

Officers, executives, and other U.S. employees participate in the same broad-based programs. In cases where program application is different, this is generally due to legacy participation in a previously offered and since-terminated program, or based on position-specific requirements.

For example, all U.S.-dollar-paid employees can access a broad-based financial planning program. The financial planning program specific to senior executives was closed to new entrants effective January 2021. Participants prior to January 2021 may continue to access the program.

The Company also provides security for its employees, as appropriate, based on a risk assessment that includes consideration of the employee's position and work location. The Company does not consider security costs to be personal benefits since these costs arise from the nature of the employee's occupation with the Company. The personal protection provided to the CEO and/or other employees is aligned with the intent of the Company's security program. In addition, the Board requires the CEO to use company aircraft for both business and personal travel for security reasons.

The Board believes this proposal is unnecessary, as ExxonMobil's approach is consistent with market practices, and security services are informed by a thorough security risk assessment.

Item 5 – Limit Shareholder Rights for Proposal Submission

This proposal was submitted by Steven Milloy, 12309 Briarbush Lane, Potomac, Maryland 20854, the beneficial owner of 1,016 shares.

"Nuisance Shareholders

Resolved:

That the Company amend its bylaws to no longer permit shareholders to submit precatory (non-binding or advisory) proposals for consideration at annual shareholder meetings, unless the board of directors takes specific action to approve submission of such proposals.

Supporting Statement:

Stock ownership has unfortunately become politicized. Many shareholders own stock in publicly-owned corporations for the sole purpose of advancing the shareholders' own social or political agendas, while simultaneously assailing the corporations' legitimate business operations. To put it politely, these activist shareholders are 'nuisance shareholders.'

Climate activists are nuisance shareholders who have leveraged proposals over the years to the point where they now have a significant presence on the ExxonMobil board of directors. These anti-fossil fuel nuisance shareholders may soon control the ExxonMobil board of directors. What could go wrong?

A primary tool of nuisance shareholders is the submission of non-binding precatory (advisory) proposals for discussion and vote at annual meetings of shareholders. Proposals from nuisance shareholders can coerce management into making decisions not in the best interests of ExxonMobil and its bona fide shareholders, and turn the annual meeting into a media-activist circus.

The overarching purpose of these proposals is to harass, intimidate and otherwise force ExxonMobil management into actions that it would not normally undertake and that, in fact, may be harmful to the company and its bona fide shareholders.

As Nobel laureate Milton Friedman wrote, 'The social responsibility of business is to increase its profits.' Businesses accomplish this vital role by providing the goods and services that society needs and wants in compliance with the law.

Businesses are society's wealth generators. This wealth fuels the rest of society via salaries, taxes, dividends, and stock price appreciation. Businesses should not be distracted and hijacked by social and political activists seeking to change perceived shortcomings of society, which are issues better and more appropriately addressed by governments and charities.

Nuisance shareholders and their proposals distract management and coerce it into taking harmful actions based on junk science, political correctness and other non-business agendas rather than rational business practice. This can only reduce profits and, thereby, prevent ExxonMobil from achieving its actual social responsibility."

The Board recommends you vote AGAINST this proposal for the following reasons:

The Board values input from shareholders and considers this input as it fulfills its commitment to thorough oversight of the Company's plans to grow long-term shareholder value.

The Board respects the rights of shareholders to have their perspectives heard and provides several alternatives, including written correspondence and a portal for electronic communication at [exxonmobil.com/directors](https://www.exxonmobil.com/directors), through which shareholders can communicate with the directors. The Board encourages shareholders to make use of those communication channels, and also recognizes that shareholder proposals can be a constructive element of corporate governance. As a result, the Board believes the current proposal is unnecessary.

Item 6 – Reduce Company Emissions and Hydrocarbon Sales

This proposal was submitted by Follow This, Hillegomstraat 15, Amsterdam, 1059 BW, Netherlands, the beneficial owner of 37 shares and lead proponent of a filing group.

"WHEREAS: We, the shareholders, must protect our assets against devastating climate change, and we therefore support companies to substantially reduce greenhouse gas (GHG) emissions.

RESOLVED: Shareholders request the Company to set and publish medium- and long-term targets to reduce the greenhouse gas (GHG) of the Company's operations and energy products (Scope 1, 2, and 3) consistent with the goal of the Paris Climate Agreement: to limit global warming to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C.

You have our support.

SUPPORTING STATEMENT:

The policies of energy companies – the largest greenhouse gas (GHG) emitters – are crucial to confronting the climate crisis. Therefore shareholders support oil and gas companies to substantially reduce their emissions.

We, the shareholders, understand this support to be essential in protecting all our assets in the global economy from devastating climate change.

We therefore support the Company to set emission reduction targets for all emissions: the emissions of the company's operations and the emissions of its energy products (Scope 1, 2, and 3). Reducing Scope 3 emissions, the vast majority, is essential to limiting global heating.

Scientific consensus

The world's leading international scientific bodies recently released reports which clearly state the need for deep cuts in emissions in order to limit global warming to safe levels.

Financial momentum

A growing international consensus has emerged among financial institutions that climate-related risks are a source of financial risk, and therefore limiting global warming is essential to risk management and responsible stewardship of the economy.