

2019 Gender Pay Gap Report



At Phillips 66 Limited we are committed to employing a diverse workforce that can deliver exceptional performance on a sustainable basis. We ensure all voices are valued, respected and supported at every level of our decision-making and this includes making sure everybody has the same opportunities for recognition, reward and career development.

Pay

Women's Hourly Rate is:

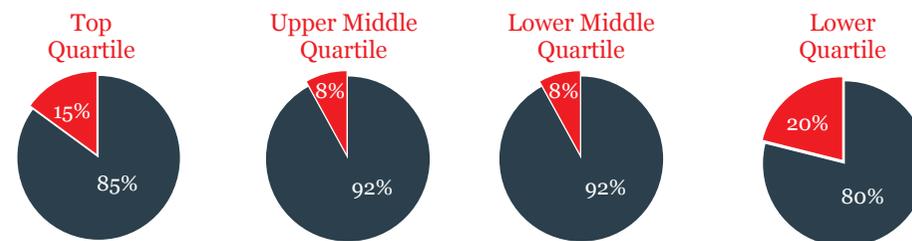


The data indicates that there was no discernible pay gap between that of men and women working across our UK organisation as of the 5th April 2019.

Note: Data includes all UK paid employees, administered under UK pay policies and programs, whether working in the UK or abroad on assignment. Employees working in the UK on foreign pay policies and paid via foreign payrolls are not included.

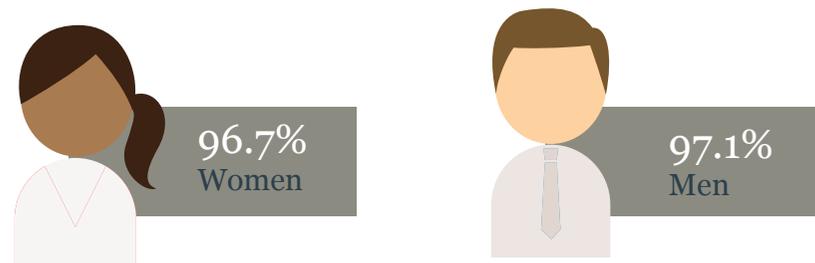
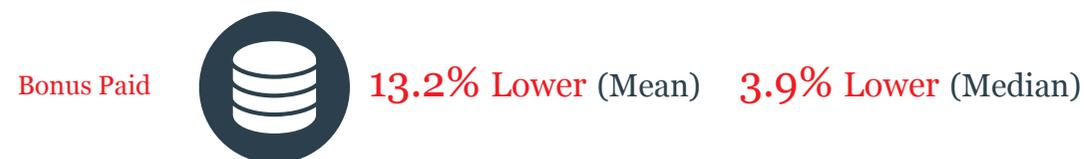
Pay Quartiles

Across our UK businesses and locations our overall male to female ratio as at the 5th April 2019 was 87% male to 13% female.



Bonus

Women's Bonus Value is:



Proportion of colleagues awarded a bonus, up to 5th April 2019

Why do we have a gender bonus gap?

As well as our 'all employee' bonus program and special recognition voucher program, the bonus figures also include our higher value trader bonus and equity programs where we had a higher proportion of males than females employed during the relevant period.

Notes: During the relevant Period: (i) two of our top three UK executive roles were held by females but are not included in the figures as they were not paid on the UK sterling payroll; (ii) The % of males and females receiving a bonus was less than 100% as a small number of male and female employees joined the organisation after 1st Jan 2019 and were not eligible for the 2018 bonus program; (iii) The majority of employees working part-time were female and received a pro-rata bonus. As at 5th April 2019 the regulations do not allow for adjustment to be made to account for part-time working, therefore this has the effect of increasing the average and median gap between the bonuses of males and females.

Declaration on behalf of Phillips 66 Limited

As Directors of Phillips 66 Limited, we confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

Darren Cunningham
Lead Executive UK & General Manager Humber Refinery

Kim Head
Global Trading Lead, Crude

Mary Wolf
Managing Director, UK Marketing