

Statutory Disclosure

Esso Petroleum Company, Limited

		2023	2024	2025
Median and mean pay gap				
Median pay gap		-7.7%	-8.2%	-15.3%
Mean pay gap		2.5%	-6.4%	-8%
Proportion of employees in each quartile band				
Upper Quartile	Male	80.3%	80.1%	79.8%
	Female	19.7%	19.9%	20.2%
Upper middle quartile	Male	86.2%	85.6%	84.8%
	Female	13.8%	14.4%	15.2%
Lower middle quartile	Male	91.5%	90.3%	90.4%
	Female	8.5%	9.7%	9.6%
Lower quartile	Male	80.1%	80.6%	81.9%
	Female	19.9%	19.4%	18.1%
Proportion of employees receiving a bonus				
Male		27.7%	28.5%	30.1%
Female		37.4%	38.4%	40.3%
Median bonus gap		-155.2%	13.2%	21.5%
Mean bonus gap		65.6%	11.2%	13.1%

ExxonMobil Chemical Limited

		2023	2024	2025
Median and mean pay gap				
Median pay gap		4.8%	11.2%	12.3%
Mean pay gap		-1.2%	5.2%	10.1%
Proportion of employees in each quartile band				
Upper Quartile	Male	87.2%	87.1%	88.7%
	Female	12.8%	12.9%	11.3%
Upper middle quartile	Male	92.6%	92.5%	92.3%
	Female	7.4%	7.5%	7.7%
Lower middle quartile	Male	87.2%	91.2%	90.8%
	Female	12.8%	8.8%	9.2%
Lower quartile	Male	83.1%	80.3%	82.4%
	Female	16.9%	19.7%	17.61%
Proportion of employees receiving a bonus				
Male		17.2%	17.3%	17.9%
Female		20.3%	26.4%	29.2%
Median bonus gap		13.0%	19%	25.2%
Mean bonus gap		-7.3%	9.2%	82.5%

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 2025, 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