

Statutory Disclosure

Esso Petroleum Company, Limited

		2022	2023	2024	
Median and mean pay gap					
Median pay gap		-6.4%	-7.7%	-8.2%	
Mean pay gap		-2.3%	2.5%	-6.4%	
Proportion of employees in each quartile band					
Upper Quartile	Male	82.1%	80.3%	80.1%	
	Female	17.9%	19.7%	19.9%	
Upper middle quartile	Male	85.8%	86.2%	85.6%	
	Female	14.2%	13.8%	14.4%	
Lower middle quartile	Male	93.2%	91.5%	90.3%	
	Female	6.8%	8.5%	9.7%	
Lower quartile	Male	77.6%	80.1%	80.6%	
	Female	22.4%	19.9%	19.4%	
Proportion of employees receiving a bonus					
		Male	20%	27.7%	28.5%
		Female	25%	37.4%	38.4%
Median bonus gap		Male	-28.8%	-155.2%	13.2%
Mean bonus gap		Female	17.6%	65.6%	11.2%

ExxonMobil Chemical Limited

		2022	2023	2024	
Median and mean pay gap					
Median pay gap		9.8%	4.8%	11.2%	
Mean pay gap		7.2%	-1.2%	5.2%	
Proportion of employees in each quartile band					
Upper Quartile	Male	88.3%	87.2%	87.1%	
	Female	11.7%	12.8%	12.9%	
Upper middle quartile	Male	92.7%	92.6%	92.5%	
	Female	7.3%	7.4%	7.5%	
Lower middle quartile	Male	89.7%	87.2%	91.2%	
	Female	10.3%	12.8%	8.8%	
Lower quartile	Male	80.3%	83.1%	80.3%	
	Female	19.7%	16.9%	19.7%	
Proportion of employees receiving a bonus					
		Male	14.9%	17.2%	17.3%
		Female	11.7%	20.3%	26.4%
Median bonus gap		Male	-15.1%	13.0%	19%
Mean bonus gap		Female	-1.3%	-7.3%	9.2%

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 2024, 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