

Sustainability

Sustainability performance data

We assess our performance to support continual improvements throughout the company.

Report  
April 14, 2023

Performance data table<sup>1</sup>

Consistent with industry, we are reporting the data below over a 5-year period. The reporting guidelines and indicators of Ipieca, the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP) *Sustainability Reporting Guidance for the Oil and Gas Industry (4th edition, 2020)* informed the selection of the data included in this performance table. For additional resources see the following: **sustainability home page**, **Advancing Climate Solutions - 2023 Progress Report** and **GHG Data Supplement**, and the **content index**.

ENVIRONMENT <sup>2</sup>	2022	2021	2020	2019	2018
Freshwater					
Freshwater withdrawn, millions of cubic meters	450	440	460	460	470
Freshwater consumption, millions of cubic meters	290	270	300	300	310
Freshwater intensity, metric tons of water consumed per metric tons of throughput or production					
Upstream	0.3	0.3	0.4	0.5	0.5

Downstream	0.7	0.7	0.7	0.7	0.7
Chemical	2.2	1.9	2.2	1.9	1.8

### Discharges to water

Controlled hydrocarbon discharges to water, thousands of metric tons	0.7	0.7	0.8	0.7	0.8
Upstream	0.6	0.6	0.7	0.5	0.7
Downstream	0.1	0.1	0.1	0.1	0.1

### Spills to the environment

Marine vessel (owned and long-term leased) hydrocarbon spills >1 barrel, number	0	0	0	0	0
Hydrocarbon spills (not from marine vessels) (oil spilled), number	171	159	181	309	287
Hydrocarbon spills (not from marine vessels) (oil spilled) volume, thousands of barrels	10.8	21.3	1.9	7.7	11.4
Other spills (not from marine vessels) (non-hydrocarbon), number	43	50	43	43	48
Other spills (not from marine vessels) (non-hydrocarbon) volume, thousands of barrels	1.1	0.5	0.8	0.4	0.7

### Air emissions

Sulfur oxides (SOx) emitted, millions of metric tons	0.08	0.08	0.07	0.09	0.10
Nitrogen oxides (NOx) emitted, millions of metric tons	0.11	0.10	0.10	0.12	0.12
Volatile organic compounds (VOCs) emitted, millions of metric tons	0.11	0.12	0.10	0.15	0.17

**Materials management**

Total hazardous waste generated from remediation, millions of metric tons	0.5	0.9	0.9	1.4	1.2
Total hazardous waste disposed from remediation, millions of metric tons	0.5	0.9	0.9	1.4	1.1
Total hazardous waste beneficial reuse from remediation, millions of metric tons	<0.1	<0.1	<0.1	<0.1	0.1
Total non-hazardous waste generated from remediation, millions of metric tons	0.6	0.7	0.4	0.9	0.4
Total non-hazardous waste disposed from remediation, millions of metric tons	0.5	0.7	0.4	0.8	0.4
Total non-hazardous waste beneficial reuse from remediation, millions of metric tons	<0.1	<0.1	<0.1	0.1	0.1
Total hazardous waste generated from operations, millions of metric tons	0.5	0.5	0.3	0.5	0.4
Total hazardous waste disposed from operations, millions of metric tons	0.3	0.3	0.1	0.2	0.1
Total hazardous waste beneficial reuse from operations, millions of metric tons	0.2	0.2	0.2	0.2	0.3
Total non-hazardous waste generated from operations, millions of metric tons	0.5	0.7	0.8	1.7	0.7
Total non-hazardous waste disposed from operations, millions of metric tons	0.4	0.6	0.4	0.7	0.5
Total non-hazardous waste beneficial reuse from operations, millions of	0.1	0.2	0.4	1.0	0.2

metric tons

**Environmental expenditures**

Environmental expenditures, billions of dollars	5.7	4.6	4.5	5.2	4.9
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Total dollars spent on environmental penalties, fines and settlements, billions of dollars	0.002	<0.001	<0.001	<0.001	0.001
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SOCIAL <sup>2</sup>	2022	2021	2020	2019	2018
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**Safety**

Fatalities - employees	0	0	1	0	0
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Fatalities - contractors	3	1	0	1	3
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Fatal accident rate - total workforce (per 1,000,000 work hours) <sup>3</sup>	0.008	0.003	0.003	0.002	0.007
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Fatal incident rate - total workforce (per 1,000,000 work hours) <sup>3</sup>	0.008	0.003	0.003	0.002	0.007
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Lost-time incident rate - employees (per 200,000 work hours) <sup>4</sup>	0.03	0.02	0.02	0.03	0.04
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Lost-time incident rate - contractors (per 200,000 work hours) <sup>4</sup>	0.02	0.03	0.02	0.03	0.03
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Lost-time incident rate - total workforce (per 200,000 work hours) <sup>4</sup>	0.02	0.02	0.02	0.03	0.03
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Total recordable incident rate - employees (per 200,000 work hours) <sup>4</sup>	0.12	0.11	0.10	0.15	0.15
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Total recordable incident rate - contractors (per 200,000 work hours) <sup>4</sup>	0.18	0.19	0.17	0.25	0.25
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Total recordable incident rate - total workforce (per 200,000 work hours) <sup>4</sup>	0.16	0.16	0.14	0.21	0.21
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Process Safety Tier 1 Events (API RP 754 guidance)	54	44	63	74	73
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### Workforce composition

Number of regular employees at year end, thousands <sup>5</sup>	62	63	72	75	71
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Percent international - global workforce <sup>5</sup>	64	64	60	60	60
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Percent women - global workforce <sup>5</sup>	28	29	29	29	29
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Percent professional women - global	34	34	34	34	34
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Percent executive women - global	29	27	24	22	20
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Percent professional United States minorities	29	27	28	27	26
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Percent executive United States minorities	23	22	20	18	17
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Percent United States veterans <sup>6</sup>	5	5	5	5	4
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### Hiring (percent professional new hires)<sup>7</sup>

Women - global	38	40	40	37	37
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United States minorities	43	47	43	37	35
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United States Asian	17	20	16	14	13
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United States Black/African-American	8	8	9	8	7
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United States Hispanic/Latino	14	14	14	11	12
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### Training

Number of participants in corporate and technical training, thousands	69	73	78	88	87
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Total corporate and technical training expenditures, millions of dollars	31	19	34	77	62
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### Community investments, millions of dollars<sup>8</sup>

Global	158.3	163.4	202.8	252.5	211.0
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United States	62.5	60.0	91.6	117.4	112.0
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Rest of World	95.8	130.4	111.2	135.1	99.0
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<b>ExxonMobil spending with United States diverse suppliers, millions of dollars<sup>9</sup></b>	4189	2366	2732	2727	2267
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<b>ExxonMobil spending with United States certified, tier 1, diverse suppliers, millions of dollars<sup>10</sup></b>	665	513	620	643	
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<b>GOVERNANCE</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
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Number of Extractive Industries Transparency Initiative (EITI) participating countries <sup>11</sup>	16	16	20	21	19
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Corporate political contributions - United States state campaigns and national 527s, millions of dollars	0.49	0.52	0.54	1.13	0.62
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Percent of shares represented at Corporation's Annual Meeting	80.4	72.0	82.2	86.7	85.5
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<sup>1</sup>Performance data is based on a combination of measured and estimated data using reasonable efforts and collection methods. Any calculations are based on industry standards and best practices, including guidance from the API and Ipieca as applicable. There is uncertainty associated with the performance data due to variation in the processes and operations, the availability of sufficient data, quality of those data and methodology used for measurement and estimation. Performance data may include rounding. This table reflects the latest set of performance data as of March 10, 2023 for Environment and Safety. Changes to the performance data may be reported as part of the company's annual publications as new or updated data and/or methodologies become available. Environment and Safety is reported for ExxonMobil operated assets only. "Other spills (not from marine vessels) (non-hydrocarbon)" include chemical and water-based drilling fluid spills.

<sup>2</sup>Some historical performance data were updated to reflect the best available information at the time of this report.

<sup>3</sup>Workforce includes employees and contractors. Accidents or incidents include both injuries and illnesses. From 2018 through 2022, all fatalities were injury-related.

<sup>4</sup>Incidents include injuries and illnesses. Safety data are based on information at the time of publication. Workforce includes employees and contractors.

<sup>5</sup>Global workforce is defined as all active, regular executive, management, professional, technical (EMPT), and wage employees who work full-time or part-time for ExxonMobil and are covered by ExxonMobil's benefit plans and programs. Employees at our company-operated retail stores are not included.

<sup>6</sup>United States workforce is defined as all active, regular EMPT, and wage employees on the United States payroll who work full-time or part-time for ExxonMobil and are covered by ExxonMobil's benefit plans and programs. Employees at our company-operated retail stores are not included. United States workforce is a broader definition than EEO-1 report scope, which excludes United States payroll employees on assignment outside the United States.

<sup>7</sup>Professional employees and hires are defined as EMPT.

<sup>8</sup>Total contributions include donations from Exxon Mobil Corporation, our divisions and affiliates, the ExxonMobil Foundation, as well as employee and retiree giving through ExxonMobil's matching gift and volunteer programs.

<sup>9</sup>Our spending encompassed an expanded set of diverse classifications that includes: minority-owned businesses, women-owned businesses, small business-owned, lesbian-, gay-, bisexual- and transgender-owned businesses, veteran-owned businesses, service-disabled veteran-owned businesses and businesses owned by peoples with disabilities.

<sup>10</sup>ExxonMobil spending with United States certified, tier 1, diverse suppliers, millions of dollars was added as a new metric in 2019 and reported as of that year.

<sup>11</sup>In countries where ExxonMobil has an upstream business presence.

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