

People Fact Sheet



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 Total Rewards package, we are investing in our employees to help them achieve their full potential and that of our company.

EMPLOYEE RESOURCES

- Enhanced our benefits offerings to support global employee health and wellness by expanding access to mental health platforms.
- Provided comprehensive and inclusive family building tools for U.S. employees, including fertility treatment support services, adoption and surrogacy reimbursement, and backup care for children and elderly family members.
- In 2023 and 2024, people leaders at all levels are set to complete a 360-degree assessment process and will receive results that inform an individualized leadership competency-based development plan in the coming year.



EMPLOYEE RECRUITMENT



Participated in more than **15** university recruiting events at seven college campuses within and outside Texas. As a result, we welcomed **25** interns across **13** disciplines to our new Houston headquarters in the summer of 2024.



Increased roles filled by our employee referral program by **64%** compared to 2022.



Partnered with *The American University in Cairo* and *Mansoura University* to support Egyptian students pursuing careers in oil and natural gas with interview preparation and resources.

EMPLOYEE ENGAGEMENT

- Gathered feedback on the effectiveness of internal corporate communication programs through quantitative surveys and multiple focus group discussions.
- Trained **80** employees through 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.
- Launched a new employee recognition program, Well Deserved, that allows employees to acknowledge colleagues who demonstrate our updated company values of safety, people, stewardship, integrity and ingenuity.

DIVERSITY AND INCLUSION

- **37%** of all U.S. employees self-identify as an ethnic minority.
- Incorporated unconscious bias training into our performance management process and leadership development program.
- Employee Resource Groups (ERGs) are open to all employees and help build connections, encourage career development, and support our community outreach programs. ERGs include the Black Professionals Network, Pride Network, Unidos, Women's Network, Young Professionals Network, and the newly launched Pan-Asian Network and veterans network, Rally Point.