



*Apache*



2025

# North Sea Gender Pay Gap Analysis



## About Apache Corporation

Apache contributes to human progress by responsibly helping meet the world's oil and gas 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 a 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 maintaining asset safety and integrity as we prepare for the responsible decommissioning of our assets.

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.

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.



# Apache North Sea Gender Pay Gap Analysis

(as of 4 April 2025)

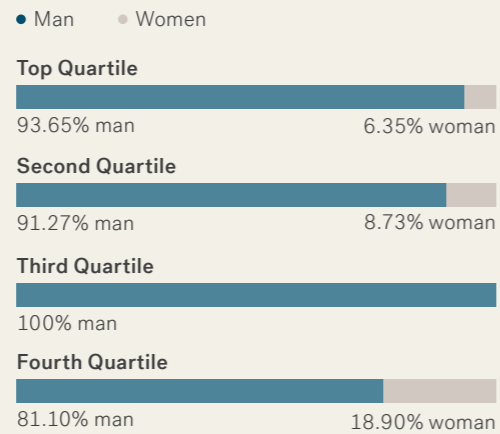
As part of the UK regulatory requirements, the gender pay gap analysis below outlines the following Apache North Sea demographics:

- 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.

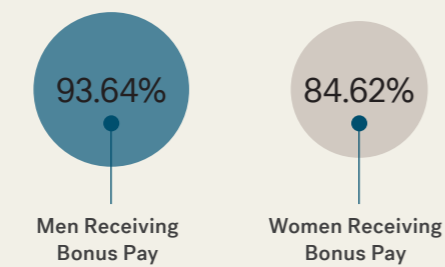
Per regulations, pay data is calculated at an hourly rate and comprised of base salary, regular allowances and shift premium payments, and excludes overtime payments. Bonus pay is comprised of 2025 paid compensation bonus, ad-hoc bonus payments, and the gross value of equity vested over the 12-month period. This analysis excludes data from individuals that are not “full pay relevant” at the time of reporting (e.g., new hire or departers, reduced maternity pay, on sick pay, etc.).

## 2025 Reporting Data (2024-25)

### Gender Pay Gap Employee Breakdown Per Quartile (Hourly Pay)



### Gender Pay Gap % of Employees with Bonus



### Average Hourly Pay by Gender

**10.57%**  
mean gender pay gap

**11.97%**  
median gender pay gap

### Bonus Paid by Gender

**-1.54%**  
mean gender bonus gap

**-30.31%**  
median gender bonus gap

## Declaration

Apache North Sea is a rewarding place to work, offering development 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.



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