

People



Our commitment to people begins with our employees — the **foundation** that drives our organization's success.

By building a diverse and inclusive workplace, supporting employee development and well-being, and providing a comprehensive employment package, we are investing to help achieve the full potential of our employees and our company.

Employee Recruitment



We transformed our recruitment function to better align our business and hiring teams with candidates seeking opportunities with Apache.



Strengthening employee referrals helps identify candidates that more readily exhibit our core values. In 2022, we increased referrals by more than 80%.



We revived our U.S. university relations program, allowing us to directly access sought-after talent and showcase career opportunities offered by the company.

Employee Benefits and Development

- Our **robust total compensation package** includes a competitive base salary, industry-leading benefits and performance-driven incentives.
- **Mental health benefits** have been expanded and now include all employees and eligible family members worldwide, including 16 free sessions with a mental health therapist or coach each year.
- In the U.S., we expanded **family building benefits** to include two new programs, including Progyny, a fertility benefits provider, and Ovia Health, a comprehensive maternity benefits platform.
- Our **Mentorship program** provides mentors an opportunity to guide their mentees in developing goals and core leadership skills and accessing networking opportunities.



Employee Engagement

- Hosted **family events** such as barbecues and museum nights for employees to gather locally with colleagues and their family members.
- Relunched the **Apache Ambassador program**, which helps empower our employees to communicate and advocate on behalf of our company and industry with friends, family and external stakeholders.
- Our refreshed **employee engagement survey** helps us measure employee engagement and gauge our progress on building an inclusive workplace. More than 75% of employees responded to the survey, which is above industry average.
- We conducted an **annual safety culture survey**, which was completed by 94% of our workforce in 2022. The feedback received continues to help guide our EHS strategy.

Diversity and Inclusion

- In 2022, 35% of U.S. employees self-identified as **ethnic minorities**, up from 30% in 2018.
- Partnered with student resource groups like the National Association of Black Accountants and the Bauer Women's Society at the C.T. Bauer College of Business at the University of Houston to **recruit talent from historically underrepresented groups**.
- **Employee Resource Groups (ERGs)** are open to all employees and help to build connections, support our community outreach programs and encourage career development. ERGs at the company include the Black Professionals Network, Pride Network, TEAM Apache, Unidos, Women's Network, APAsian Network and the Young Professionals Network.