

# Sustainability

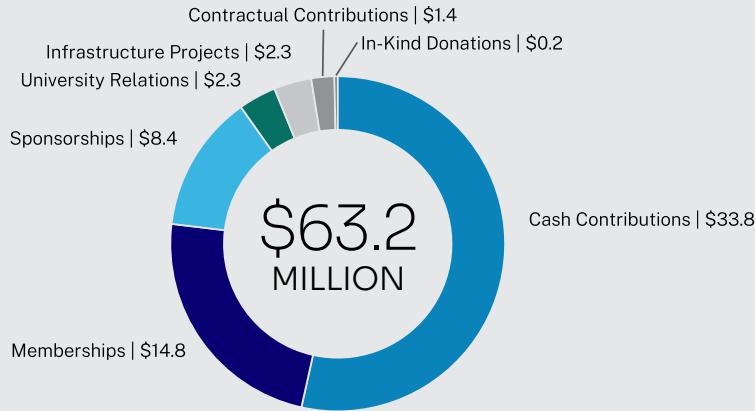


## SOCIAL

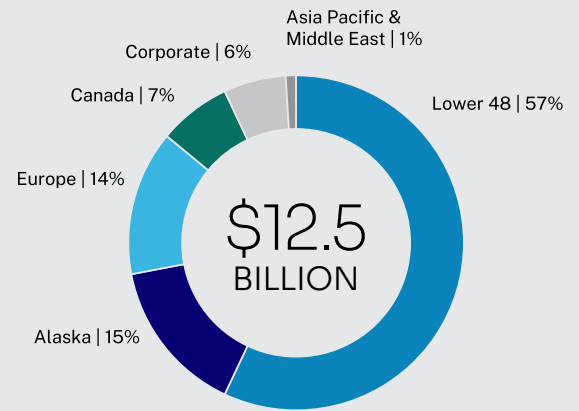
### Being a Good Neighbor

We strive to positively impact the communities where we live and operate. We focus our efforts around listening to communities and promoting local development.

#### 2023 SOCIAL INVESTMENTS



#### 2023 TOTAL SUPPLY CHAIN SPEND



### Valuing Our People

Our strategy, performance, culture and reputation are fueled by our world-class workforce. We recognize that attracting and developing talent is a competitive imperative within our changing industry.



~9,900  
TOTAL  
HEADCOUNT

▲ 27%  
OF OUR WORKFORCE  
ARE WOMEN

▲ 32%  
OF OUR WORKFORCE  
IN THE U.S. ARE  
PEOPLE OF COLOR

25.6  
AVERAGE  
TRAINING HOURS  
PER EMPLOYEE



82% of our workforce who completed the employee engagement survey would recommend ConocoPhillips as a great place to work



### Awards and Recognitions



Named as one of Fortune's 2023 World's Most Admired Companies

Named as one of Forbes' 2023 World's Best Employers

Named as one of Newsweek's 2023 America's Greatest Workplaces