

Investing in people | 2024 Highlights

In 2024, ExxonMobil delivered strong business results across a wide range of performance dimensions. The hard work and commitment of our people underpinned these results, as they have done for decades. We build on this advantage every year by attracting and developing the best talent and fostering an environment where employees can thrive and reach their full potential.

Strategic Talent Objective: We have a diverse and engaged workforce, and we enable every employee to reach their potential over a long-term career by providing unrivaled opportunities for personal and professional growth, with impactful work meeting society's essential needs.

A place to thrive



- Strong culture, enabled by strong leadership, integrated talent development approach, and active employee engagement.
- Company-wide survey continues to underscore strong employee understanding of and alignment with Corporate strategy; double-digit increases in a quarter of the questions, and engagement index up almost 10%, over the last two years.
- Over 30% of professional employees¹ participating in Company's stock program; reinforcing joint ownership of our success and directly rewarding performance.

Attract the best talent



- Awarded #1 most attractive U.S. energy company for engineering students, for 12th consecutive year; #1 globally².
- Global acceptance rate above 80%, exceeding broad market average.
- Leadership role in STEM education efforts; providing education and training in the communities in which we operate; launched two groundbreaking ExxonMobil Foundation Teen Engineering and Tech Centers in the U.S., offering innovative programming to excite and educate students about STEM careers.

Value of diversity



- Every individual provided the opportunity for unrivaled personal and professional development.
- Workforce and leadership teams reflective of the communities in which we operate around the world.
- Design of employee development and compensation programs drive unbiased outcomes.

Develop future leaders



- 60% of leaders trained in re-designed leadership learning program in support of *We are ExxonMobil*.
- Tailored development, prioritizing key experiences; one-third of leaders moved into new roles in 2024.

Enable employees to reach their full potential



- Unparalleled commitment to development through stretch assignments; more than 12,000 internal job rotations per year.
- On-the-job development supplemented with on-demand training and targeted mentoring; over 675,000 courses delivered in 2024.

FOOTNOTES

1. Professional employees and hires are defined as executive, management, professional, technical (EMPT).
2. Universum data for countries with large ExxonMobil footprint (www.universumglobal.com).

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