

# Statutory Disclosure

Esso Petroleum Company, Limited				
		2021	2022	2023
<b>Median and mean pay gap</b>				
Median pay gap		4.1%	-6.4%	-7.7%
Mean pay gap		6.7%	-2.3%	2.5%
<b>Proportion of employees in each quartile band</b>				
Upper Quartile	Male	80.9%	82.1%	80.3%
	Female	19.1%	17.9%	19.7%
Upper middle quartile	Male	81.4%	85.8%	86.2%
	Female	18.6%	14.2%	13.8%
Lower middle quartile	Male	90.3%	93.2%	91.5%
	Female	9.7%	6.8%	8.5%
Lower quartile	Male	70.5%	77.6%	80.1%
	Female	29.5%	22.4%	19.9%
<b>Proportion of employees receiving a bonus</b>				
		20.5%	20%	27.7%
		22.7%	25%	37.4%
Median bonus gap		-19.1%	-28.8%	-155.2%
Mean bonus gap		20.0%	17.6%	65.6%

ExxonMobil Chemical Limited				
		2021	2022	2023
<b>Median and mean pay gap</b>				
Median pay gap		12.3%	9.8%	4.8%
Mean pay gap		5.7%	7.2%	-1.2%
<b>Proportion of employees in each quartile band</b>				
Upper Quartile	Male	87.7%	88.3%	87.2%
	Female	12.3%	11.7%	12.8%
Upper middle quartile	Male	90.5%	92.7%	92.6%
	Female	9.5%	7.3%	7.4%
Lower middle quartile	Male	92.2%	89.7%	87.2%
	Female	7.8%	10.3%	12.8%
Lower quartile	Male	78.2%	80.3%	83.1%
	Female	21.8%	19.7%	16.9%
<b>Proportion of employees receiving a bonus</b>				
		8.8%	14.9%	17.2%
		13.0%	11.7%	20.3%
Median bonus gap		7.4%	-15.1%	13.0%
Mean bonus gap		29.3%	-1.3%	-7.3%

ExxonMobil in the UK employs approximately 2,000 people across two affiliates to which the government's gender pay gap regulations apply: Esso Petroleum Company, Limited and ExxonMobil Chemical Limited.

The methodology used to report our data complies with the regulations and the Advisory, Conciliation and Arbitration Service (ACAS) Gender Pay Gap Reporting Guidance. The calculations include all UK employees at the two aforementioned affiliates, as of 5 April 2023, whether working in the UK or overseas on expatriate assignments, where their work has a strong connection to the UK.

## Declaration

I confirm that the gender pay gap data contained in this report for ExxonMobil companies in the UK is accurate and complies with UK regulations



## Paul Greenwood

Chairman, Esso UK and Lead Country Manager for ExxonMobil companies in the UK