Before you cast your vote on Management Resolution Item 3 – Advisory Vote to Approve Executive Compensation, please review the Executive Compensation Overview, as well as the more detailed information included in the Compensation Discussion and Analysis, compensation tables, and narrative in ExxonMobil’s 2015 Proxy Statement.
Reported Pay is Total Compensation reported in the Summary Compensation Table, except for years 2006 to 2008, where the grant date value of restricted stock as provided under current SEC rules is used to put all years of compensation on the same basis.

Realized Pay is compensation actually received by the CEO during the year, including salary, current bonus, payouts of previously granted Earnings Bonus Units (EBU), net spread on stock option exercises, market value at vesting of previously granted stock-based awards, and All Other Compensation amounts realized during the year. It excludes unvested grants, change in pension value, and other amounts that will not actually be received until a future date. Amounts for other companies include salary, bonus, payouts of non-equity incentive plan compensation, and All Other Compensation as reported in the Summary Compensation Table, plus value realized on option exercise or stock vesting as reported in the Option Exercises and Stock Vested table. It excludes unvested grants, change in pension value, and other amounts that will not actually be received until a future date, as well as any retirement-related payouts from pension or nonqualified compensation plans.

Unrealized Pay is calculated on a different basis from the grant date fair value of awards used in the Summary Compensation Table. Unrealized Pay includes the value based on each compensation benchmark company’s closing stock price at fiscal year-end 2013 of unvested restricted stock awards; unvested long-term share and cash performance awards, valued at target levels; and the “in the money” value of unexercised stock options (both vested and unvested). If a CEO retired during the period, outstanding equity is included assuming that unvested awards, as of the retirement date, continued to vest pursuant to the original terms of the award.

Compensation Benchmark Companies consist of AT&T, Boeing, Caterpillar, Chevron, Ford, General Electric, IBM, Johnson & Johnson, Pfizer, Procter & Gamble, United Technologies, and Verizon. For consistency, CEO compensation is based on compensation as disclosed in the Summary Compensation Table of the proxy statements as of April 15, 2015.

Please also read the footnotes contained throughout the Executive Compensation Overview for additional definitions of terms we use and other important information. See also the Factors Affecting Future Results and Frequently Used Terms available through the Investors page of our website at www.exxonmobil.com.

Statements regarding future events or conditions are forward-looking statements. Actual future results, including project plans, schedules, and results, as well as the impact of compensation incentives, could differ materially due to changes in oil and gas prices and other factors affecting our industry, technical or operating conditions, and other factors described under the heading “Factors Affecting Future Results” in our most recent Form 10-K.

The term “project” can refer to a variety of different activities and does not necessarily have the same meaning as in any government payment transparency reports.
9:30am  Shareholder Engagement  ......................... Jeff Woodbury,
          Vice President, Investor Relations and Secretary

Key Focus Areas

Basis for Compensation Decisions
   Financial and Operating Performance
   Strategic Business Results
   Long-Term Business Performance

CEO Compensation  ................................. Randy Powers,
          Manager, Compensation, Benefit Plans and Policies

Annual Bonus Program

Equity Incentive Program
   Determination of Equity Award Levels
   Vesting Periods that Far Exceed Most Industries
   ExxonMobil Program vs. Formula-Based Pay

10:10am Q&A

10:30am Webinar Concludes
2014 Shareholder Engagement

- Say-On-Pay Results: 89.8 percent “For”
- Multiple conference calls with institutional shareholders preceding shareholder meeting
- Webcast on May 14, 2014, available to all shareholders
- *Executive Compensation Overview* brochure issued to all shareholders
Key Focus Areas

- **Level of Stock Awards:** New illustration of how the Compensation Committee determined the CEO’s stock-based award level

- **Stock Holding Requirement:** Vesting periods of up to 10 years or longer require that executives hold their equity compensation through commodity price cycles

- **Annual Bonus:** Formula linked to annual earnings, consistently applied for 13 years; individual awards determined and differentiated based on performance

- **CEO’s Combined Realized and Unrealized Pay:** Market orientation at the 39th percentile

- **No Contracts:** No employment contracts, severance agreements, or change-in-control arrangements

- **Common Programs:** All U.S. executives, more than 1,000 including the CEO, participate in common programs (the same salary, incentive, and retirement programs)
Basis for Compensation Decisions
Financial and Operating Performance

- Earnings of $32.5 billion in 2014 compared with $32.6 billion in 2013. Five-year annual average of $36.3 billion in earnings

- Distributed $23.6 billion to shareholders in dividends and share purchases in 2014, for a distribution yield of 5.4 percent. Distributed $342 billion in dividends and share purchases since the beginning of 2000. Dividends per share increased for the 32nd consecutive year

- Industry-leading return on average capital employed (ROCE) of 16.2 percent, with a five-year average of 21 percent

- Strong environmental results and best-ever safety performance supported by effective risk management

For more information concerning ROCE, see pages 44 and 45 of the Summary Annual Report included with the 2015 Proxy Statement
Strategic Business Results

Upstream
- Increased proved reserves by 1.5 billion oil-equivalent barrels
- Completed eight major projects with working interest production capacity of more than 250 thousand oil-equivalent barrels per day
- Initiated commissioning activities at the Kearl Expansion in Canada and Banyu Urip in Indonesia
- Successfully drilled the first ExxonMobil-Rosneft Joint Venture Kara Sea exploration well in the Russian Arctic
- Progressed a large and diverse portfolio of LNG opportunities in North America, Australia, and Africa

Downstream
- Commissioned the Clean Fuels Project at our joint venture refinery in Saudi Arabia
- Completed a lube basestock expansion in Singapore and a lubricant plant expansion in Tianjin, China

Chemical
- Started construction of a major expansion at our Texas facilities, including a new world-scale ethane steam cracker and polyethylene lines
- Progressed construction of a 400-thousand-tonnes-per-year specialty elastomers project in Saudi Arabia with our joint venture partner
- Started construction on a new 230-thousand-tonnes-per-year specialty polymers plant in Singapore
Safety is a core value for ExxonMobil, and nothing receives more attention from management.

- Safety results are a leading indicator of business performance.

ExxonMobil's proven business model delivers industry-leading ROCE.

- Disciplined investments through the business cycle position the Company for long-term performance.
- Strength of integrated portfolio, project management, and technology application.
ExxonMobil’s superior cash flow preserves capacity for investments and shareholder distributions.

- Generated $117 billion of free cash flow since beginning of 2010.
- Reflects strong business performance and disciplined capital allocation approach.

ExxonMobil maintains industry-leading shareholder distributions through the business cycle.

- Dividends per share up 10 percent per year over past 10 years.
- Distributed 46 cents of every dollar from operating cash flow and asset sales generated from 2010 to 2014.

(4) Competitor data estimated on a consistent basis with ExxonMobil and based on public information. BP excludes impact of GOM spill and TNK-BP divestment. For more information on Free Cash Flow, see page 45 of the Summary Annual Report included with the 2015 Proxy Statement.

(5) Competitor data estimated on a consistent basis with ExxonMobil and based on public information. Total shareholder distributions divided by market capitalization. Shareholder distributions consist of cash dividends and share buybacks. For more information, see page 45 of the Summary Annual Report included with the 2015 Proxy Statement.
Long-Term Business Performance

ExxonMobil leads the industry in total shareholder return (TSR) in all performance periods.

- The most relevant TSR comparison is across companies in the same industry of comparable size and scale.

ExxonMobil generated superior returns through a range of economic environments and business cycles.

(6) Annualized returns assuming dividends are reinvested when paid.
(8) AT&T, Boeing, Caterpillar, Chevron, Ford, General Electric, IBM, Johnson & Johnson, Pfizer, Procter & Gamble, United Technologies, and Verizon weighted by market capitalization.
CEO Compensation
### Pay Granted to CEO – 2012 to 2014

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>$2,567,000</td>
<td>$2,717,000</td>
<td>$2,867,000</td>
</tr>
<tr>
<td>Bonus</td>
<td>$4,587,000</td>
<td>$3,670,000</td>
<td>$3,670,000</td>
</tr>
<tr>
<td>Stock-Based Award*</td>
<td>$19,627,875</td>
<td>$21,254,625</td>
<td>$21,420,000</td>
</tr>
<tr>
<td>All Other Compensation</td>
<td>$447,425</td>
<td>$496,704</td>
<td>$455,420</td>
</tr>
<tr>
<td><strong>Pay Granted</strong></td>
<td><strong>$27,229,300</strong></td>
<td><strong>$28,138,329</strong></td>
<td><strong>$28,412,420</strong></td>
</tr>
<tr>
<td>Change in Pension Value</td>
<td>$13,037,201</td>
<td>$0</td>
<td>$4,683,892</td>
</tr>
<tr>
<td><strong>Total Reported Pay</strong></td>
<td><strong>$40,266,501</strong></td>
<td><strong>$28,138,329</strong></td>
<td><strong>$33,096,312</strong></td>
</tr>
</tbody>
</table>

*No change in number of equity awards granted for all three years.

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Pay granted to ExxonMobil CEO in 2014 increased less than 1 percent versus 2013 and 4 percent versus 2012, while the stock grant price increased about 1 percent and 9 percent respectively.

- Primary cause of fluctuating pension accrual is change in the applicable interest rates.
- Actual pension value realized will be dependent on salary, bonus, and interest rate at retirement.

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(1) Interest rate changes: from 3.5% for 2011 to 2.5% for 2012; to 3.5% for 2013; to 3.0% for 2014.
(2) In 2013, the change in pension value was negative (-$6.24 million), but under SEC reporting rules, a negative change in pension value must be shown in the Summary Compensation Table as zero.
Realized Pay vs. Reported Pay

8 CEO Realized Pay and Reported Pay – 2006 to 2014

<table>
<thead>
<tr>
<th>Year of Compensation</th>
<th>Realized Pay</th>
<th>Reported Pay</th>
<th>Realized Pay vs. Reported Pay</th>
<th>Realized Pay as a Percentage of Reported Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$18,253,170</td>
<td>$33,096,312</td>
<td>-$14,843,142</td>
<td>55%</td>
</tr>
<tr>
<td>2013</td>
<td>$15,768,829</td>
<td>$28,138,329</td>
<td>-$12,369,500</td>
<td>56%</td>
</tr>
<tr>
<td>2012</td>
<td>$15,561,163</td>
<td>$40,266,501</td>
<td>-$24,705,338</td>
<td>39%</td>
</tr>
<tr>
<td>2011</td>
<td>$24,637,196</td>
<td>$34,920,506</td>
<td>-$10,283,310</td>
<td>71%</td>
</tr>
<tr>
<td>2010</td>
<td>$14,229,609</td>
<td>$28,952,558</td>
<td>-$14,722,949</td>
<td>49%</td>
</tr>
<tr>
<td>2009</td>
<td>$8,530,165</td>
<td>$27,168,317</td>
<td>-$18,638,152</td>
<td>31%</td>
</tr>
<tr>
<td>2008</td>
<td>$10,212,091</td>
<td>$32,211,079</td>
<td>-$21,998,988</td>
<td>32%</td>
</tr>
<tr>
<td>2007</td>
<td>$12,884,308</td>
<td>$27,172,280</td>
<td>-$14,287,972</td>
<td>47%</td>
</tr>
<tr>
<td>2006</td>
<td>$6,712,435</td>
<td>$22,440,807</td>
<td>-$15,728,372</td>
<td>30%</td>
</tr>
</tbody>
</table>

Average 46%


ExxonMobil CEO’s realized pay averaged 46 percent of reported pay over his tenure.

9 CEO Realized Pay vs. Compensation Benchmark Companies – 2014

<table>
<thead>
<tr>
<th>(dollars in thousands)</th>
<th>Realized Pay</th>
<th>Reported Pay(3)</th>
<th>Realized Pay as a Percentage of Reported Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comparator Companies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Highest</td>
<td>$80,862</td>
<td>$22,042</td>
<td>367%</td>
</tr>
<tr>
<td>Median</td>
<td>$20,679</td>
<td>$19,517</td>
<td>106%</td>
</tr>
<tr>
<td>Lowest</td>
<td>$7,887</td>
<td>$24,989</td>
<td>32%</td>
</tr>
<tr>
<td>ExxonMobil</td>
<td>$18,253</td>
<td>$33,096</td>
<td>55%</td>
</tr>
<tr>
<td>ExxonMobil – Position</td>
<td>8 of 13</td>
<td>2 of 13</td>
<td></td>
</tr>
</tbody>
</table>

ExxonMobil CEO’s realized pay ranked 8th among the compensation benchmark companies.

• The median of the benchmark companies is almost $21 million and the highest is almost $81 million.
Nonqualified deferred compensation as reported for some benchmark companies may include executive contributions.

ExxonMobil CEO’s realized pay is below the median of the compensation benchmark companies for most of his tenure.

ExxonMobil CEO’s combined realized and unrealized pay is at the 39th percentile of the compensation benchmark companies.

- With pension value and nonqualified deferred compensation included, the orientation is between the 38th and 74th percentiles, depending on the method of quantifying pension values.

Nonqualified deferred compensation as reported for some benchmark companies may include executive contributions.
The Compensation Committee places the most emphasis on individual performance and business results in determining compensation levels.

- Size and complexity of ExxonMobil are considered among several factors.

<table>
<thead>
<tr>
<th>Comparator Companies</th>
<th>Revenue(5)</th>
<th>Market Capitalization</th>
<th>Assets(6)</th>
<th>Net Income(7)</th>
<th>Capital Expenditures(7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median</td>
<td>$ 92</td>
<td>$ 184</td>
<td>$ 136</td>
<td>$ 9.3</td>
<td>$ 3.8</td>
</tr>
<tr>
<td>90th Percentile</td>
<td>$ 147</td>
<td>$ 253</td>
<td>$ 266</td>
<td>$ 16.2</td>
<td>$ 20.8</td>
</tr>
<tr>
<td>ExxonMobil</td>
<td>$ 365</td>
<td>$ 388</td>
<td>$ 349</td>
<td>$ 32.5</td>
<td>$ 38.5</td>
</tr>
<tr>
<td>ExxonMobil Rank (Percentile)</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>99</td>
</tr>
<tr>
<td>ExxonMobil – Multiple of Median</td>
<td>4.0x</td>
<td>2.1x</td>
<td>2.6x</td>
<td>3.5x</td>
<td>10.2x</td>
</tr>
</tbody>
</table>

(5) Trailing twelve months (TTM); excludes excise taxes and other sales-based taxes, if applicable.
(6) Excludes General Electric due to lack of comparability resulting from how assets are quantified and reported for its financial business.
(7) Trailing twelve months (TTM).
ExxonMobil Incentive Program
Annual Bonus Program

Bonus Program Formula

The purpose of the two-thirds adjustment is to mitigate the impact of commodity price swings on short-term earnings performance.

Performance Factors that Determine Annual Bonus

- The bonus program is determined by annual earnings.
- The bonus program differentiates for individual performance; similar to how equity awards are differentiated.
- Half of the annual bonus is delayed until cumulative earnings per share (EPS) reach a specified level, further aligning the interests of executives with sustainable long-term growth in shareholder value.

The annual bonus is subject to recoupment in the case of a material negative restatement of ExxonMobil’s financial or operating results.

The bonus program formula has been applied consistently in each of the last 13 years, including years in which earnings declined.

* The purpose of the two-thirds adjustment is to mitigate the impact of commodity price swings on short-term earnings performance.
Performance Assessment Process

The performance of each executive is assessed annually through a well-defined process.

- Applies to the CEO and over 1,700 other executives worldwide across multiple business lines and staff functions.
- Performance assessments are distributed across five quintiles with an average assessment of about the 50th percentile.
- Each performance quintile corresponds to an award level. The award levels are widely differentiated between the highest and lowest performers at each pay grade.

The Committee grants a top category award to the CEO only if the Company leads on key metrics over periods of time comparable to the investment lead times of the business.

Within this framework, the Compensation Committee determined that the CEO continues to demonstrate performance represented by the top category in the award matrix based on the strategic initiatives and performance metrics.
Industry-Leading Performance

- Safety and Operations Integrity
- Return on Average Capital Employed (ROCE)
- Strategic Initiatives
- Free Cash Flow
- Shareholder Distributions
- Total Shareholder Return
- Project Execution

Restricted Stock Unit (RSU) Award Matrix

(1) Competitor data estimated on a consistent basis with ExxonMobil and based on public information. For more information concerning ROCE, see pages 44 and 45 of the Summary Annual Report included with the 2015 Proxy Statement.

2) BP, Chevron, Royal Dutch Shell, and Total. Data for Total 1999 through 2014 only.
Expected to perform at the highest level or they are replaced
Performance must be high in all key performance areas to receive an overall superior evaluation
Outstanding performance in one area will not cancel out poor performance in another
Officers do not have employment contracts, severance agreements, or change-in-control arrangements
The Company has a long history of applying this standard of performance with consistency
  Made possible by a deep bench of qualified talent for senior positions generated by a disciplined management development and succession planning process
  Process allows for ever-increasing performance levels uninterrupted by separations and retirements, resulting in continuity of leadership and industry-leading business performance
Sixty-five percent of the CEO’s 2014 reported compensation is in restricted stock units – 50 percent vests in 10 years from grant date or retirement, whichever is later (i.e., will not vest until 2024), and the other 50 percent vests in five years.

Inability to monetize equity compensation early results in executives experiencing the impact of commodity price cycles much like the experience of long-term shareholders.

Reinforces strong retention of experienced executives, which contributes to competitive advantage.

ExxonMobil’s extended vesting periods better reflect and align with the time frames over which business decisions affect long-term shareholder value in our industry.

<table>
<thead>
<tr>
<th>CEO Equity Grant Vesting</th>
<th>Industry Group and Compensation Benchmark Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Years</td>
<td>Vest Years</td>
</tr>
<tr>
<td>2002–2007(1)</td>
<td>2017 (assuming retirement)</td>
</tr>
<tr>
<td>2008–2014</td>
<td>2018–2024</td>
</tr>
</tbody>
</table>

(1) Includes shares granted to the CEO between 2002 and 2005 before his appointment to CEO.
(2) Assuming retirement at age 65 in 2017, 50 percent of shares granted in 2002 will vest at retirement in a 15-year vesting period. The vesting period for 50 percent of shares granted in 2003 is 14 years; 2004 is 13 years; 2005 is 12 years; 2006 is 11 years; and 2007 is 10 years.
(3) Average vesting period of 2014 formula-based programs.
Potential unintended consequences of an alternate formula-based program:

- Compensation that is misaligned with the gains or losses incurred by long-term shareholders through the use of steep payout factors
- A focus on short-term results at the expense of long-term sustainable growth in shareholder value
- Undermining the critical importance of sustainable risk management strategies
- A shorter payout period due to the practical inability to forecast events much beyond the typical three-year vesting period
- Undermining of the executive retention strategy
- Compensation paid out or realized that differs significantly from grant values

### Example of Formula-Based Payout Factors

<table>
<thead>
<tr>
<th>Relative 3-Year TSR Rank</th>
<th>Payout as a Percentage of Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rank 1</td>
<td>200%</td>
</tr>
<tr>
<td>Rank 2</td>
<td>150%</td>
</tr>
<tr>
<td>Rank 3</td>
<td>75%</td>
</tr>
<tr>
<td>Rank 4</td>
<td>0%</td>
</tr>
<tr>
<td>Rank 5</td>
<td>0%</td>
</tr>
</tbody>
</table>

The ExxonMobil method of granting equity or stock-based awards will result in executives seeing a one-for-one change in compensation through stock price that coincides with the experience of the long-term shareholder.
Potential Misalignment of Formula-Based Pay with ExxonMobil’s Business Model

- Approximately 70 percent of cumulative stock-based awards granted over the illustrated time period for the ExxonMobil program will remain unvested and at risk during employment, versus approximately 30 percent for the alternate program.

- After retirement, the ExxonMobil senior executive will continue to have grants unvested and at risk of forfeiture for 10 years.

The ExxonMobil design of granting and vesting stock-based awards better aligns with the long-term investment lead times and risks of our business.
The Compensation Committee on multiple occasions has carefully analyzed alternative methods of granting stock-based awards and recognizing business performance and, for the reasons mentioned above, believes that a formula-based plan would not deliver the desired results for ExxonMobil or its shareholders.

The Committee believes that the current ExxonMobil equity program still best serves the long-term interests of shareholders and more effectively achieves the following:

- **Accountability:** Holds senior executives accountable for many years, extending well beyond retirement date, with long vesting periods;

- **Alignment:** Links financial gains or losses of each executive to the experience of the long-term shareholder and aligns strongly with the ExxonMobil business model;

- **Performance and Results:** Keeps executives focused on delivering industry-leading results; and,

- **Retention:** Supports continuity of leadership by encouraging a career orientation.
ExxonMobil’s compensation program supports a business model that has weathered volatile commodity prices and industry business cycles for many years.

Our compensation program has contributed to a culture of performance, integrity, reliability, and consistency.

The Company has taken additional steps to address questions raised by shareholders including, on multiple occasions, careful consideration of alternative methods of granting stock-based awards.

Our compensation program is designed to ensure that executives maintain an unwavering focus on the long-term performance of the business and the interests of shareholders.

We believe ExxonMobil’s business model and supporting compensation program will continue to serve shareholders well in the future.

YOUR VOTE IS IMPORTANT: PLEASE VOTE ‘FOR’ ITEM 3 ADVISORY VOTE TO APPROVE EXECUTIVE COMPENSATION
The Board recommends you vote AGAINST the following proposals:

- Item 4 – Independent Chairman
- Item 5 – Proxy Access Bylaw
- Item 6 – Climate Expert on Board
- Item 7 – Board Quota for Women
- Item 8 – Report on Compensation for Women
- Item 9 – Report on Lobbying
- Item 10 – Greenhouse Gas Emissions Goals
- Item 11 – Report on Hydraulic Fracturing
Questions?