

EEOC Notice for Employer-Sponsored Wellness Programs

Culture of Health (CoH) is a voluntary wellness program offered to all employees and eligible family members as part of the ExxonMobil Medical Plan (Medical Plan). The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990 (ADA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and the Health Insurance Portability and Accountability Act (HIPAA), as applicable, among others.

Employees may voluntarily choose to participate in CoH by taking two steps: 1) completing an online health survey and 2) participating in a challenge made available through the designated third party wellness vendor. If the survey and challenge are completed by the stated deadline, the employee will receive an incentive in the form of a reduced monthly employee contributions in the Medical Plan for the following plan year (referred to as the CoH Rate). In order to administer the incentive, the designated third party wellness program vendor will provide ExxonMobil with a report indicating those employees who have satisfied the requirements and qualify for the CoH Rate. Spouses of an eligible employee may also complete a voluntary online health survey and are not required to complete responses related to genetic information. Completion of the survey by your spouse is not required and will not impact eligibility for the CoH Rate.

The health survey is an online questionnaire that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g. cancer, diabetes, or heart disease).

The information from your health survey will provide you with information to help you understand your current health and potential risks, and may be used by the designated third party wellness program vendor and other CoH vendor partners to offer you services through the Medical Plan on behalf of ExxonMobil, such as personal coaching through the designated third party wellness program vendor, health advocacy services through Aetna or Cigna, or health management assistance through Optum, Magellan, or Express Scripts. You are also encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. When you participate in wellness activities or access your health benefits, your data is maintained and managed securely. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in Culture of Health or receiving an incentive.

Although the Medical Plan and ExxonMobil may use aggregate information it collects to design health and wellness programs based on identified health risks in the workplace, the Medical Plan will never disclose any of your personal information either publicly or to ExxonMobil, except as necessary to respond to a request from you for a reasonable accommodation needed to participate

in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with CoH will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

For more information about the protection of your health information under HIPAA, go to <https://www.exxonmobilfamily.com/-/media/project/wep/exxonmobil-hr/hr-family/navigation-pdfs/hipaa.pdf>.

If you have questions or concerns regarding this notice, please contact the HIPAA Privacy and Security Contact at hr.health.welfare@exxonmobil.com.

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