (286 employees) and pay data as at 5<sup>th</sup> April 2022. Our employee workforce profile population is made up of three main demographic groups: Teesside, London and our Expatriate employees, and over the last year we have seen a significant reduction within our Expat group.



The table above shows that our workforce gender profile remains predominantly male, which is typical for the industry we are in.

Our results show that there was an increase in the number of women employed in our London office countered by a reduction in the number of women employed on an ex-pat basis. The overall pay gap between male and female employees has increased. The company continues to be committed to actively support a number of global and domestic initiatives with the drive to create a more diverse and inclusive workforce. We have recently launched a STEM initiative and are committed to work with local schools, colleagues and universities to encourage girls and women to consider technical and engineering roles at an early stage in their education and career journey. Supporting the advancement of our female staff is also paramount for the Company.

### 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



## Legislative Requirements

The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay at 5<sup>th</sup> April 2022)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5<sup>th</sup> April 2022)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the data when we divide our workforce in four equal parts). The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

## Gender Pay Gap v Equal Pay

A '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 our legal obligation as an employer to give men and women equal pay for equal work.

ConocoPhillips is committed to pay equality for all employees. We have robust pay grading structures which provides a framework to ensure we have fairness and internal equity in pay between men and women, which supports our legal obligations too. ConocoPhillips creates an inclusive environment that respects the contributions of all employees, ensuring developmental and progression opportunities are available to all employees.

## Our Results for 2022 vs 2021

Gender Pay Gap	Apr 2021	Apr 2022	↑↓
Mean	-0.5%	2.2%	↑
Median	-1.9%	3.7%	↑

Bonus Pay Gap			
Mean	-4.6%	5.5%	↑
Median	0.4%	14.3%	↑

% of Employees Receiving a Bonus			
Male	99%	96%	↓
Female	100%	96%	↓

## Male v Female Ratio

There is an increase of 1% in male employees between 2021 and 2022.

89% Male

11% Female

# Gender Pay Gap Report 2022

## Pay Quartiles

This table shows the 2020 v 2021 % of men and women in each hourly pay quartile, from the lowest paid quarter of staff (Lower) to the highest paid quarter of staff (Upper):

Pay Quartile	2021			2022			
	Male	Female	Median GPG (Hourly Pay)	Male	Female	Median GPG (Hourly Pay)	
Upper	86.7%	13.3%	2.7%	85.9%	14.1%	7.0%	↑
Upper Middle	89.3%	10.7%	-7.0%	93.1%	6.9%	5.7%	↑
Lower Middle	96.0%	4.0%	0.1%	93.0%	7.0%	1.2%	↑
Lower	81.1%	18.9%	8.6%	83.3%	16.7%	7.8%	↓

Whilst there have been some changes in the male and female populations between 2021 and 2022, there has been a significant increase in Median GPG in the Upper and Upper Middle quartile. This, in the main, is as a result of a number of female employees positioned in the upper quartile 2021 data who left the Company.

We have seen a positive reduction in the Lower Median GPG which is reflective of the reduction of females in this quartile. This is as a result of delivering active development programmes, talent mapping and succession planning activities which have resulted in some role changes for female colleagues in the organisation. In addition, we continue to utilise gender neutral recruitment advertisements and practice for all internal and external role vacancies.

## Actions to Address Our Gender Pay Gap?

Within the UK and in our industry in particular, we previously identified under-representation of girls and women in STEM subjects during their education.

We have a small number of STEM Ambassadors currently in the organisation, a STEM Ambassador programme is under development. This will help us to engage directly with schools and colleges to foster interest from young people when considering their career path. We are planning a range of campaigns and activities to support and encourage young people from all backgrounds to take up these subjects and, when we can, specifically targeting women.

Our Company has excellent career and development support programmes in place which includes individual development plans, further education and professional development, career maps, and mentorship schemes. We continue to encourage participation through supervisor engagement and our performance management system.

## Bonus Pay Gap Explained

Due to the number of high earning females leaving the UK Company, the mean bonus pay gap for 2022 has had a negative swing in favour of males. The mean bonus gap overall saw an increase of 10.1% from -4.6% in 2021.

The median bonus pay gap also significantly increased from 0.4% to 14.3%.

## Gender Pay Gap Data - Key Points 2022

- The average GPG using hourly pay has increased from -0.5% in 2021 to 2.2% in 2022 and is in favour of males. This reflects the reduction of the high earning female employees who have left the UK organisation.
- Men earn more than women in all quartiles; Expatriate employees are predominantly males, in higher grade specialist roles thus impacting the upper quartile.
- The highest percentage of women fall in the Lower quartile which reflect the roles in lower grades.
- Both the Average and Median GPG using hourly pay has shifted from being in favour of females in 2021 to now males in 2022.
- There was a significant increase of 10.1% in the average of GPG using bonus pay in favour of males due to the reduction of females in higher grades.

