

The top half of the image features a dark blue background with a complex, light blue topographic map pattern. The pattern consists of numerous concentric, irregular lines that create a sense of depth and texture, resembling a contour map of a rugged landscape.

2020

# North Sea Gender Pay Gap Analysis

*Apache*



## About Apache Corporation

Apache contributes to global progress by helping meet the world's energy needs. Where there is reliable, affordable energy, people are healthier, have access to better education, and are given greater opportunities to elevate their families to higher standards of living.

The North Sea plays a strategic role in our global portfolio by providing competitive investment opportunities leveraging existing infrastructure, strong cash flow generation and potential reserve upside with low-moderate risk exploration potential.

Our employees represent diverse cultures reflecting the communities in which we operate and bring with them a broad range of ideas, viewpoints and approaches to solving business challenges and seeking new opportunities.

Apache North Sea Production Limited (Apache North Sea) is an indirect wholly owned subsidiary of Apache Corporation, an oil and gas exploration and production company with operations in the United States, Egypt and the United Kingdom. Apache entered the North Sea in 2003 after acquiring an approximate 97% working interest in the Forties Field. Apache Corporation is a wholly owned subsidiary of APA Corporation.

# Our Approach to Compensation

Apache provides exciting and challenging career paths available equally to all employees and rewards high performance in a fair and competitive manner. We expect top performance and our innovative culture fosters an environment where the best answers win.

Starting in 2017, the UK government required companies with more than 250 employees to publish their gender pay gap analysis annually. Gender pay gap is the difference in the average pay allocation (including bonuses) for men and women across the entire organization irrespective of role, career level and experience. This differs from pay equality, or equal pay for equal work.

We conduct regular analysis to ensure we pay men and women performing the same or similar work equally and ensure non-discriminatory pay practices. While we pay equally for similar work and experience across our organization, we have a higher number of men in leadership and technical roles resulting in a higher average pay for men than for women.





# Trends Contributing to the Gap

For decades, our industry has experienced many local and global trends that have led to the employment of significantly more men than women.

One such trend is the disproportionate number of women relative to men pursuing STEM education. As a precursor to many technical roles, this global and cross-industry trend will continue to place hurdles on solutions to the gender pay gap in organizations with a high percentage of technical roles.

For example, at Apache, through a partnership with the American Petroleum Institute and Discovery Education, we support the STEM Careers Coalition, which promotes STEM education and focuses on “tackling the lack of diversity and unequal access to opportunity in the STEM workforce pipeline.”

## **Below are additional trends and related Apache North Sea’s demographics at the time of reporting.**

Predominantly male workforce	Apache North Sea workforce was comprised of 13% women.
More men than women in leadership positions	17% of Apache North Sea’s supervisor positions were held by women.
Prevalence of men in technical professions	Over 85% of the technical professional roles performed onshore were carried out by males.
Prevalence of women in support roles	56% of professional support roles were occupied by women; 87% of administrative onshore roles were occupied by women.
Prevalence of men in offshore roles which provide added premiums and allowances compared with onshore based work	Less than 1% of Apache North Sea’s offshore staff workforce was female.
Bonus calculations typically based on a percentage of earnings	Leadership roles have a higher proportion of variable pay in the form of bonuses tied to individual and company performance. Our bonus gender pay gap reflects Apache North Sea’s predominantly male leadership.



# Closing the Gap

We acknowledge we still have work to do. We know that change will take time given our low turnover rates, but we stand committed to closing the gap. In 2020, we expanded our diversity and inclusion (D&I) efforts and hired a D&I Lead to review our critical processes and further enhance and implement our D&I strategy. As part of this strategy, we provided D&I training for all employees, increased our employee and leadership career development programs, and added more rigor to our recruiting practices.

Diversity and inclusion is vitally important to our long-term success. We are committed to putting the necessary focus on these initiatives and continuing to weave them into our company culture to further increase the hiring, retention and advancement of women and diverse employees.



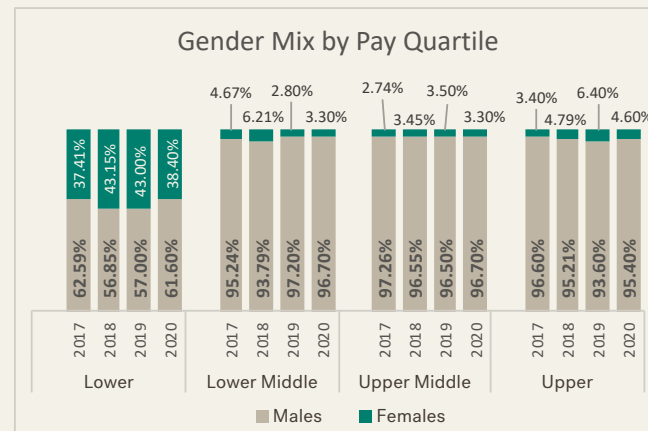
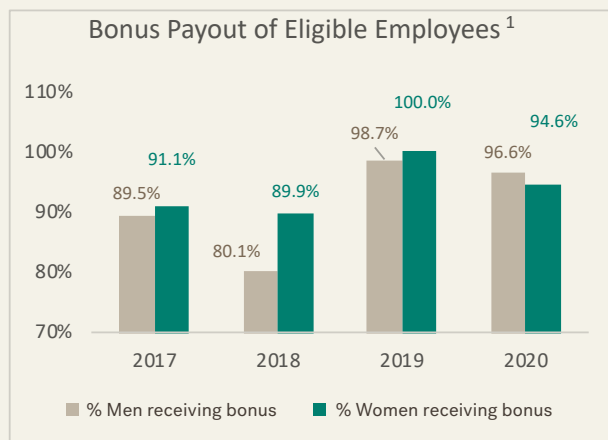
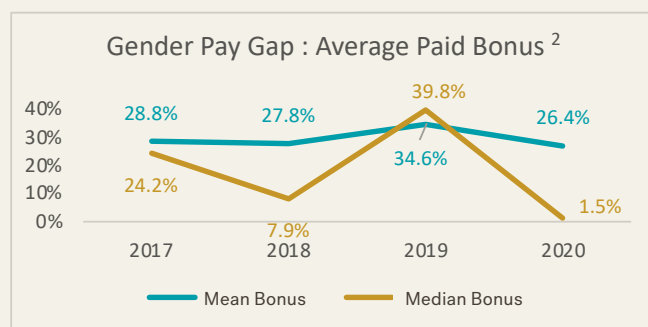
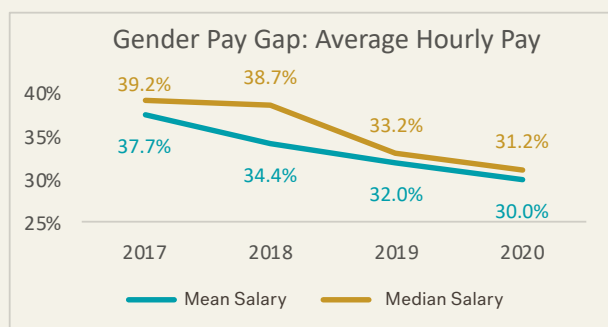
# Apache North Sea Gender Pay Gap Analysis (as of 5 April 2020)

As part of the UK regulatory requirements, the gender pay gap analysis below outlines the following Apache North Sea demographics:

- Percentage difference between men and women's average hourly pay.
- Percentage difference between men and women's average paid bonuses.
- Percentage of eligible men and women receiving bonuses.
- Gender distribution across pay quartiles.

Per regulations, pay data is calculated at an hourly rate and comprised of base salary, regular allowances and shift premium payments, and excludes overtime payments.

Bonus pay is comprised of 2020 paid compensation bonus, ad-hoc bonus payments, and the gross value of equity vested over the 12-month period. This analysis excludes data from individuals that are not “full pay relevant” at the time of reporting (e.g., new hire or departer, reduced maternity pay, on sick pay, etc.).



<sup>1</sup> All employees are eligible for annual bonus; gender pay gap depicts employees who were not eligible for bonus due to company start date or were on a Leave of Absence at the time of reporting.

<sup>2</sup> Given Apache North Sea's predominantly male leadership team, and that leadership roles typically have a higher proportion of variable pay, the bonus median will vary broadly depending on company and individual performance. This median gap is heightened in years of strong performance.



## Declaration

Apache North Sea is an exciting and rewarding place to work, with premier opportunities, compensation and benefits. We provide equal pay for equal work and, as we have shown, we are determined to continue to advance women in the oil and gas industry through STEM careers, promotion to leadership roles and flexible working arrangements.

**We confirm that the Apache North Sea gender pay gap calculations are accurate and meet the requirements of the regulations.**



**Brandy Jones**  
Vice President, HR



**Karen Williamson**  
Senior Manager, HR Apache  
North Sea Production Limited



## **APA Corporation**

2000 Post Oak Boulevard  
Suite 100  
Houston, Texas 77056-4400  
[apacorp.com](http://apacorp.com)

*Apache*