

2023 monthly employee contribution rates

| Medical Plan** | | | |
|------------------------------|------------------|--|--------|
| | Participant only | Participant + spouse or Participant + child(ren) | Family |
| POS II A | \$103 | \$253 | \$385 |
| POS II B | \$167 | \$367 | \$601 |
| Network only* – Aetna Select | \$177 | \$389 | \$636 |
| Network only* – Cigna OAPIN | \$177 | \$389 | \$636 |

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

**If you earn the Culture of Health rate by fulfilling the requirements every year, you can reduce your monthly contributions for the following year by \$30/month for participant only coverage, \$60/month for participant + spouse or child(ren) coverage, or \$90/month for family coverage

| Dental Plan | | | |
|--------------|------------------|-----------------|-------------------------|
| | Participant only | Participant + 1 | Participant + 2 or more |
| Contribution | \$28 | \$56 | \$83 |

| Vision Plan | | | |
|-------------|-------------|--|----------------------|
| | Participant | Participant + spouse or Participant + child(ren) | Participant + family |
| Premium | \$10.15 | \$19.71 | \$31.05 |

| ExxonMobil International Medical and Dental Plan | | | |
|--|------------------|-----------------|-------------------------|
| | Participant only | Participant + 1 | Participant + 2 or more |
| Medical US Inbounds/ US Outbounds (includes vision) | \$77 | \$193 | \$295 |
| Dental US Inbounds/ US Outbounds | \$28 | \$56 | \$84 |

| Basic and supplemental life and AD&D insurance | | | |
|---|------------------------------------|---------------------|------------|
| Type of insurance | Your cost | Coverage | Enrollment |
| Basic life insurance | None | 2x annual pay | Automatic |
| Basic accidental death and dismemberment (AD&D) | None | 2x annual pay* | Automatic |
| Group universal life (GUL) | Premiums based on age | Up to 8x annual pay | Optional |
| Voluntary AD&D | Premiums based on elected coverage | Up to 8x annual pay | Optional |

*If you die in a work-related accident, your beneficiary receives an additional \$500,000

Information on rates can be found in the [Summary Plan Description](#).