

**ExxonMobil 2020 annual update to the Plenary of the
Voluntary Principles of Security and Human Rights**

A. Commitment to the Voluntary Principles

1. *Public statement of commitment or endorsement of the voluntary Principle, engagement in the Voluntary Principles, Initiative and transparency*

There are no significant changes since the 2019 report

2. *Internal promotion of Voluntary Principles engagement*

ExxonMobil continues to promote awareness of the Voluntary Principles throughout the organization through the use of computer based training modules and awareness training in multiple countries in which the ExxonMobil operates.

3. *External Promotion of Voluntary Principles engagement*

Training and awareness continues commensurate with existing protocols in the countries in which ExxonMobil affiliates operate.

B. Policies procedures and related activities

There are no significant changes since the 2019 report.

C. Country implementation

There are no significant changes since the 2019 report.

COVID-19 restrictions significantly impacted ExxonMobil's business operations during the reporting period and the ability of staff to travel. Throughout the pandemic, efforts were made to continue to maintain the cadence of Voluntary Principles training through modified training and awareness sessions.

D. Plans or opportunities to advance the Voluntary Principles for the organization

ExxonMobil affiliates continue to seek opportunities to advance understanding of security and human rights throughout their organizations and to promote respect for human rights in the countries in which they operate. The computer based training model developed in 2019 was helpful to continue to promote awareness throughout the reporting period with key staff as a result of COVID-19 restrictions.