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We expect Items 4 through 7 to be presented by shareholders at the annual meeting. Following SEC rules, other than minor formatting changes, we are reprinting the proposals and supporting statements as they were submitted to us. We take no responsibility for them, and we encourage readers to make their own investigations into their assertions – many of which are inaccurate and misleading. Upon oral or written request to the Secretary at the address listed under Contact Information on page 8, we will provide information about the sponsors' shareholdings, to the extent disclosed to us, as well as the names, addresses, and shareholdings of any co-sponsors.

Our approach to shareholder proposals

We fully support and encourage investor engagement and advocacy. We respect that our investors may have viewpoints and perspectives that differ from those of our management and Board. Our proactive investor-engagement efforts have grown the past several years and have helped us understand investors' diverse perspectives and the information they find most useful. Beginning on page 31 of this proxy statement, we describe some of the ways that feedback led to enhancements in our disclosures over the past few years, including in 2024.

The SEC's shareholder proposal rules were designed to give investors access to directors, management, and fellow investors to share their views. We work to engage with and respond to our investors' concerns regarding opportunities to improve the performance of [our Company](#).

Our Board and management team take all proposals seriously and spend significant time considering them. These efforts can cost companies up to \$150,000 per proposal, according to the SEC.¹ This amount does not include opportunity costs associated with the Board's and management's time, which can be significantly more expensive for a company with global operations like ExxonMobil. Our Chief Executive Officer, Chief Financial Officer, and experts throughout [our Company](#) collectively spend hundreds of hours each year on research, evaluation, discussion, and review before making recommendations to the Board, which carefully reviews each proposal. As stated by SEC Commissioner Mark Uyeda, *"All shareholders bear these costs, even though only a minority of shareholders submit proposals."*²

**Shareholder Proposals
Submitted to ExxonMobil (2014 – 2023)**

~140 proposals submitted
~50% by serial proponents*

Only 3.55% of proposals passed

Total estimated cost to [the Company](#)
Up to \$21,000,000 in direct costs**

* Professional proponents or representatives submitting to a company repeatedly on a variety of topics or on the same topic to a wide variety of companies.

** Based on SEC estimates of up to \$150,000 per proposal.

We believe that the shareholder proposal process as it is currently being applied is not serving the best interest of investors. Though the SEC rules have not changed, the interpretation of the rules has, allowing activists from all sides to make the same proposals year after year. Proposals that in the past would be swiftly excluded from proxy statements by the SEC are more frequently being put up for a vote, as emboldened activists take advantage of the new interpretations being applied to the proxy exclusion rules.

We have observed a distinction in approach between our investors, who are looking to ensure long-term economic value, and other shareholders, who may have acquired or borrowed a small number of shares to pursue their own agendas. Our investors have shared that these proposals often overreach in their demands, reflect a lack of understanding of our industry and Company, and have no clear benefits for investors. For ExxonMobil, all such proposals were rejected by a strong majority of our investors last year.

We are committed to addressing proposals and their proponents more transparently, including their stated motives, as well as the impacts their proposals would have on shareholder value if adopted. It is apparent that clearly coordinated efforts by some "serial proponents" are aimed at stopping the responsible production of the energy and products that make modern life possible. This would be detrimental to investors' interests, [our Company](#), energy security, quality of life, and the global economy.