



ExxonMobil

Sustainability Report Executive Summary

Published December 2022

ExxonMobil is committed to improving quality of life by meeting the needs of society.

That's what we've done throughout our history. As the world evolves, so do we. We are constantly working to meet the changing needs of our customers and stakeholders. This ability to adapt has been the key to creating long-term shareholder value and will be critical to continued success in the years to come. Sustainability at ExxonMobil is integrated into what we do and core to our corporate strategy.

ExxonMobil is committed to creating sustainable solutions that improve quality of life and meet society's evolving needs in ways that help protect people, the environment and the communities where we operate. This report provides a summary of the key dimensions of sustainability: our environmental, social and governance (ESG) performance.

The Sustainability Report is one of several corporate publications that informs our stakeholders regarding environmental, social and governance activities. For additional content, please see the Advancing Climate Solutions Progress Report, The Outlook for Energy and the Investing in People report.



Environment

ExxonMobil's diverse portfolio requires us to work in remote and sensitive environments, such as deep water and areas of high biodiversity. Our environmental management approach is guided by an understanding of the potential environmental and socioeconomic impacts of our operations and a commitment to develop, maintain and operate projects responsibly, using appropriate standards that enable us to 'Protect Tomorrow. Today.'

ExxonMobil has extensive experience operating in a wide range of challenging physical environments around the world and works to progress environmental initiatives. *Protect Tomorrow. Today.* is our guiding principle, focusing our Company culture on the need to help protect the environment where we operate.

36%

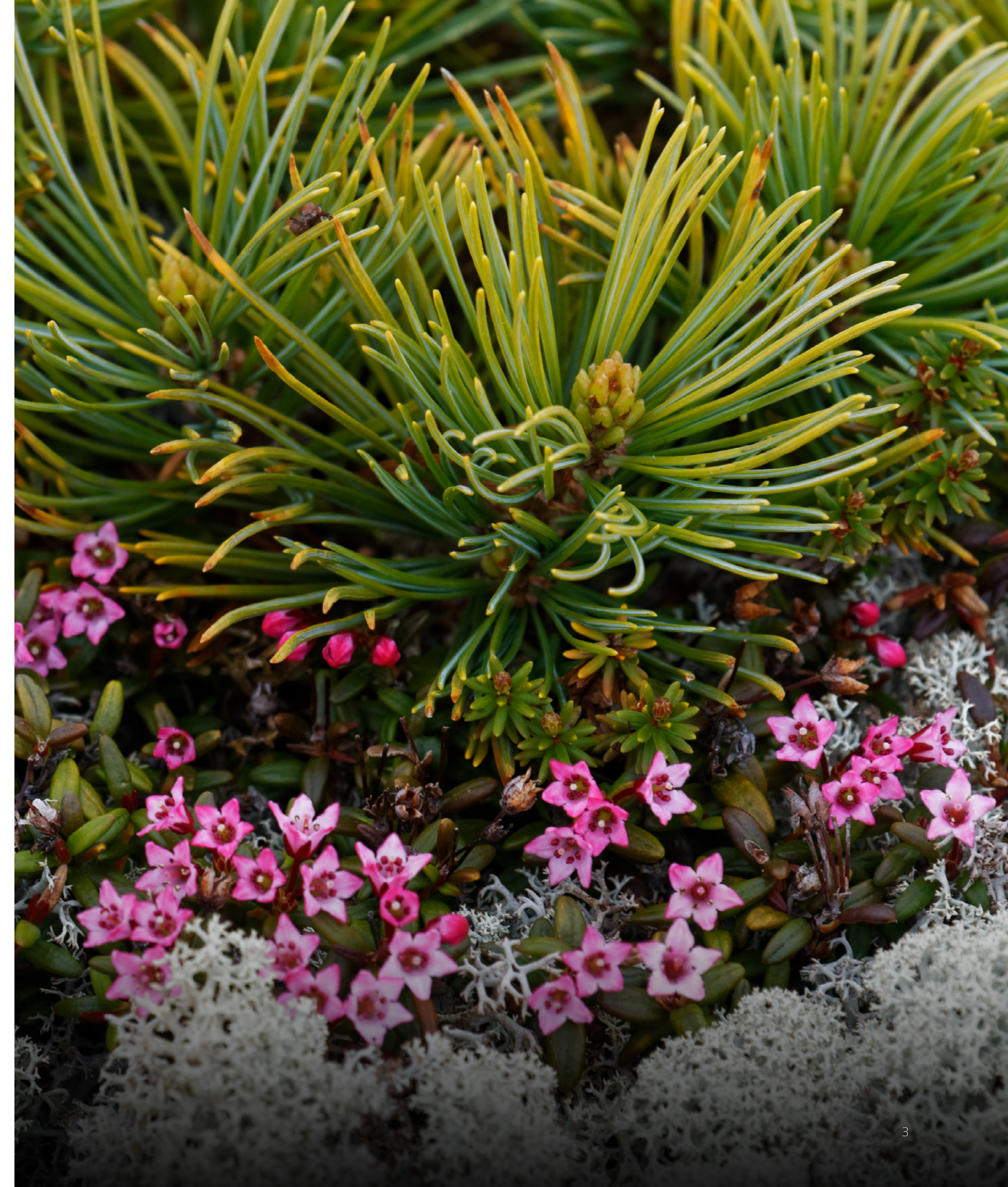
reduction in controlled hydrocarbon discharges to water from 2016 to 2021

24%

reduction in total reportable emissions of VOC, SO_x and NO_x from 2016 to 2021

Zero

reportable plastic pellet losses from resin-handling facilities



Social

Around the world, ExxonMobil aims to be a preferred business partner, employer and supplier. We work to safeguard the health and security of our employees and the public, responsibly manage our social impact and uphold respect for human rights in our operations.

ExxonMobil strives to create effective collaborations with its stakeholders—our workforce, suppliers, customers, and the communities around the world where we operate.

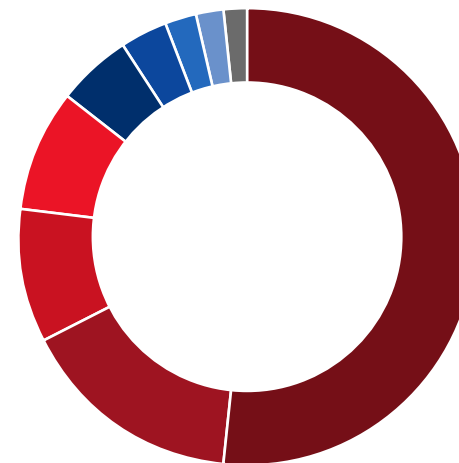
50 years of supplier diversity

\$163 million in social investments to communities around the world

#1 most attractive US energy company for engineering students*

* Universum World's Most Attractive Employers 2021, p.40.

\$163 million in community social investments in 2021



Millions of dollars invested in:

- \$84.5** Civic & community
- \$26** Employee and retiree giving
- \$15.7** Health & environment
- \$14.1** Higher education
- \$8.3** Pre-college education
- \$5.7** Workforce development/other education
- \$3.3** Workplace giving
- \$3.3** Public policy research
- \$2.6** Women's economic opportunity

Governance

ExxonMobil believes that responsive leadership creates a business environment conducive to long-term growth. We have a robust governance framework designed to identify, manage and oversee risks and opportunities associated with our business. This enables our Board of Directors and management to effectively exercise oversight responsibilities. We employ a variety of policies and processes to uphold high ethical standards and promote transparency.

ExxonMobil's leaders work together to inform and listen to our stakeholders, including shareholders, governments, customers, suppliers and employees. Our Board of Directors oversees and provides guidance on the company's strategy and planning, which includes opportunities and risks related to climate change and a lower-emission future. Directors engage with experts from inside and outside the company and apply their individual experience and perspective in this work, with a focus on growing shareholder value and playing a leading role in the transition to a lower-emission future.

47%

increase in women and minority executives from 2016 to 2021

42%

overall board diversity at year-end 2021

5

new independent directors

Explore more about sustainability at ExxonMobil at [Sustainability Reporting | ExxonMobil](#)

