



Annual Enrollment Instructions

Your Total Rewards—your personalized benefits portal

This guide provides everything you need to know about accessing and using the tools and resources available during Annual Enrollment through the Your Total Rewards portal.

It's important to review your benefits to ensure they continue to meet your needs, which may change over time due to evolving preferences or life events. The Annual Enrollment period is your opportunity to update elections and other choices that may have been set at the time of hire and remain in effect until changed.

Enrollment begins October 15, 2025 and ends October 31, 2025 at 11:59 pm CT. During this time, you can elect, change, or cancel your coverage for the 2026 plan year.

ExxonMobil

Let's enroll—accessing the portal

If you haven't registered on the Your Total Rewards portal yet, follow the registration instructions posted on EM Family.

PRO TIP > Ensure your contact information—home address, email, and mobile phone number—is current. Having a mobile number on file allows the ExxonMobil Benefits Service Center to assist you more quickly if you need to unlock your account or reset your password.

How to enroll:

To access your Annual Enrollment site from a company device, **goto/yourtotalrewards**.

From any device (computer, tablet, or mobile phone), navigate directly to **digital.alight.com/exxonmobil**.

OR

To access the Your Total Rewards portal via **exxonmobilfamily.com**:

- In the "Annual Enrollment" section at the top of the page, select **Your Total Rewards** from the "Quick Links" on the right-hand side.
- Alternatively, click **Enroll in Benefits** under the "Explore More" section to learn more.

You can also manage your benefits on the go using the Alight Mobile app, available for download from the **App Store** or **Google Play**.

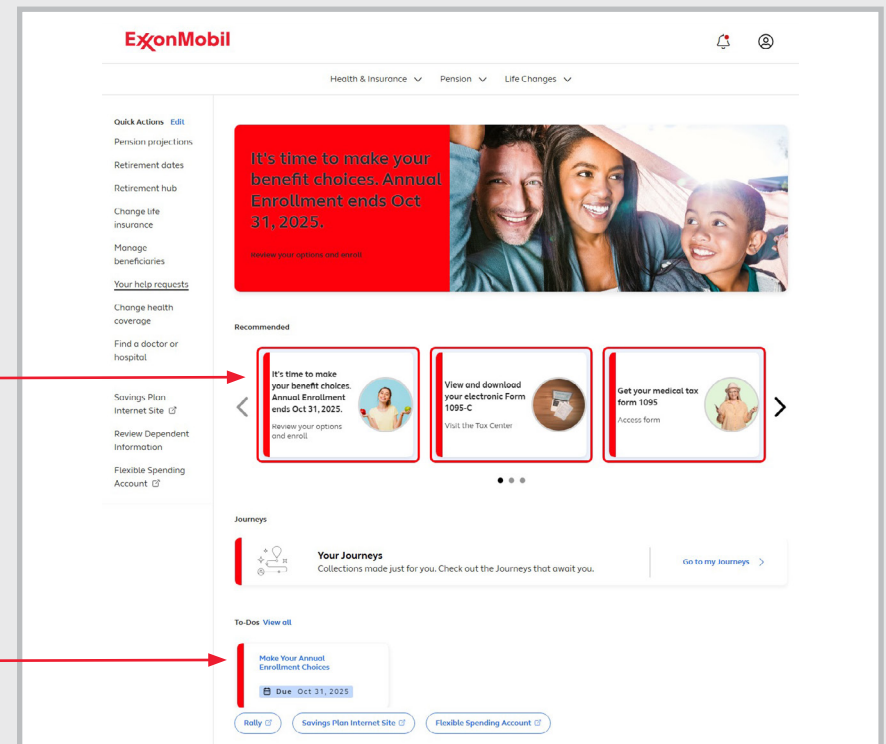
If you haven't created a user ID and password, follow the registration instructions posted on EM Family.

From the home page, click the **It's time to make your benefit choices. Annual Enrollment ends Oct. 31, 2025.** tile in the "Recommended" section.

OR

Click the **Make Your Annual Enrollment Choices** tile in the "To Dos" section to begin the enrollment process.

You must complete your benefit elections between October 15, 2025 and October 31, 2025 at 11:59 pm CT.



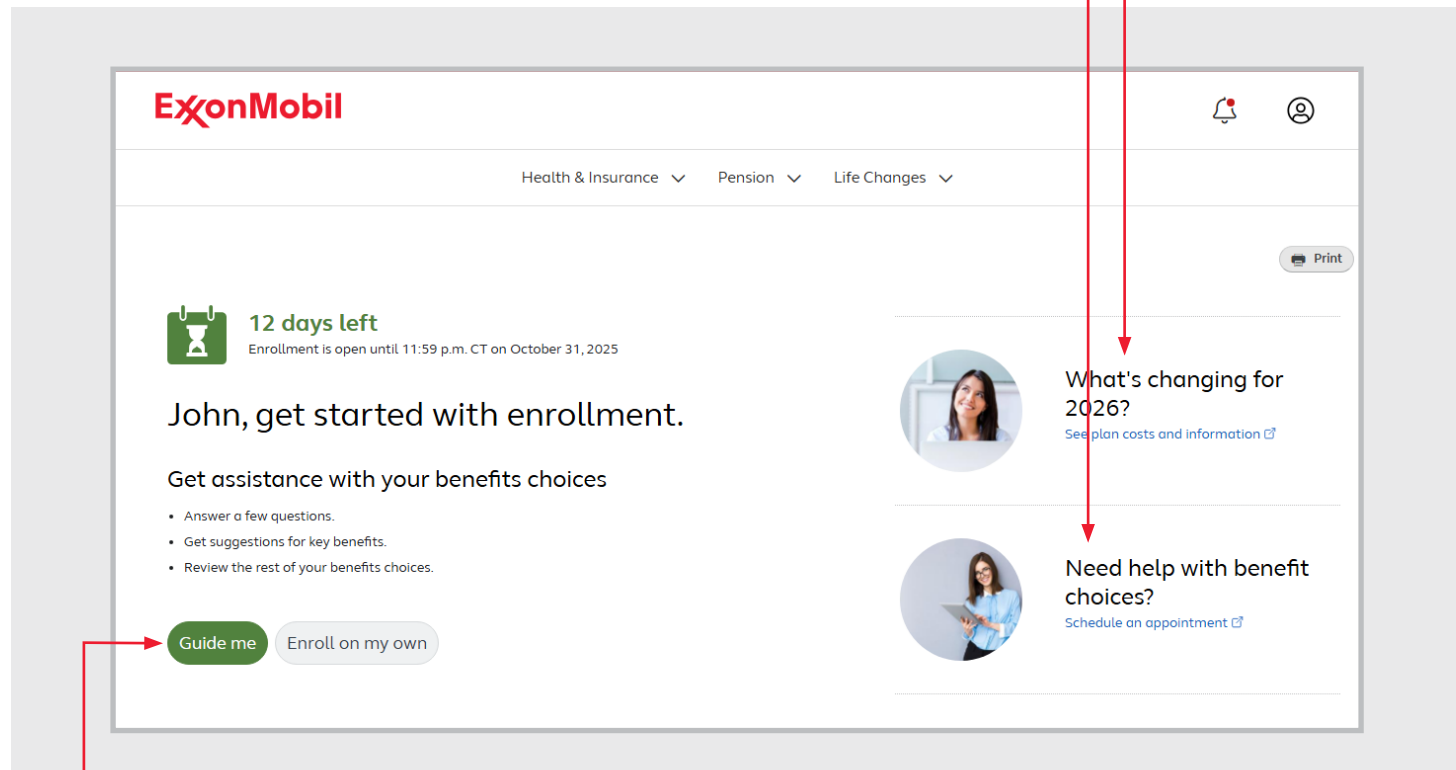
How to enroll—continued:

Options

Before Annual Enrollment (AE), review the Employee AE Guide to understand your health coverage options so you can make the elections that best fit you and your family.

From the Enrollment welcome screen, you can:

- **See cost and coverage information** under “What’s changing for 2026?”
- **Schedule an appointment** under “Need help with benefit choices?”



When you're ready, you can choose two ways to enroll:

- Click **Guide me** to go through a series of questions about your estimated health care needs and to get a suggestion for your best option.
- Click **Enroll on my own** to go straight to your Benefits Summary page, where you can review your coverage, compare your options, and make changes.

How to enroll—continued:

If you clicked **Guide me**, simply follow the prompts. You'll be asked some questions about:

- Health care visits
- Medical expenses
- Prescription information
- Medical procedures
- Medical coverage

The answers you provide will not be shared with the Company and are kept confidential. They are used to help the system suggest options for you and your family based on your situation and are not retained after you complete Annual Enrollment.

The information contained in this tool is not intended to replace or amend the Summary Plan Description (SPD) or Plan Document.



We're going to ask you a few questions to make sure we show prices specific to you.

[Continue](#)

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Estimate Your Future Medical Expenses

Our medical cost simulation will be based in part on an estimate of your future medical expenses.

We will use national averages to estimate your future medical expenses. Or, you can give us a little more information about yourself for a more personalized estimate.

[Personalize Estimates](#)

[No, Thanks](#)

Note: These estimates will not impact your cost or the options you'll see. They are for estimates of your out-of-pocket expenses only. Your actual out-of-pocket costs will vary based on the services you receive. Estimated costs shown are not specific to ExxonMobil Medical Plan carrier's negotiated rates. Your answers will be kept confidential. You can change your estimate later if you are going to cover different people.

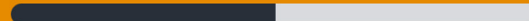
Claims data is based on gender codes of female or male only. If a gender code other than female or male was entered for you or a dependent, the information presented is based on the data for a gender code of female to cover a broader range of claims.



We're going to highlight a Medical plan for you to consider.

The plan has the lowest estimated overall cost with coverage that may meet your needs.

Remember that the estimated overall cost is made up of 2 numbers.

 = Estimated Overall Cost

● Annual Paycheck Cost

● Estimated Out-of-Pocket Cost

You can make changes to your health needs on the next page, which may impact your Estimated Out-of-Pocket Cost.

[Continue](#)

This screen will show you the medical options available for you and your family. Your enrollment experience is unique and personalized to you. The options shown on your screen may be different from the picture to the right. You can:

1 Explore

Explore **Your Current Coverage**.

2 Change

Change who's covered.

Choose Who's Covered for Medical

Your cost is based on whom you choose to cover.

☒ You (Covered)

☐ No eligible dependents on file

☐ Add a Dependent

3 Compare

To help you make the most informed decision when selecting your benefits, you can see additional details for the available options. Click **Compare options** and choose up to three options to compare in greater detail.

Choose Options to Compare

Select up to 3 Medical options to compare.

☐ Your Current Option As of Today

☐ PPO A

☐ PPO B

☐ EPO

4 Choose/keep

When you're ready to continue, click to select the best option for you.

You may be prompted to update your Health Care Flexible Spending Account contribution.

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3 Option(s) available
Beginning Jan 1, 2026

Covering: You + Family

Compare options

Suggested Medical Option
Why?

PPO A

☐ Compare options

Plan cost
\$0,000.00
Annually

Overall annual cost estimate

Annual paycheck cost

Est. Out of Pocket Cost

Deductible
Individual
Family²

Coinsurance
75%

Out-of-pocket max
Individual
Family

Your Doctors
Make sure to check if your doctors are in-network.
[Find a doctor](#)

Choose this option

PPO B

☐ Compare options

Plan cost
\$0,000.00
Annually

Overall annual cost estimate

Annual paycheck cost

Est. Out of Pocket Cost

Deductible
Individual
Family²

Coinsurance
80%

Out-of-pocket max
Individual
Family

Your Doctors
Make sure to check if your doctors are in-network.
[Find a doctor](#)

Keep this option

EPO

☐ Compare options

Plan cost
\$0,000.00
Annually

Overall annual cost estimate

Annual paycheck cost

Est. Out of Pocket Cost

Deductible
N/A

Coinsurance
90%

Out-of-pocket max
Individual
Family¹

Your Doctors
Make sure to check if your doctors are in-network.
[Find a doctor](#)

Choose this option

Decline Medical Coverage

Read footnotes

1

Your current coverage

2

Change who's covered

3

Compare options

Your estimated medical needs

5

Here's a tour of the site and tips to customize your experience

1 Summary view

You can toggle to see a side-by-side comparison of your current benefits and your elections for 2026.

2 View/change

You can click **View/Change** next to any of your benefit options to open a guided experience that will help you review and make changes for that benefit. For medical, dental, and vision, you can choose your coverage and who's covered, as well as add or change your dependents.

3 Cost details

Click **Cost Details** to see more details on the cost of your medical option.

4 Confirm elections

When you're ready, confirm your elections and continue the enrollment process. You can come back and make changes to your selections at any time during the enrollment window.

Please note that life insurance information will not be displayed during the Annual Enrollment process. Therefore, your current life insurance coverage information will not be reflected in the Annual Enrollment confirmation of benefits. However, you can view and update your life insurance elections at any time by visiting the Your Total Rewards portal. Simply select **Change life insurance** under "Quick Actions" on the home page.

For the best experience, use Chrome, Firefox, Edge, or Safari. Using Internet Explorer may prevent you from having a successful enrollment experience.

If you opted to enroll on your own, you'll be taken directly to this page. The Benefits Summary page will show your selected benefits for next year. This page is your main hub for viewing and updating your benefit elections during the 2026 enrollment period.

The screenshot displays the ExxonMobil Benefits Summary page. At the top, there's a navigation bar with the ExxonMobil logo and tabs for Health & Insurance, Pension, and Life Changes. A red circle '1' highlights the 'Benefits Summary' heading. Below it, a 'Hide Current Benefits' button is visible. A disclaimer states that the coverage is for January 1, 2026, and that costs are based on current pay frequency. A table compares 'Next Year's Benefits' (Effective Jan 1, 2026) with 'Current Benefits' (As of today). The table has two main sections: 'Next Year's Benefits' and 'Current Benefits'. Each section lists various benefit categories like Medical, Dental, Vision, Health Care Flexible Spending Account, and Employee Assistance Program. For each category, it shows the selected plan (e.g., PPO A, Dental Welfare Program) and a 'View/Change' link. A red circle '2' highlights the 'View/Change' link for the Medical plan. Another red circle '3' highlights the 'Cost Details' link for the Medical plan. Below the table, there's a section for 'Next Year's Benefits Total Cost' and 'Current Benefits Total Cost'. The 'Next Year's Benefits Total Cost' section shows a total cost of \$1,788.00 annually. The 'Current Benefits Total Cost' section shows a total cost of \$1,788.00 annually. A red circle '4' highlights the 'Confirm' button at the bottom right. A 'Read footnote' link is also present.

Next Year's Benefits Effective Jan 1, 2026		Current Benefits As of today	
Medical	PPO A You Only View/Change	PPO A You Only View/Change	
Dental	Dental Welfare Program You Only View/Change	ExxonMobil Dental Plan You Only View/Change	
Vision	Vision Welfare Program You Only View/Change	ExxonMobil Vision Plan You Only View/Change	
Health Care Flexible Spending Account	Your Contribution \$0.00/Year View/Change	Your Contribution \$0.00/Year View/Change	
Dependent Care Flexible Spending Account	Your Contribution \$0.00/Year View/Change	Your Contribution \$0.00/Year View/Change	
Employee Assistance Program	ExxonMobil provides you with Employee Assistance Program coverage at no cost View	ExxonMobil provides you with Employee Assistance Program coverage at no cost View	

Next Year's Benefits Total Cost Effective Jan 1, 2026		Current Benefits Total Cost As of today	
Health & Insurance Costs	\$1,788.00 Annually	Health & Insurance Costs	\$1,788.00 Annually
Total Cost	\$1,788.00	Total Cost	\$1,788.00
Premium Discounts	\$0.00	Premium Discounts	\$0.00
Your Cost	\$1,788.00	Your Cost	\$1,788.00

Confirm benefits

Confirmation:

After reviewing your Benefits Summary page, confirm your elections. Your elections will be saved and you'll be able to make changes before the Annual Enrollment window closes on October 31, 2025 at 11:59 pm CT.

Your Choices Will Be Saved

You may return and change your choices anytime before enrollment ends.

Continue

Cancel

If you see the confirmation screen—congratulations! You've successfully completed your enrollment. A confirmation will be sent to your email on file or delivered via regular mail. You may also print the confirmation page for your records. Be sure to review any important follow-up messages shown on the screen. These may include actions required based on your benefit elections.

PRO TIP > If you have questions or need assistance with your enrollment process, contact a benefit representative at **1-833-776-9966**.

You can also start a web chat. From the home page, scroll down and click **Contact Us**. Select **General Information**, then **Chat With Us**, 8 am to 4 pm CT, Monday to Friday.



All done! You're enrolled!

Confirmation Number: 264810020

- We sent a confirmation of enrollment to TESTMAIL@ALIGHT.COM
- You can [print](#) a copy of your choices.
- You can change these choices anytime until **October 31, 2025** when enrollment ends.

What Happens Next

Print this page for your records. If you're unable to print this page, you may request a paper confirmation by calling the ExxonMobil Benefits Service Center.

A confirmation of your request will be sent to your preferred email address, usually within 30 minutes.

You won't receive a statement in the mail.

It normally takes 3 to 4 weeks from your enrollment before you'll receive your ID card. If you require medical services and need to verify your coverage, your plan will have your enrollment on file within 2 weeks after you enroll. If you don't receive your ID card or aren't sure if you'll receive one, see [Health Plan ID Card](#).