

# North Sea Gender Pay Gap Analysis

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### About Apache Corporation

Apache contributes to human 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 continues to contribute to Apache’s global portfolio. In 2023, following the decision to suspend new drilling activity, the company implemented late-life operating model to ensure Apache North Sea's sustained success as the business becomes a cost-effective leader in late-life asset management. We are focused on safely managing base production, controlling costs and optimising operational efficiency. 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

### Apache North Sea Gender Pay Gap Analysis (as of 4 April 2024)

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 2023 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, et

Reporting Element	2024 Reporting Data (2022-23)	
	Men	Women
<b>% of Men &amp; Women in Each Hourly Pay Quarter</b>		
Upper Hourly Pay Quarter	92.9%	7.1%
Upper Middle Hourly Pay Quarter	95.6%	4.4%
Lower Middle Hourly Pay Quarter	94.9%	5.1%
Lower Hourly Pay Quarter	63.1%	36.9%
<b>Mean &amp; Median Gender Pay Gap using Hourly Pay</b>		
Mean Gender Pay Gap	27%	
Median Gender Pay Gap	35.5%	
<b>Bonus Pay Received</b>	<b>Men</b>	<b>Women</b>



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<b>% of men and women who received bonus pay</b>	88.5%	84.8%
<b>Mean &amp; Median Gender Pay Gap using Bonus</b>		
<b>Mean gender pay gap using bonus pay</b>	32.7%	
<b>Median gender pay gap using bonus pay</b>	16.2%	

### Declaration

Apache North Sea is an exciting and rewarding place to work, with fulfilling 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.