Exxon Mobil Corporation
Global HR Services
P.O. Box 64111
Spring, TX 77387-4111

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Summary Annual Reports
and Required Notices
2025

You have the right to receive a copy of any of these full annual reports, or any part thereof, on request. The items listed below may be included in these reports:

1. *an accountant's report;*
2. *assets held for investment;*
3. *insurance information, including sales commissions paid by insurance carriers;*
4. *financial information and information on payments to service providers; and*
5. *information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which a plan participates; and*
6. *transactions in excess of 5 percent of the plan assets.*

To obtain a copy of the full annual report, or any part thereof, you may access the U.S. Department of Labor e-filing website at https://www.efast.dol.gov/welcome.html and select "Form 5500/Form 5500-SF Search", or you may write the office of Administrator-Benefits at PO BOX 64111, SPRING, TX 77387-4111. No charge will be made for a copy of a report or any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 22777 Springwoods Village Parkway, Spring, TX, 77389 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Introduction

The Employee Retirement Income Security Act of 1974 (ERISA) requires that administrators of certain welfare and pension benefit plans file an Annual Report Form 5500 with the Department of Labor. For each of the plans listed below, ERISA also requires that a summary of the Annual Report be sent to participants in and beneficiaries of the plan. The purpose of a Summary Annual Report is to inform you of the financial aspects of a plan. (No action is required on your part.) The content, style, and format of the Summary Annual Reports have been prescribed by the Department of Labor.
The annual reports for the year 2025 for the following plans have been filed with the Employee Benefits Security Administration as required under ERISA:

- ExxonMobil Savings Plan
- ExxonMobil Health and Welfare Plan
- ExxonMobil Pre-Tax Spending Plan
- ExxonMobil Life Insurance Plans of Mobil Oil Corporation
- ExxonMobil Life Insurance Protection Plans of Mobil Oil Corporation
- ExxonMobil Retiree Medical Plan
- ExxonMobil International Medical and Dental Plan
- Denbury Resources Severance Protection Plan

The Summary Annual Reports for all the listed plans and other required notices are included even though you may not be covered by all of them.

ExxonMobil Savings Plan

This is a summary of the annual report for EXXONMOBIL SAVINGS PLAN, EIN 13-5409005, Plan No. 334, for period January 01, 2025, through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust fund. Plan expenses were $2,264,000,000. These expenses included $ 2,264,000,000 in benefits paid to participants and beneficiaries. A total of 37,725 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was $25,679,000,000 as of December 31, 2025, compared to $23,638,000,000 as of January 01, 2025. During the plan year the plan experienced an increase in its net assets of $2,041,000,000. This increase includes unrealized

appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of $4,305,000,000, including employer contributions of $300,000,000, employee contributions of $466,000,000, realized gains of $91,000,000 from the sale of assets, earnings from investments of 3,424,000,000, and other income of $24,000,000.

Note for participants of a SeaRiver Maritime annuity program and former Fuels Marketing Savings Plan participants: If you were married and less than 35 years of age when you executed a Special Beneficiary Designation for the ExxonMobil Savings Plan and you did not name your then spouse as your primary beneficiary, then this special designation will become invalid at the beginning of the plan year in which you reach age 35 for (a) any vested Retirement Account monies transferred from the Fuels Marketing Savings Plan and (b) 50% of any portion of the ExxonMobil Savings Plan account offsetable against your benefit from a SeaRiver Maritime annuity program. Another beneficiary designation (with spousal consent) is required at the beginning of the plan year in which you reach age 35.

ExxonMobil Health and Welfare Plan

This is a summary of the annual report of the EXXONMOBIL HEALTH AND WELFARE PLAN, EIN 13-5409005, Plan No. 640, for period January 01, 2025, through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Exxon Mobil Corporation is committed to paying disability claims incurred under the terms of the plan.

Insurance Information

The plan has a contract with Metropolitan Life Insurance Company to pay long-term disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $0.

Because it is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2025, the premiums paid under such "experience-rated" contract were $0 and the total of all benefit claims paid under the contract during the plan year was $ 14,108.

The plan has contracts with Metropolitan Life Insurance Company and Connecticut General Life Insurance Company to pay life insurance, SIB, GROUP ACCIDENT and ACCIDENTAL DEATH & DISMEMBERMENT claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $ 120,087,325.

Because they are so-called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2025, the premiums paid under such "experience-rated" contracts were $118,320,530 and the total of all benefit claims paid under these contracts during the plan year was $79,853,581.

The plan has a contract with Metropolitan Life Insurance Company to pay vision claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $8,488,962.

Life Insurance Plans of Mobil Oil Corporation

This is a summary of the annual report of the LIFE INSURANCE PLANS OF MOBIL OIL CORPORATION, EIN 13-5409005, Plan No. 632, for period January 01, 2025, through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Exxon Mobil Corporation is committed to pay uninsured claims incurred under the terms of the plan.

Insurance Information

The plan has contracts with Metropolitan Life Insurance Company to pay life insurance and ACCIDENTAL DEATH & DISMEMBERMENT claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $12,159,458.

Because they are so-called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2025, the premiums paid under such "experience-rated" contracts were $12,159,458 and the total of all benefit claims paid under these contracts during the plan year was $9,810,772.

Life Insurance Protection Plans of Mobil Corporation

This is a summary of the annual report of the LIFE INSURANCE PROTECTION PLANS OF MOBIL CORPORATION, EIN 13-5409005, Plan No. 633, for period January 01, 2025, through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Metropolitan Life Insurance Company to pay life insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $189,305.

Because they are so-called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2025, the premiums paid under such "experience-rated" contracts were $189,305 and the total of all benefit claims paid under these contracts during the plan year was $80,696.

ExxonMobil Retiree Medical Plan

This is a summary of the annual report of the EXXONMOBIL RETIREE MEDICAL PLAN, EIN 13-5409005, Plan No. 540, for period January 01, 2025, through December 31, 2025. The annual report has been filed

with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Exxon Mobil Corporation is committed to paying uninsured medical claims incurred under the terms of the plan.

Insurance Information

The ExxonMobil Retiree Medical Plan option for Medicare-eligible individuals, the Medicare Primary Option (MPO), includes both a fully insured employer group Medicare Part C arrangement and self-insured Medicare Part D prescription drug coverage. The plan has a contract with Aetna Life Insurance Co. for the fully insured Medicare Part C portion of the MPO that includes no premiums for plan year ending December 31, 2025. However, the MPO includes a self-insured Medicare Pard D prescription drug coverage that has both employee and employer contributions.

ExxonMobil International Medical and Dental Plan

This is a summary of the annual report of the EXXONMOBIL INTERNATIONAL MEDICAL AND DENTAL PLAN, EIN 13-5409005, Plan No. 636, for period January 1, 2025, through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has a contract with Cigna Health and Life Insurance Company to pay health and dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025, were $20,106,153.

Denbury Resources Severance Protection Plan

This is a summary of the annual report of the Denbury Resources Severance Protection Plan, a severance pay plan (Employer Identification Number 20-0467835, Plan Number 502), for the plan year 01/01/2025 through 12/31/2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Denbury Inc. has committed to pay certain Severance Plan claims incurred under the terms of the plan.

Employee Access to Medical and Exposure Records

Occupational Safety and Health Administration (OSHA) regulations located at 29 CFR 1910.1020 provide that employees may access their medical and exposure records and analyses of such records. These regulations extend the right of access under certain circumstances to an employee's designated representative and OSHA representatives.

ExxonMobil makes these medical and exposure records available to its employees upon request. These records are maintained by ExxonMobil Medicine and Occupational Health (MOH). To access medical and exposure records, an employee should contact his or her local Medicine and Occupational Health Department.

Additional information and copies of the OSHA regulation can be obtained from MOH, or by contacting the Assistant Secretary of Labor for Occupational Safety and Health, Department of Labor, Washington, DC 20210, or you can log on to www.osha.gov. Employees are informed on an annual basis of the existence of this regulation and of these rights.

Company Use of Medical Record Information

ExxonMobil Biomedical Sciences, Inc. in Annandale, New Jersey conducts and participates in studies which analyze data maintained in ExxonMobil employee medical files. While these studies may require that individually identifiable data be used in the study, for example to allow contact with an individual based on the results of the study, confidentiality of the data is protected pursuant to confidentiality statements signed by each member of the study team and a requirement that each study adhere to published protocols for the type of study. Study results are reported in the aggregate only with no individually identifiable data published. Should the results of any such study indicate a need to provide direct feedback to any individual, a medical professional would handle such contact.

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13)(PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a federal agency cannot conduct or sponsor a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 1 hour and 19 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040(expires 03/31/2026)