

Assessment of Company Expectations 2025/26

Company adherence to the Expectations for EITI supporting companies

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| Company name | ExxonMobil |
| Sector | Oil and gas |
| Headquarters | Spring, Texas, United States |
| Type | Publicly listed |
| Date of submission to company (month/year) | January 2026 |
| PREAMBLE MSG Participation | <i>Pursuant to the Guidance on the Expectations for EITI supporting companies, companies are encouraged to participate in national EITI multi-stakeholder groups (MSGs). This data is collected for information purposes.</i> |
| Does the company participate in a multi-stakeholder group? | Yes |
| If yes, indicate in which countries the company is participating in MSGs? | ANGOLA GUYANA INDONESIA MOZAMBIQUE NIGERIA PAPUA NEW GUINEA |
| Secretariat comment on MSG participation | The Secretariat notes ExxonMobil's proactive engagement in the multi-stakeholder groups (MSGs) in Angola, Indonesia, Papua New Guinea, Guyana, Mozambique, and Nigeria. The Secretariat commends ExxonMobil in Guyana for demonstrating strong support for the EITI process through active leadership in the MSG, notably its role in overseeing and |

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| | <p>contributing to the preparation of Guyana's 2021 and 2022 EITI Reports.</p> <p>The Secretariat thanks the many companies directly and indirectly participating in MSGs in EITI implementing countries and encourages supporting companies to take part in MSGs in the EITI implementing countries in which they operate.</p> |
| <p>EXPECTATION 1 <i>Public support for the EITI</i></p> | <p><i>Publicly declare and publish support for the EITI and the objective of the EITI Association to make the EITI Principles and the EITI Standard the internationally accepted standard for transparency in the oil, gas and mining sectors.</i></p> |
| <p>Does the company publish a statement of support for the EITI and the objective of the EITI Association?</p> | <p>Yes</p> |
| <p>URL for Statement Support</p> | <p>Sustainability Webpage: https://corporate.exxonmobil.com/sustainability-and-reports/sustainability/integrating-sustainability-into-what-we-do#Politicalcontributions:~:text=Transparency%20in%20payments%20to%20governments</p> |
| <p>Secretariat's assessment on Expectation 1</p> | <p>Expectation met</p> |
| <p>Secretariat comment</p> | <p>ExxonMobil publishes a statement of support for the EITI. See URL Sustainability Webpage in the section "Transparency in payments to governments".</p> |
| <p>EXPECTATION 2 <i>Disclosures in accordance with the EITI Standard</i></p> | <p><i>Make comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate. Where not disclosed in other company reporting, publicly disclose a list of controlled subsidiaries operating in the oil, gas or mining sectors in EITI implementing countries.</i></p> |
| <p>Does the company publish a list of controlled subsidiaries?</p> | <p>Yes</p> |
| <p>URL for controlled list of subsidiaries</p> | <p>Form 10-K: https://investor.exxonmobil.com/sec-filings/all-sec-filings?form_type=10-K&year=2025##document-5101-0000034088-25-000010-2</p> |

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| | <p>Exhibit 21.1: https://content.equisolve.net/exxonmobil/sec/0000034088-25-000010/for_pdf/xomexhibit21123124.htm</p> |
| <p>EITI implementing countries where the company operates.</p> | <p>ANGOLA ARGENTINA GERMANY GUYANA INDONESIA KAZAKHSTAN MEXICO MOZAMBIQUE NETHERLANDS NIGERIA PAPUA NEW GUINEA SURINAME TANZANIA UNITED KINGDOM</p> |
| <p>Does the company make disclosures in accordance with the EITI Standard or in relation to EITI implementing countries?</p> | <p>Yes</p> |
| <p>Secretariat's assessment on Expectation 2</p> | <p>Expectation met</p> |
| <p>Secretariat comment</p> | <p>List of controlled subsidiaries published. See URL for 2024 annual report, Exhibit 21.</p> <p>Company publishes a "List of significant equity companies" in the Annual Report p. 91.</p> <p>The company is assessed as making disclosures in accordance with the EITI Standard. ExxonMobil is assessed as contributing to EITI disclosures in Angola, Argentina, Germany, Guyana, Indonesia, Kazakhstan, Mozambique, Netherlands, and the United Kingdom. The company is encouraged to improve disclosures in</p> |

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| | Nigeria (significant exploration activities data, employment and gender data), and Papua New Guinea (disclosure of production values). |
| EXPECTATION 3 <i>Disclosure of taxes and payments in non-EITI implementing countries</i> | <i>Publicly disclose taxes and payments to governments at a project level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained.</i> |
| Does the company publicly disclose taxes and payments to governments in non- EITI implementing countries where the company operates upstream in the oil, gas and mining sectors? | Yes |
| URL to disclosures of taxes and payments to governments in non-EITI implementing countries | Resource Extraction Payment Report 2024: https://ir.exxonmobil.com/static-files/b579a8fc-0339-478a-86c3-65d2f368f276 Annual Report 2024: https://d1io3yog0oux5.cloudfront.net/58a5117c38770d67a6599c5261c2e0d1/exxonmobil/db/2301/22402/annual_report/2024+ExxonMobil+Annual+Report.pdf |
| Are the disclosures disaggregated by project? | Yes |
| Secretariat's assessment on Expectation 3 | Expectation met |
| Secretariat comment | ExxonMobil discloses taxes and payments to governments in non-EITI implementing countries in its Resource Extraction Payment Report. See URL. The company discloses taxes and payments to governments disaggregated by project. See URL. The Secretariat notes that the company's report was prepared in accordance with Dodd-Frank section 1504 SD and includes an ESTMA report covering disclosure relating to ExxonMobil's |

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| | <p>operations in Canada, as well as disclosures of payments to governments from ExxonMobil Luxembourg et Cie SCA.</p> <p>The Secretariat did not verify whether project-level disaggregation in all non-EITI implementing countries was adequate, as definitions vary across jurisdictions.</p> |
| <p>EXPECTATION 4 <i>Commodity trading transparency</i></p> | <p><i>Companies buying oil, gas and/or mineral resources from the state in EITI implementing countries, disclose volumes received and payments made in line with the EITI Standard and the EITI reporting guidelines for companies buying oil, gas and minerals from governments unless disclosure is not feasible.</i></p> |
| <p>Does the company buy oil, gas, and/or mineral resources from the state in EITI-implementing countries?</p> | <p>Yes</p> |
| <p>If yes, which countries?</p> | |
| <p>Does the company make disclosures in line with the EITI Standard and reporting guidelines?</p> | <p>No</p> |
| <p>URL for disclosure(s)</p> | <p>N/A</p> |
| <p>Secretariat's assessment on Expectation 4</p> | <p>Expectation not met</p> |
| <p>Secretariat comment</p> | <p>ExxonMobil buys oil, gas and/or mineral resources from the state in EITI implementing countries.</p> <p>ExxonMobil does not disclose information in line with EITI Standard and EITI reporting guidelines for companies buying oil, gas and minerals from governments. The company states that such disclosure is not feasible "due to the complexity of the operations and commercially sensitive nature of the data."</p> <p>The Secretariat could not locate volumes received and payments made for the company's purchase of oil, gas and/or mineral resources from the state. The Secretariat recommends that the company ensure comprehensive disclosure in accordance with</p> |

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| | Templates 1, 2 and 3 of the Commodity Trading Transparency Guidelines. |
| EXPECTATION 5 <i>Disclosure of audited financial statements</i> | <i>In line with the EITI Standard, publicly disclose audited financial statements, or the main items (i.e., balance sheet, profit/loss statement, cash flows) where financial statement are not available.</i> |
| Does the company disclose its audited financial statements? | Yes |
| URL audited financial statements | Form 10-K: https://d1io3yog0oux5.cloudfront.net/58a5117c38770d67a6599c5261c2e0d1/exxonmobil/db/2301/22402/annual_report/2024+ExxonMobil+Annual+Report.pdf |
| Secretariat's assessment on Expectation 5 | Expectation met |
| Secretariat comment | ExxonMobil discloses audited financial statements. See URL Form 10-K p 38. |
| EXPECTATION 6 <i>Beneficial ownership transparency</i> | <i>Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners in line with EITI Standard, recognising that listed companies will disclose the name of the stock exchange, include a link(s) to stock exchange filings where they are listed and otherwise do what is required by applicable regulations and listing requirements.</i> |
| Does the company publish a statement of support for beneficial ownership transparency? | Yes |
| URL for statement of support for Beneficial Ownership | Fiscal Transparency Blog: https://corporate.exxonmobil.com/news/viewpoints/promoting-fiscal-transparency |
| Does the company disclose beneficial owners, either directly or according to stock | Yes |

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| exchange regulations and listing requirements? | |
| Where disclosures are made according to stock exchange regulations, please provide the name of the stock exchange | New York Stock Exchange |
| URL to stock exchange | NYSE: https://www.nyse.com/quote/XNYS:XOM/QUOTE |
| URL for recent beneficial ownership disclosures | SEC filings https://investor.exxonmobil.com/sec-filings/all-sec-filings |
| Secretariat's assessment on Expectation 6 | Expectation met |
| Secretariat comment | ExxonMobil publishes a statement of support for beneficial ownership transparency. See URL. The company discloses beneficial owners in line with applicable regulations and listing requirements. ExxonMobil is publicly listed on the New York Stock Exchange. See URL NYSE. |
| EXPECTATION 7 <i>Due diligence processes and anti-corruption policies</i> | <i>All EITI supporting companies are expected to engage in rigorous due diligence processes and publish an anti-corruption policy setting out how the company manages corruption risk, including how the company collects and takes risk-based steps to use beneficial ownership data regarding joint venture partners, contractors, and suppliers in its processes.</i> |
| Does the company publish an anti-corruption policy? | Yes |
| URL to the policy | Standards of Business Conduct: https://corporate.exxonmobil.com/-/media/global/files/who-we-are/standards-of-business-conduct.pdf Anti-Corruption Legal Compliance Guide: https://corporate.exxonmobil.com/-/media/global/files/policy/anti-corruption-legal-compliance-guide.pdf |

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| | <p>Code of Ethics and Business Conduct Webpage: https://corporate.exxonmobil.com/Corporate-governance/Code-of-ethics#CodeofEthicsandBusinessConduct</p> <p>Our Global Supply Chain: https://corporate.exxonmobil.com/sustainability-and-reports/Sustainability/contributing-to-communities/working-with-suppliers#Ourapproach</p> |
| <p>Does the company's anti-corruption policy describe how the company manages corruption risk with regards to identification and use of beneficial ownership data?</p> | <p>Yes</p> |
| <p>Secretariat's assessment on Expectation 7</p> | <p>Expectation met</p> |
| <p>Secretariat comment</p> | <p>ExxonMobil publishes a Standard of Business Conduct that includes key policies on ethics, conflicts of interest, anti-corruption, and trade laws. See URL. The Anti-Corruption Policy strictly prohibits bribery by employees or third parties and outlines disciplinary actions for violations, including termination and potential legal consequences.</p> <p>Company's anti-corruption framework sets out how the company manages corruption risk, including through use of beneficial ownership data.</p> <p>The Anti-Corruption Policy states that "directors, officers, employees, and third parties acting on its behalf are strictly prohibited from offering or paying, directly or indirectly, any bribe to any employee, official, or agent of any government, commercial entity, or individual in connection with the business or activities of the Company". Furthermore, it notes in the "Procedures and Open Door Communication" section, failure to comply with the Company's policies, including the Anti-Corruption Policy, may result in disciplinary action, up to and including termination of employment. Additionally, violations of anti-corruption laws could lead to legal consequences, including fines or criminal charges, depending on the applicable laws and regulations.</p> |

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| | <p>Additionally, the company provides an Anti-Corruption Legal Compliance Guide, see URL, detailing its risk-based due diligence approach, including red flags for undisclosed ownership by third parties. In its supply chain policy, ExxonMobil states that potential suppliers undergo compliance screening using third-party sources, covering areas such as sanctions, anti-corruption, and human trafficking.</p> |
| <p>EXPECTATION 8 Contract transparency</p> | <p><i>Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard, and contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures.</i></p> |
| <p>Does the company publish a statement of support for contract transparency?</p> | <p>Yes</p> |
| <p>URL for statement of support for contract transparency</p> | <p>Fiscal Transparency Blog: https://corporate.exxonmobil.com/news/viewpoints/promoting-fiscal-transparency</p> |
| <p>Does the company contribute to public disclosure of contracts and licenses in EITI-implementing countries consistent with government procedures?</p> | <p>Partial</p> |
| <p>Secretariat's assessment on Expectation 8</p> | <p>Expectation partially met</p> |
| <p>Secretariat comment</p> | <p>ExxonMobil publishes a statement of support for contract transparency. See URL Fiscal Transparency Blog.</p> <p>The company was assessed to partially contributing to the disclosure of contracts and licenses in EITI implementing countries. ExxonMobil was found not to have contributed to contract disclosure in Papua New Guinea.</p> |

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| EXPECTATION 9 Gender Diversity | | <i>Publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.</i> |
| Does the company publish a commitment/policy on gender diversity? | Yes | |
| URL for commitment/policy on gender diversity | Investing in People: https://corporate.exxonmobil.com/community/investing-in-people | |
| Does the company disclose employment data disaggregated by gender? | Yes | |
| URL for gender disaggregated employment data | Data Table and Footnotes: https://corporate.exxonmobil.com/community/investing-in-people/data-table-and-footnotes | |
| Secretariat's assessment on Expectation 9 | Expectation met | |
| Secretariat comment | ExxonMobil publishes a commitment and/or policy on gender diversity. See URL. The company discloses employment data disaggregated by gender. See URL | |