

2026 monthly employee contribution rates

Important: Your health and life insurance contributions will be deducted in every paycheck based on your payroll frequency (monthly amount multiplied by 12 and divided by the total number of paychecks in the year).

ExxonMobil Health and Welfare Plan – Medical**				
	Participant only	Participant + spouse	Participant + child(ren)	Family
PPO A	\$110	\$294	\$291	\$447
PPO B	\$193	\$427	\$410	\$693
EPO*	\$205	\$452	\$433	\$731

*Network only option availability will vary depending on plan and geographic location.

**If you earned the Culture of Health rate by fulfilling the requirements in 2025, you will reduce your monthly contributions by \$30/month for participant only coverage, \$60/month for participant + spouse coverage, \$60/month for participant + child(ren) coverage, or \$90/month for family coverage in 2026.

ExxonMobil Health and Welfare Plan – Dental				
	Participant only	Participant + spouse	Participant + child(ren)	Family
Contribution	\$30	\$60	\$60	\$89

ExxonMobil Health and Welfare Plan – Vision				
	Participant only	Participant + spouse	Participant + child(ren)	Family
Premium	\$8.64	\$17.42	\$15.81	\$26.86

ExxonMobil International Medical and Dental Plan – Medical				
	Participant only	Participant + spouse	Participant + child(ren)	Family
U.S. Expatriates	\$85	\$213	\$205	\$325
U.S. Impatriates	\$87	\$215	\$207	\$328

ExxonMobil International Medical and Dental Plan – Dental				
	Participant only	Participant + spouse	Participant + child(ren)	Family
U.S. Expatriates	\$29	\$59	\$59	\$88
U.S. Impatriates	\$29	\$59	\$59	\$88

ExxonMobil Health and Welfare Plan – Life Insurance			
	Your cost	Coverage	Enrollment
Basic life insurance	None	2x annual pay	Automatic
Basic AD&D***	None	2x annual pay	Automatic
Group universal life (GUL)	Premiums based on age and elected coverage	Up to 8x annual pay	Optional
Voluntary AD&D***	Premiums based on elected coverage	Up to 8x annual pay	Optional

***Accidental death and dismemberment

Note: If you die in a work-related accident, your beneficiary receives an additional \$500,000. Rate information can be found in the Summary Plan Description at exxonmobilfamily.com.