



CNR International

CNR International (UK) Limited – April 2024

Gender Pay Gap Report





CNR International (UK) Limited Gender Pay Gap Report 2024

Corporate Mission Statement

*"To develop people to work together to create value for the Company's shareholders
by doing it right with fun and integrity"*

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require UK employers with 250 or more employees to publish their gender pay gap data on an annual basis. CNR International (UK) Limited (CNR International) follows the calculation methodology set out by the [Government Equalities Office](#) by publishing the mean and median gender hourly pay gap, the mean and median bonus pay gap, the proportion of males and females receiving a bonus payment and the proportion of males and females in each pay quartile. CNR International's results have been independently verified by Pinsent Masons LLP.

CNR International is an oil and natural gas exploration, development and production company with operations in the United Kingdom portion of the North Sea and offshore Africa. Our current UK headcount as of the snapshot date of the 5th April 2024 was 259 employees with a gender balance of 79 Females and 180 Males.

Our gender pay gap report highlights the difference between the mean and median hourly pay of all female employees relative to all male employees, regardless of role or pay grade. Gender pay gap figures are influenced by a variety of different factors, including the proportion of males and females employed, the proportion of male and female employees holding senior and leadership roles and general societal trends in relation to the types of academic subjects taken by males and females and the job opportunities those choices lead to.

We continue to actively engage with our employees by way of our Equality, Diversity and Inclusion (EDI) Forum to continuously improve our strong organizational culture.

The gender pay gap is not the same as equal pay. Equal pay ensures that employees in the same or equivalent roles with similar qualifications, experience and performance are equivalently paid. Canadian Natural Resources Limited, including its worldwide subsidiaries, such as CNR International (UK) Limited, is committed to equal pay to ensure male and female employees are paid equally for equivalent work.

Understanding our 2024 Gender Pay Gap

2024	Mean (Average)	Median (Mid-point)
Base Pay Gap	34%	41%
Bonus Gap	71%	70%

The above figures show that the mean pay of all our female employees is 34% lower than the mean pay of all our male employees, compared to 35% in 2023. The Median female employee is paid 41% less than a male employee, compared to 39% in 2023.

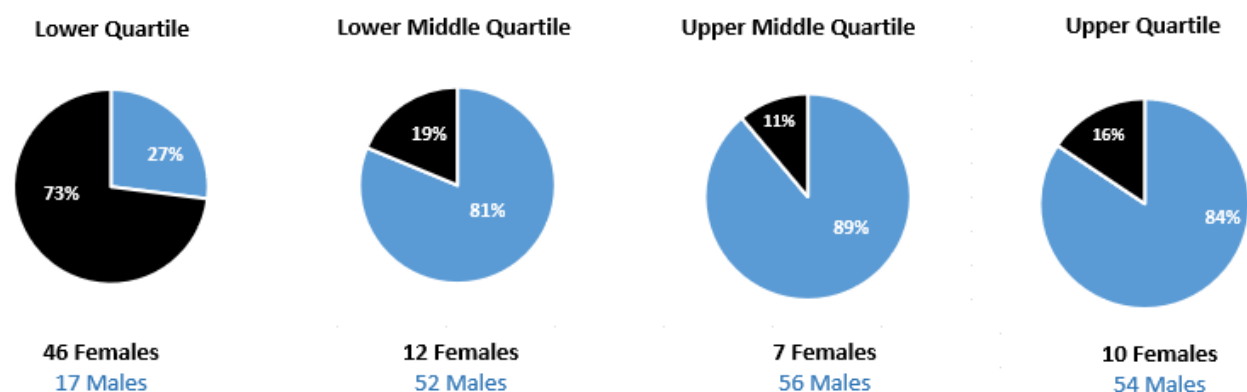
CNR International 2024 Bonus Program



CNR International has a bonus program inclusive of **all** employees. The above figures are not 100% due to new employees who commenced employment with the company towards the end of the bonus period, and therefore not eligible during the reporting period.

Pay Quartiles

This calculation shows the proportions of males and female employees in each of our four quartile pay bands:



The percentage of females in the Upper Quartile has increased since 2023, from 11% to 16%.

Last year's figures are included in the 2023 Gender Pay Gap report which can be found ([here](#)).



CNR International

Addressing our Gender Pay Gap

CNR International is committed to having a culture which has equality, diversity and inclusion at its core. The Company values and respects what makes its employees different and promotes the view that a diverse and inclusive organization that works together effectively will be more successful and enhance value creation.

We are committed to continuous cultural improvement, driven by employee engagement, to identify how equality, diversity and inclusion has become more prevalent in the existing strong corporate culture in our organization. Through this we focus on areas and key activities, committed to by the Company's leadership.

A brief insight into the work being undertaken by each of these focus areas is provided below:

- **Recruiting, Developing and Mentoring Staff**
Equality, diversity and inclusion is driven by our people. We focus our efforts to further refine our recruitment practices to continue to encourage greater applicant diversity. We continue to facilitate career development opportunities for our staff, have an active mentoring program and are committed to the next generation through student placements and scholarships.
- **Working Together with Industry and Society**
We continue to work together with several partners and organizations to share and collaborate on initiatives that promote diversity and inclusion within the industry. We have continued to support school engagement and promote and educate on STEM topics, and the wider oil and gas industry, across all levels of education. We have developed our tendering and contracting process to ensure it reflects our EDI values and commitments, and this is matched by counterparties.
- **Driving an Equal, Diverse and Inclusive Culture**
We continue to focus on ways of ensuring diversity and inclusion is at the heart of our strong corporate culture and values through a program of events throughout the year. In 2025, we will continue to undertake a variety of initiatives to drive an equal, diverse and inclusive culture.

Statement

I confirm that the information and data provided is accurate as at the snapshot date of 5th April 2024 and CNR International (U.K.) Limited have employed the services of law firm Pinsent Masons LLP to review and confirm our interpretation of the Government regulations and the applied methodology.

Our results are in line with the government gender pay reporting requirements and can be viewed via this link: <https://gender-pay-gap.service.gov.uk/employers/3407>

Alison Critten
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CNR International (UK) Limited