

SUMMARY OF MATERIAL MODIFICATION

Exxon Mobil Savings Plan

Special Insert to the Summary Plan Description for Participants in the Exxon Mobil Savings Plan

Note: This notice is considered a Summary of Material Modification (“SMM”) and should be attached to your Summary Plan Description (“SPD”). In the event of any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

.....

ExxonMobil’s success is based on the talent, ingenuity, and hard work of our employees. This past year has been challenging both professionally and personally, and your resilience and focus on improving the competitiveness of our company during this unprecedented period has made a significant difference.

Thank you for your hard work and commitment to our company.

As we disclosed in the notice to investors June 30, 2021, improved industry prices and margins are expected to have a positive effect on our second quarter results, building on the first quarter which returned us to profitability.

As a result of these factors, effective October 1, 2021, we will reinstate the company’s 7 percent matching contribution to the U.S. ExxonMobil Savings Plan (EMSP) and Supplemental Savings Plan (SSP). We are pleased that improving business conditions and company results allow us to reinstate the company match. There is no plan to make changes to the ExxonMobil pension plan as it supports our long-term career orientation.

We anticipate 2022 will follow our typical annual salary and promotion process, with industry benchmarking informing decisions about our 2022 salary program in advance of a January 1 effective date. More information will be communicated later this year.

Your commitment to ExxonMobil’s long-term success is recognized with challenging and fulfilling opportunities, professional growth, and compensation, benefits and programs that support you and your family throughout your career and into retirement.

More about the Savings Plan Company Match

Savings Plan participants must be contributing a minimum of 6 percent of their pay by October 1, 2021, to receive the 7 percent company match contribution. Participants may contribute to the EMSP by payroll deduction in 1 percent increments of pay, for a total up to 20 percent of pay, and may change EMSP investments online at <http://xomsavings.voya.com> or by calling 1-877-XOM-401K (1-877-966-4015).

If you need financial planning assistance, please contact the EY Navigate™ Planner Line at 1-866-966-1337.

This notice applies to most U.S. dollar-paid ExxonMobil employees who participate or are eligible to participate in the ExxonMobil Savings Plan or Supplemental Savings Plan, and application to represented employees may be subject to bargaining.

.....

The information provided above supplements the Summary Plan Description issued by the Plan as of June 2019.