
2025 VOLUNTARY PRINCIPLES ON HUMAN RIGHTS ANNUAL REPORT

ExxonMobil

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A. COMMITMENT TO THE VOLUNTARY PRINCIPLES

A1. Public statement of commitment or endorsement of the Voluntary Principles, engagement in the Voluntary Principles Initiative, and transparency.

Public Statement from ExxonMobil's Statement on Security and Human Rights:

"ExxonMobil¹ is committed to conducting business in a way that protects the security of its personnel, facilities and operations and respects human rights.

Since 2002, the Company has been a member of the Voluntary Principles Initiative (VPI), a multi-stakeholder effort supporting the implementation of the Voluntary Principles on Security and Human Rights (VPSHR). ExxonMobil operates in places where engagement with private security or host governments may be necessary to support safe and successful operations. While recognizing that host governments have the responsibility of maintaining law and order, security and protection of human rights, ExxonMobil believes that:

- Its business presence can and should have a positive influence on the treatment of people in the communities in which it operates;
- Security and respect for human rights can and should be compatible;
- Human rights violations are not acceptable and should be condemned; and
- Allegations of human rights abuses in the protection of its assets should be promptly reported

The Company, its wholly owned and majority owned affiliates' relationships and interactions with host government-assigned security and private security providers are carried out consistent with ExxonMobil's Standards of Business Conduct and guided by the goals of universally recognized principles including:

- U.N. Universal Declaration on Human Rights
- U.N. Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- U.N. Code of Conduct for Law Enforcement Officials
- U.N. Basic Principles on the Use of Force and Firearms by Law Enforcement Officials
- Voluntary Principles on Security and Human Rights

Where host governments require engagement of their official government security forces, ExxonMobil works to have written agreements with the host nations that include expectations for respecting human rights consistent with the goals of the VPSHR. Additionally, where appropriate, standard contracts for security services include provisions requiring:

- Training for security personnel on expectations and responsibilities.
- Monitoring, reporting, and investigation of allegations of human rights abuse.

¹ This report focuses primarily on ExxonMobil's operations from January 1, 2025, through December 31, 2025. Any reference to ExxonMobil's support of, work with, or collaboration with a third party within this report does not constitute or imply an endorsement by ExxonMobil of any or all of the positions or activities of such third party. All statements are based on management's knowledge and reasonable expectations at the time of publication. We do not undertake to provide any updates. Please see ExxonMobil's Sustainability Report and other information available at exxonmobil.com, including important cautionary information.

ExxonMobil¹ 2025 Annual Report to the Plenary of the Voluntary Principles on Security and Human Rights

- Immediate removal of any personnel credibly alleged to have committed a human rights abuse”

Public statement from ExxonMobil Sustainability Report*:

“Respecting human rights is important to the well-being of our communities and our workforce – and it’s simply the right thing to do.

Our core values – integrity, care, courage, excellence, and resilience – guide every aspect of our operations.

These values are reflected in our comprehensive approach to human rights, which is integrated into our policies, practices, and expectations. See our Statement on Human Rights.

Our commitment to respect human rights is a cornerstone of how we work to Protect Tomorrow. Today

We are unwavering in our commitment to respecting human rights, guided by the goals of universally recognized human rights principles, as a core principle in our operations:

- We strive to have a positive influence on our workforce and in the communities where we operate.
- We do not use forced or compulsory labor in our operations, and we forbid the use of child labor in our workforce.

We condemn human rights violations in any form, and we actively express these views in our engagements with governments and other stakeholders.”

ExxonMobil’s Standards of Business Conduct include our “foundation policies.” These define the ethical behavior we expect from our directors, officers, and employees. Our Board of Directors adopts and oversees the administration of these policies, which aim to uphold the values of human rights, labor, the environment, and anti-corruption. Our wholly or majority owned subsidiaries generally adopt policies similar to our foundation policies.” (ExxonMobil, 2025, p. 53) [*For more see ExxonMobil’s 2025 Sustainability Report, available at exxonmobil.com]

A.2 Examples of promoting awareness of the Voluntary Principles throughout the organization or government, including within the value chain.

Human rights training is available to all employees and embedded contractors globally to build an understanding of human rights topics and an awareness of risks. Human rights is also included as a core element of our socioeconomic management training offered in an instructor-led training environment.

Highlights of our human rights training in recent years:

- Over the past several years, human rights awareness training has been available to our employees, including professionals in the procurement function, to improve their understanding of human rights issues and awareness of potential human rights risks. Since 2016, more than 1,700 procurement employees have received tailored training on this topic.

We help train security providers on the goals of the Voluntary Principles and provide targeted training for ExxonMobil personnel globally. The training focuses on our expectations for host government security deployment, including identification of the risks of security-related human rights impacts in communities

ExxonMobil¹ 2025 Annual Report to the Plenary of the Voluntary Principles on Security and Human Rights

Where we are required to work with government security staff, we seek written agreements with the host nations that include expectations consistent with the goals of the Voluntary Principles, Security and Human Rights (VPHSR).

A.3. *Examples of promoting and advancing implementation of the Voluntary Principles internationally.*

We help train security providers on the goals of the VPSHR and provide targeted training for ExxonMobil personnel in global affiliates where host government security forces are engaged. The training focuses on our expectations for host government security deployment, including identification of the risks of security-related human rights impacts in communities.

Engaging and training security personnel on *Voluntary Principles* is an essential step to reducing human rights risks. In 2025, more than 2,300 security personnel were trained on *Voluntary Principles* across 12 higher risk countries. Since 2016, we have supported the development and delivery of training on the *Voluntary Principles* to more than 79,000 security service providers and members of Host Government Security Forces.

We continue to work with key internal and external stakeholders, including the VP National Working Group, to develop an integrated approach to security and Human Rights. Additionally, we work to support the VP In-Country Working Groups which continues to highlight our commitment to promote human rights in areas where we operate.

B. POLICIES, PROCEDURES, AND RELATED ACTIVITIES

B.1 *Relevant policies, procedures, and/or guidelines (or any changes thereof from the previous reporting year) to implement the Voluntary Principles.*

ExxonMobil implements the *Voluntary Principles* through ExxonMobil's *Framework on Security and Human Rights*. Our Statement of Principles on Security and Human Rights [<https://corporate.exxonmobil.com/-/media/global/files/sustainability-report/2024/statement-on-security-and-human-rights.pdf>] highlights our commitment to conduct business in a way that protects the security of personnel, facilities and operations and respects human rights. The *Framework* guides our wholly owned and majority-owned operating affiliates on managing interactions with host government-assigned security and private security providers. It also offers guidance for documenting and reporting allegations of human rights abuses in the protection of our assets. The *Framework* provides guidance on working with Host Government Security personnel, memoranda of understanding regarding host government-assigned security personnel and approaches for interacting with private security providers.

ExxonMobil's *Operations Integrity Management System* (OIMS) provides the framework for managing safety, security, health, and environmental risks. Each operating organization is responsible for maintaining systems and practices that conform to the OIMS framework. Security and human rights expectations are included in business line OIMS systems and are assessed on a periodic basis.

B.2. Company procedure to conduct security and human rights risk assessments and integrate findings.

Our security programs are risk-based and adaptable to the dynamic environments in which we operate. Scenario-based security risk assessments are conducted throughout the lifecycle of an asset and reviewed by local site security, site management, socioeconomic management teams, and relevant operational stakeholders. These assessments consider political, economic, civil, and social factors, as well as potential security and human rights impacts, based on local conditions. Findings are used to identify potential vulnerabilities, anticipate risks, and prevent escalation, with assessment frequency aligned to site risk exposure and changes in local conditions.

B.3. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities.

Our *Framework on Security and Human Rights* establishes our expectation for ExxonMobil affiliates to document any allegations of human rights abuses by public/private security and to report any incidents of inappropriate physical force used by security providers in the protection of company personnel and facilities.

B.4. Company procedure to consider the Voluntary Principles when entering into relations with private security providers.

Our standard contracts for security services include provisions, where appropriate, requiring training for security personnel on expectations and responsibilities associated with one or more of the goals articulated in international principles, local laws and regulations:

- ExxonMobil's Statement of Principles on Security and Human Rights.
- Local laws and regulations.
- Provisions of the U.N. Universal Declaration on Human Rights.
- International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.
- U.N. Code of Conduct for Law Enforcement Officials.
- U.N. Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.
- Voluntary Principles on Security and Human Rights.

These standard security service contract provisions obligate contractors to monitor, report, and investigate instances where credible allegations of human rights abuses involving their personnel may arise. Furthermore, contractors are required to immediately remove any personnel credibly implicated in such abuses.

B.5. Company procedure or mechanism to investigate and remediate security-related incidents with human rights implications by public/private security forces relating to the company's activities.

Our *Framework on Security and Human Rights* establishes the expectation for host governments to investigate any credible allegation of human rights incidents reported by the company. This expectation is documented in a signed Memorandum of Understanding (MoU) or similar Government Security Interface

document. For private security providers, this requirement is included in standard security contract language.

Security-related incidents are reported internally, and our procedures stipulate that certain actions be undertaken immediately (e.g., provision of medical assistance). Depending on the nature of an incident, our procedures include reporting to host governments.

C. COUNTRY IMPLEMENTATION – 2025 HIGHLIGHTS

C.1 Country Implementation: Guyana, Indonesia, Mozambique, Nigeria, Papua New Guinea

Guyana

ExxonMobil Guyana Ltd (EMGL) presently does not have an MOU with the Guyana Host Government Security Force (HGSGF). EMGL Security routinely liaises within the HGSGF in support of security intelligence and their response capabilities.

Private security service providers contracted to EMGL provide VPSHR training during the recruitment program and further conduct annual refresher workshops where the VPSHR principles are presented and reviewed with the contracted security personnel to refresh their security staff on EMGL expectations.

EMGL security team maintains a close working relationship with daily interactions between the two contracted private security providers. Meetings are conducted monthly to verify the contracted security providers management maintains EMGL programs and expectations in the forefront.

Through continuous monitoring, if issues of Contractor Non-Conformance are detected, the matter is presented to the contracted security provider management via a non-conformance report (NCR) and, where appropriate, the individual(s) will be retrained or removed from the security contract.

Expectations and focus points include expectations for security personnel, safety, harassment at work, drug and alcohol use, incident reporting, background checks, use of force, and safe travel practices. With EMGL security team support, the contract security providers management team has improved in its capabilities to support this growing program and implemented ongoing training and discussions, management site visits, and walkthroughs so that EMGL expectations are met.

EMGL supports the contract security providers in their efforts to embrace a diverse workforce, considering skills rather than race or gender.

Indonesia

A Memorandum of Agreement (MOA) was signed in January 2012, with the Government of Indonesia's upstream oil and gas industry regulatory agency, enabling the initial deployment of HGSGF in support of operations. The MOA obligates the regulatory agency to ensure that any security forces assigned to protect ExxonMobil Cepu Limited (EMCL) operations understand and abide by the principles underlying several international human rights instruments. ExxonMobil's expectations of the Host Government regarding

respect for human rights by government security forces in our areas of operation are embedded in the MOA.

The Government of Indonesia has declared ExxonMobil's production facility and related onshore and offshore facilities to be "National Vital Objects," entitling these facilities to be protected by "special security" ("Pamsus") units of the National Police's Directorate of Vital Objects Protection.

Since 2012, there has been a Cooperation Agreement between the Government of Indonesia's upstream oil and gas industry regulatory agency and Pamsus units to support EMCL onshore operations.

Since 2015, there also has been a Cooperation Agreement between the Government of Indonesia's upstream oil and gas industry regulatory agency and the Indonesian Navy, which supports effort to deter unauthorized vessels from posing a safety hazard by approaching EMCL's offshore operations.

ExxonMobil and its field security group regularly supplement the Government-provided human rights training of the Pamsus, and Navy personnel assigned to protect ExxonMobil's operations. Likewise, contract security personnel assigned to safeguard ExxonMobil's sites receive periodic human rights awareness training. ExxonMobil leverages its regular engagements with the government to promote respect for the human rights of all persons.

Mozambique

The ExxonMobil Mozambique Limited (EMML) VPSHR security program is designed to be risk-based and adaptive, reflecting the dynamic security environment during this pre-operational phase, with continued security activities in place to support the safety of personnel and assets.

VPSHR considerations are integrated into EMML's overarching security risk management framework to identify potential risks and develop appropriate mitigation measures while respecting human rights. As activities progress on the ground, EMML remains fully committed to respecting human rights and upholding its VPSHR commitments.

In coordination with TotalEnergies, EMML supports the implementation of a VPSHR training program for government-led security forces, designated as the Protection Force, deployed to northern Mozambique to safeguard EMML personnel and operations. VPSHR training is mandatory for all Protection Force personnel including private security personnel engaged by EMML. Compliance is monitored by EMML Security, and the training program is subject to monthly audits conducted by an independent third-party contractor.

In addition, EMML actively participates in In-Country Working Group discussions, providing a private sector perspective in support of the Government implementation of the National Action Plan. EMML has also engaged with foreign businesses operating in northern Mozambique to exchange experiences related to the application of VPSHR in a challenging security environment. As project activities evolve, EMML is engaged in the working groups and coordinates with other participants to support the development of the VP National Action Plan and the strengthening of local institutional capacity, thereby expanding VPSHR awareness and access for national stakeholders.

Nigeria

Nigeria Security Services underwent a significant organizational transformation focused on right-sizing the HGSF structure using a *fit-for-risk* methodology, which resulted in a streamlined headcount. During the year, 75 HGSF personnel received training on the Voluntary Principles on Security and Human Rights (VPSHRs). The training emphasized strict adherence to human rights expectations and secured strong “top-down” commitment from senior commanders to embed compliance within leadership culture. Regular engagement and liaison with HGSFs remain central to sustaining a security environment rooted in respect for human rights, safety, and operational discipline.

The Esso Exploration and Production Nigeria Limited (EENL) security team increased the frequency and depth of its engagements across all Onshore and Offshore locations, expanding direct collaboration through the government. These engagements support consistent reinforcement of VPSHR principles using the following mechanisms:

- **Enhanced VPSHR Knowledge Testing:** Regular drills conducted across all sites to assess HGSF understanding of VPSHR expectations and appropriate threat-response protocols.
- **Strengthened Leadership Engagement:** Increased interaction between HGSF leadership, local security partners, and the Lagos-based HGSF Manager to ensure aligned strategic oversight.
- **Balanced Performance Dialogue:** Open discussions acknowledging both successes and challenges to promote continuous improvement.
- **Collaborative Disciplinary Framework:** Joint review of disciplinary matters to apply a holistic, layered approach that supports responsible and consistent security behavior.

Papua New Guinea

Throughout 2025, 312 HGSF personnel and 948 contracted guard force personnel received mandatory Voluntary Principles training.

Ongoing consultations took place with representatives from the Voluntary Principles Initiative to discuss setting up a Voluntary Principles In-Country Working Group (Working Group) in Papua New Guinea. The Working Group aims to enhance the implementation of the Voluntary Principles at the country level by fostering better coordination and engagement between Government, NGOs and Corporations. ExxonMobil Papua New Guinea (EMPNG) looks forward to working closely with the Working Group to support the VPI framework in Papua New Guinea.

In December 2025, a stakeholder mapping report for Papua New Guinea was released by the Voluntary principles Initiative, to identify key stakeholders, provide an overview of security-related human rights considerations. in PNG’s extractive sector and assess the potential for establishing a VPSHR In-country Working Group.

D. LESSONS EFFECTIVE STRATEGIES, INNOVATIVE APPROACHES, AND ADDITIONAL REPORTING

D.1. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization.

ExxonMobil affiliates continue to actively engage with evolving international initiatives and 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.

During the reporting year, the company reinforced the value of early stakeholder engagement, strong cross-functional coordination, and scenario-based risk assessments as effective strategies for identifying and mitigating security-related human rights risks, particularly in dynamic operating environments. Close collaboration between security, operations, and socioeconomic teams enabled early identification of community grievances, local conflict dynamics, and culturally specific risk factors, which were integrated into security planning through joint stakeholder mapping, unified community engagements, scenario-based tabletop exercises, shared incident and grievance analysis, and cross-training opportunities. These approaches strengthened alignment, situational awareness, and proactive risk mitigation across sites, providing valuable learning opportunities for personnel. Building on these lessons, action plans for the upcoming year include continued integration of the Voluntary Principles into security risk assessments, enhanced training and awareness for relevant employees and contractors, ongoing engagement with international human rights initiatives, deeper engagement with public security and community stakeholders, and continued delivery and tracking of company-wide human rights and Voluntary Principles training to support consistent implementation and continuous improvement.

D.2. Participation in In-Country Working Groups

Members participated in In-Country Working Groups (ICWGs) during the reporting period, including engagement in Mozambique and initial conversations for Papua New Guinea, to support the implementation of the Voluntary Principles on Security and Human Rights. Participation focused on collaboration, information sharing, and addressing country-specific security and human rights considerations. Members also provided in-kind contributions, such as staff time, expertise, and lessons learned in support of ICWG priorities.