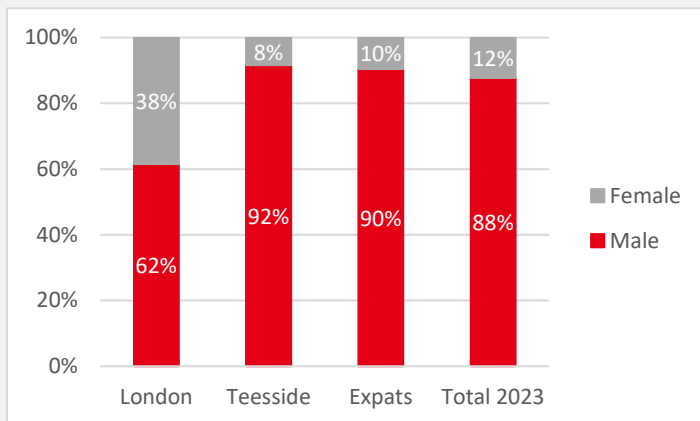


UK Gender Pay Gap reporting legislation requires Companies with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees.

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 (310 employees) and pay data as of 5th April 2023. Our employee workforce profile population is made up of three main demographic groups: Teesside, London and our Expatriate employees.



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 men and women employed in our Teesside facility countered by a reduction in the number of men employed on an expat basis. The overall pay gap between male and female employees has decreased. 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 launched a STEM Ambassador programme 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 5th April 2023)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5th April 2023)
- 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 2023 vs 2022

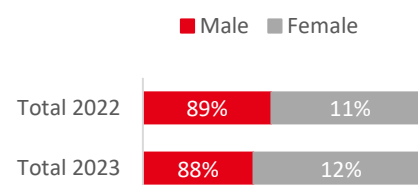
Gender Pay Gap	Apr 2022	Apr 2023	Change
Mean	2.2%	0.4%	↓
Median	3.7%	-7.2%	↓

Bonus Pay Gap	Apr 2022	Apr 2023	Change
Mean	5.5%	0.5%	↓
Median	14.3%	20.8%	↑

% of Employees Receiving a Bonus	Apr 2022	Apr 2023	Change
Male	96%	95%	↓
Female	96%	92%	↓

Male v Female Ratio

There is an increase of 1% in female employees between 2022 and 2023.



Pay Quartiles

This table shows the 2022 v 2023 % 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	Male		Female		Median GPG (Hourly Pay)		
	2022	2023	2022	2023	2022	2023	
Upper	85.9%	87%	14.1%	13%	7.0%	5.1%	↓
Upper Middle	93.1%	87.2%	6.9%	12.8%	5.7%	-3.4%	↓
Lower Middle	93.0%	92.2%	7.0%	7.8%	1.2%	-3.1%	↓
Lower	83.3%	84.6%	16.7%	15.4%	7.8%	3.7%	↓

Whilst there have been some minor changes in three out of the four quartiles, there has been a significant increase in the Median GPG in the Upper Middle and Lower Middle quartile in favour of females and the gap has reduced in the Upper and Lower quartiles.

We have seen a positive reduction in the Lower quartile which is reflective 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

As with last year, 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 developed a STEM Ambassador programme with a number of STEM Ambassadors currently in the organisation and have been proactive in our STEM activities. This has helped us to engage directly with schools and colleges to foster interest from young people when considering their career path. We are continuing to plan 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

The mean bonus pay gap for 2023 has had a positive reduction on the gap, due to a number of high earning males leaving UK employment, however this is still in favour of males. The mean bonus gap overall saw a decrease from 5.5% in 2022 to 0.5% in 2023.

The median bonus pay gap has significantly increased from 14.3% to 20.8%.

Gender Pay Gap Data - Key Points 2023

- The average GPG using hourly pay has reduced from 2.2% in 2022 to 0.4% in 2023 and is in favour of males.
- Men earn more than women in the Upper and Lower 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 although the gap in this quartile has shown positive reduction in the last two years.
- The median has had a positive shift from 3.7% in 2022 to -7.2% in 2023 in favour of women.
- There a reduction of the average GPG using bonus pay from 5.5% to 0.5% in favour of males however there was a significant increase from 14.3% to 20.8% in the median of GPG using bonus pay. This is due to the number of males in higher grades.
- The number of employees receiving a bonus has decreased in both male and females due to the number of new starters into the UK organisation.

