



# 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 retirement 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 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 any device (computer, tablet, or mobile phone), visit [digital.alight.com/exxonmobil](https://digital.alight.com/exxonmobil). Alternatively, you may visit [exxonmobilfamily.com](https://exxonmobilfamily.com), go to the "ExxonMobil Retirees" section, and click the **Your Total Rewards portal** link.

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

You will need your user ID and password to access your account at [digital.alight.com/exxonmobil](https://digital.alight.com/exxonmobil). If you haven't created a user ID and password, follow the registration instructions posted on EM Family.

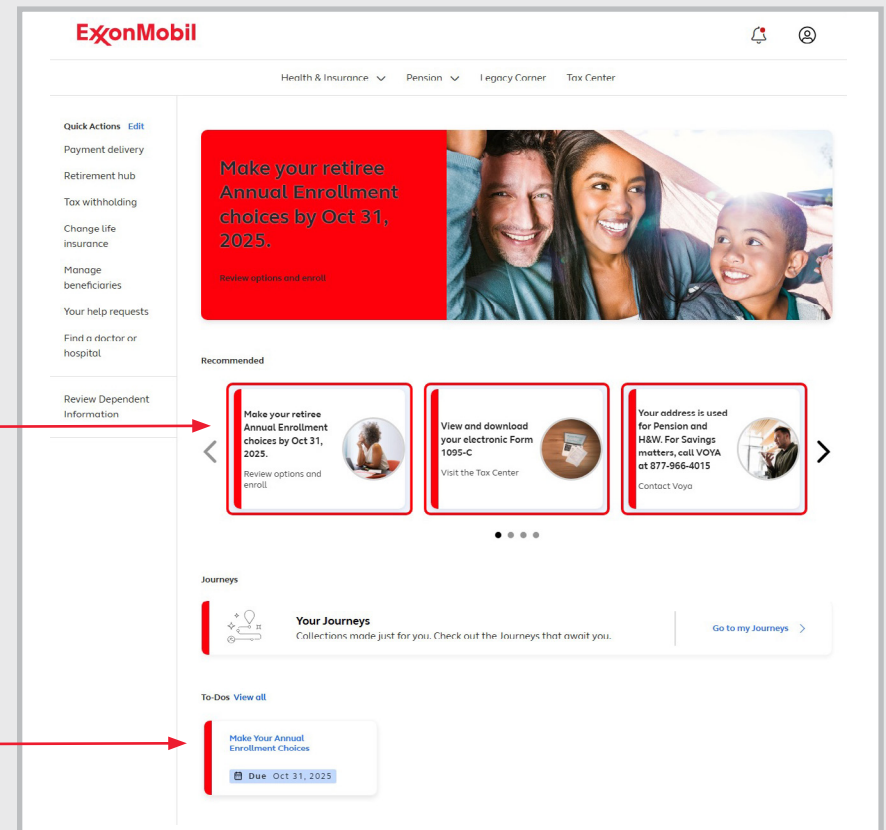
If you are having difficulty registering on the **Your Total Rewards portal**, please contact the ExxonMobil Benefits Service Center at **1-833-776-9966**.

From the home page, click the **Make your retiree Annual Enrollment choices by 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 and October 31, 2025 at 11:59 pm CT.

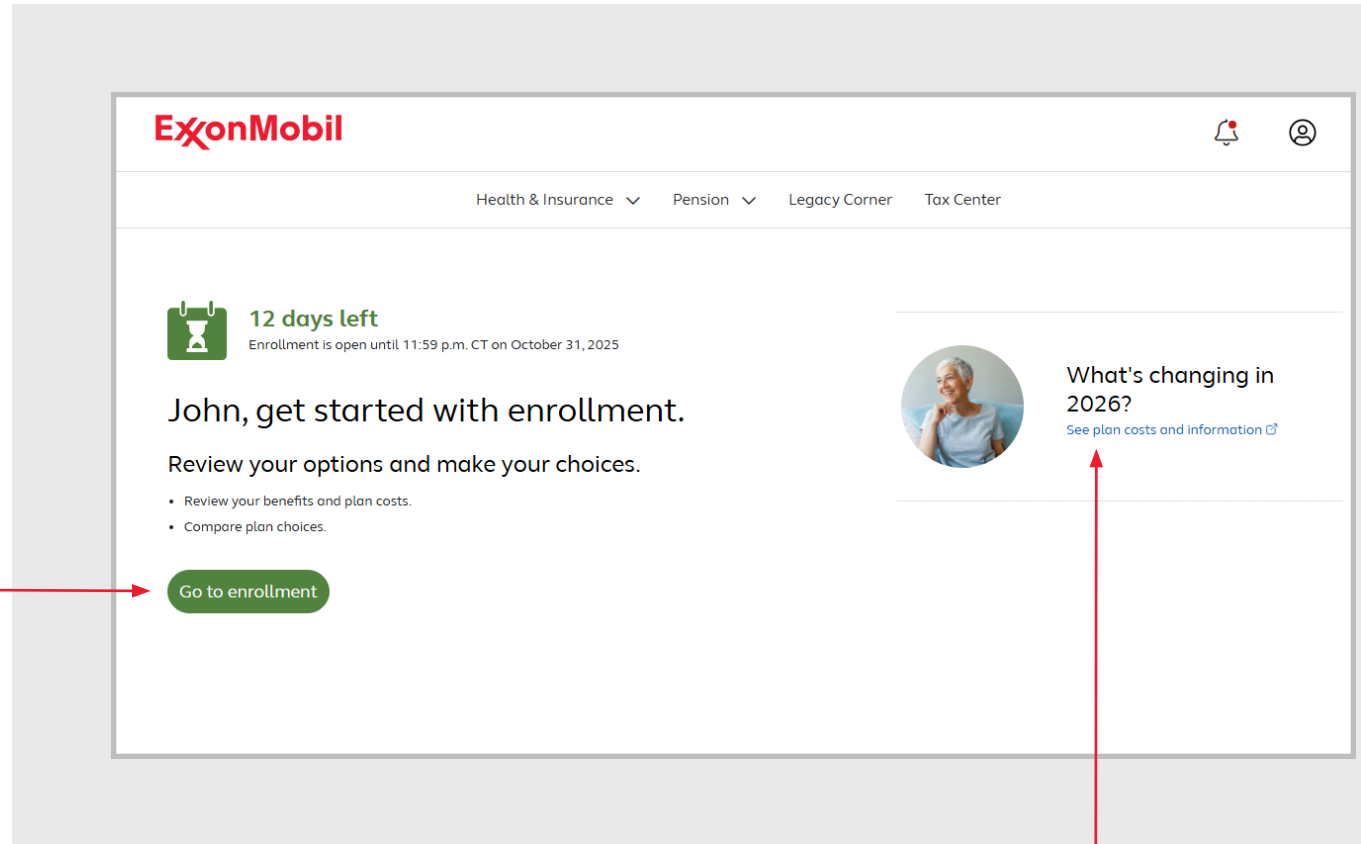


# Let's enroll

## How to enroll—continued:

### Next

Click **Go to enrollment** to review your coverage, compare your options, and make changes.



Before Annual Enrollment (AE), review the Retiree 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 in 2026?"

Here's a tour of the site and tips

### 1 Summary view

You can view the cost of your selected benefits for next year in two ways: monthly view or annual view. To switch between views, simply click **Monthly** or **Annual** on the screen.

### 2 Review/change

To review or update a specific benefit, click **Review/Change** next to the benefit you want to modify. Follow the on-screen instructions to guide you through reviewing or making changes.

See the next page for more details on how to use the **Review/Change** feature.

### 3 Confirm elections

Once you've completed your election changes, click the green **Continue** button at the bottom of the page to complete your enrollment.

The Benefits Summary page shows your selected benefits for next year. To compare with your current benefits, click **Hide current benefits**—this lets you toggle the side-by-side view on or off.

This page is your main hub for viewing and updating your benefit elections during the 2026 enrollment period.

ExxonMobil

Health & Insurance Pension Legacy Corner Tax Center

Print

### Benefits summary

[Hide current benefits](#)

This is the coverage you'll receive beginning Jan 1, 2026. You can make changes or decline coverage, by selecting **Review/Change**. To complete enrollment, select the Continue button at the bottom of the page.

Until you select the green button at the bottom of the page your elections will not be saved.

1 Monthly **Annual**

Next year's benefits Effective Jan 1, 2026	This year's benefits As of today
<b>Retiree Medical</b> 1 Review your medical coverage first and make any changes, then you may enroll your eligible dependents. Medicare Eligible Medicare Primary Option (MPO) You Only Non-Medicare Eligible EPO 1 Child (Jane)	2 <a href="#">Review/Change</a> Medicare Eligible Medicare Primary Option (MPO) You Only Non-Medicare Eligible EPO 1 Child (Jane)
<b>Dental</b> Dental Welfare Program - Delta Dental You + Child(ren) (Jane)	ExxonMobil Dental Plan You + Child(ren) (Jane)
<b>Vision</b> Vision Welfare Program You + Child(ren) (Jane)	ExxonMobil Vision Plan You + Child(ren) (Jane)

Total cost	
<a href="#">Hide current benefits</a>	
<b>Next year's benefits</b> (effective Jan 1, 2026) Annually \$6,185.72	<b>This year's benefits</b> (as of today) Annually \$5,897.72

Make changes anytime before October 31, 2025.

3 **Continue** [Quit](#)

**PRO TIP >** Review/change your coverage details to make sure your dependents and beneficiaries are up to date.



## Review/change—details

If you select **Review/Change** next to a benefit option, you'll be guided through a series of prompts to help you make your elections.

Once you've completed all your benefits elections, you will return to the Benefits Summary shown on the previous page.

For medical, dental, or vision, you can update your coverage (if applicable), as well as change or add dependents.

You'll also see options to review your current coverage, change who's covered, or compare options.

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.

### Choose who's covered for Non-Medicare Eligible

Anyone who is not eligible for Medicare will enroll in this medical option. The following people are eligible for this type of coverage.

Your cost is based on whom you choose to cover.

☒ Jane Doe352600014 (Covered)

Child born Jan 30, 2001

Continue

Decline Non-Medicare Eligible coverage

[< Back](#)

Non-Medicare Eligible


**3 Option(s) available** Beginning Jan 1, 2026


Covering: 1 Child


Compare options Monthly ☒ Annual

<b>EPO</b> <input type="checkbox"/> Compare options <b>Keep this option</b>	<b>Plan cost</b> \$6,376.00 Annually	Review coverage details to understand how much you will pay when you use your coverage. <a href="#">All coverage details</a>	<b>Your doctors</b> Make sure to check if your doctors are in network. <a href="#">Find a doctor</a>
<b>PPO A</b> <input type="checkbox"/> Compare options <b>Choose this option</b>	<b>Plan cost</b> \$6,376.00 Annually	Review coverage details to understand how much you will pay when you use your coverage. <a href="#">All coverage details</a>	<b>Your doctors</b> Make sure to check if your doctors are in network. <a href="#">Find a doctor</a>
<b>PPO B</b> <input type="checkbox"/> Compare options <b>Choose this option</b>	<b>Plan cost</b> \$6,376.00 Annually	Review coverage details to understand how much you will pay when you use your coverage. <a href="#">All coverage details</a>	<b>Your doctors</b> Make sure to check if your doctors are in network. <a href="#">Find a doctor</a>

Decline Non-Medicare Eligible coverage

  
Your current coverage

  
Change who's covered

  
Compare options

# 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, if applicable, 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: 286022093

- [Print your confirmation](#), or create and save a PDF using your browser print functionality.
- You can change these choices anytime until October 31, 2025 when enrollment ends.

### What happens next

You may want to 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.

Typically, you'll receive a plan ID card by **January 1, 2026**. There are some situations when you won't receive a [Health Plan ID Card](#).

You won't receive a statement in the mail.