



May 11, 2022

Re: Supplemental Information Related to Item 3 – Advisory Vote to Approve Executive Compensation

Dear Investor,

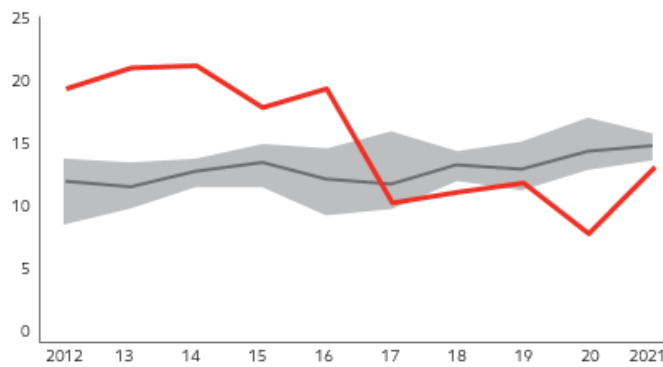
In ExxonMobil's 2022 Proxy Statement, we summarize the key design features of our compensation program, which ties compensation to long-term shareholder value creation and success in a lower-emissions future, and 2021 pay decisions.

2021 data for compensation benchmark companies have recently become available through their 2022 proxy filings. Therefore, the following charts have been updated for the most recent time period, as displayed below. This also updates all other references to ExxonMobil's rank percentile in the CD&A.

The charts on pages 45 and 46 illustrate the degree of volatility in ExxonMobil's long-term award and annual bonus programs versus alternate programs.

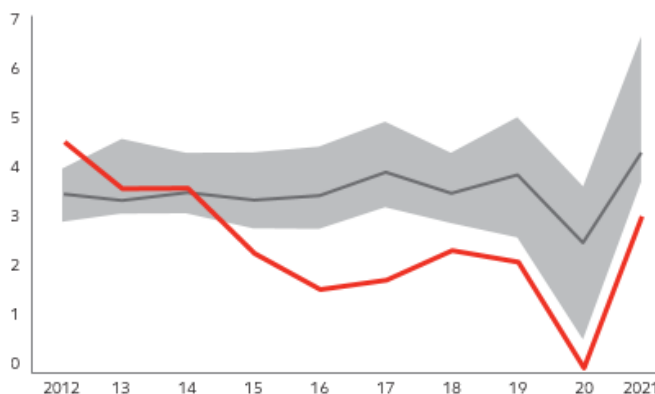
LONG-TERM AWARD – CEO POSITION
DEGREE OF VOLATILITY VERSUS ALTERNATE PROGRAMS

■ ExxonMobil Compensation Benchmark Companies: ■ 25 to 75 Percentile
(dollars in millions) — 50 Percentile



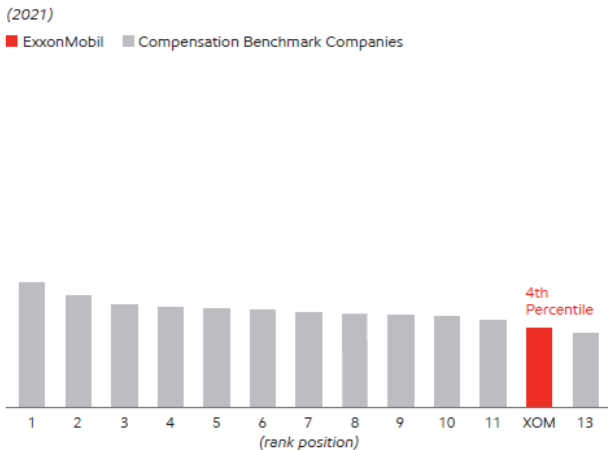
ANNUAL BONUS AWARD – CEO POSITION
DEGREE OF VOLATILITY VERSUS ALTERNATE PROGRAMS

■ ExxonMobil Compensation Benchmark Companies: ■ 25 to 75 Percentile
(dollars in millions) — 50 Percentile

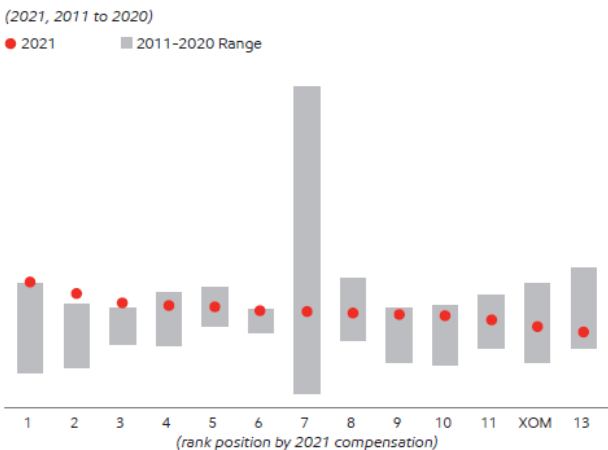


In addition, the charts on page 51 compare ExxonMobil CEO compensation versus compensation benchmark companies over a 1-year and 10-year period, updated with 2021 data.

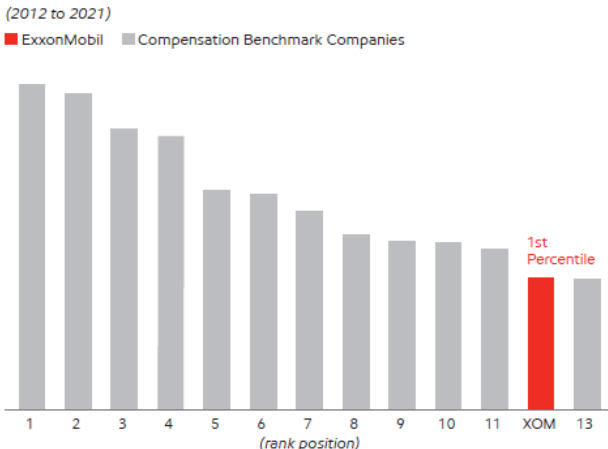
1-YEAR TOTAL DIRECT COMPENSATION



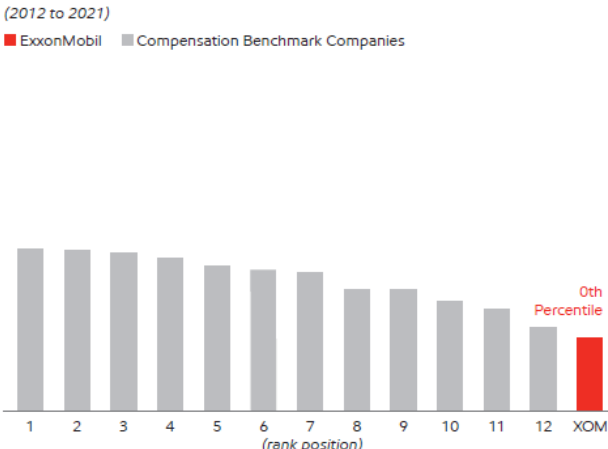
10-YEAR TOTAL DIRECT COMPENSATION



10-YEAR COMBINED REALIZED AND UNREALIZED PAY



10-YEAR REALIZED PAY



Total Direct Compensation is compensation granted during the year, including salary, current-year bonus, and the grant date fair value of equity awards. Realized Pay is compensation actually received by the CEO during the year, excluding any retirement distributions. Unrealized Pay represents the current value – not the grant date value used for reporting in the Summary Compensation Table – of outstanding unvested cash and stock-based incentive awards as well as the current market value of unexercised “in the money” stock options granted during the years 2012 through 2021. Award values are based on target levels of formula-based awards and fiscal year-end 2021 stock prices. See page 58 of the CD&A in ExxonMobil’s 2022 Proxy Statement for more detailed definitions of realized and unrealized pay.

Please read this supplemental information together with the more detailed information included in the CD&A, compensation tables, and narrative on pages 37 through 68 of ExxonMobil’s 2022 Proxy Statement before you cast your vote on Management Resolution Item 3 – Advisory Vote to Approve Executive Compensation.

Sincerely,