

# Statutory Disclosure

Esso Petroleum Company, Limited				
		2020	2021	2022
<b>Median and mean pay gap</b>				
Median pay gap		4.7%	4.1%	-6.4%
Mean pay gap		7.3%	6.7%	-2.3%
<b>Proportion of employees in each quartile band</b>				
Upper Quartile	Male	71.3%	70.5%	77.6%
	Female	28.7%	29.5%	22.4%
Upper middle quartile	Male	90.0%	90.3%	93.2%
	Female	10.0%	9.7%	6.8%
Lower middle quartile	Male	81.8%	81.4%	84.8%
	Female	18.2%	18.6%	14.2%
Lower quartile	Male	81.5%	80.8%	82.1%
	Female	18.5%	19.2%	17.9%
<b>Proportion of employees receiving a bonus</b>				
		19.2%	20.5%	20%
		20.2%	22.7%	25%
Median bonus gap		-4.7%	-19.1%	-28.8%
Mean bonus gap		26.2%	20.0%	17.6%

ExxonMobil in the UK employs over 2,200 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 at 5 April 2022, whether working in the UK or overseas on expatriate assignments, where their work has a strong connection to the UK.

# 34%

of female employees are in management positions

**Delivering positive change** through revitalised employee group engagement with increased management attention including senior leader I&D pledges

ExxonMobil Chemical Limited				
		2020	2021	2022
<b>Median and mean pay gap</b>				
Median pay gap		14.2%	12.3%	9.8%
Mean pay gap		8.6%	5.7%	7.2%
<b>Proportion of employees in each quartile band</b>				
Upper Quartile	Male	79.7%	78.2%	80.3%
	Female	20.3%	21.8%	19.7%
Upper middle quartile	Male	90.9%	92.2%	90%
	Female	9.1%	7.8%	10%
Lower middle quartile	Male	91.4%	90.5%	92.7%
	Female	8.6%	9.5%	7.3%
Lower quartile	Male	90.3%	87.7%	88.3%
	Female	9.7%	12.3%	11.7%
<b>Proportion of employees receiving a bonus</b>				
		7.8%	8.8%	14.9%
		10.1%	13.0%	11.7%
Median bonus gap		-32.8%	7.4%	-15.1%
Mean bonus gap		24.3%	29.3%	-1.31%

## 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