

Benefits built for life

We're committed to providing the energy and products people need while helping the world move toward a lower-carbon future. Our success is based on the talent, ingenuity, and hard work of our workforce, and that's why our benefits are designed to attract and retain talented employees.

That means world-class, comprehensive total rewards that help you and your family thrive throughout your career and into retirement.

At ExxonMobil, we care about your total wellbeing. You and your eligible family members can be covered under our ExxonMobil Health and Welfare Plan as soon as you start work.

Medical Welfare Program: Provides comprehensive medical, prescription drug and behavioral health benefits, including telemedicine, fertility services, chronic conditions and oncology support among others. You have a choice of two Preferred Provider Organization (PPO) options and one Exclusive Provider Organization (EPO) network-only option (availability varies by location). All options cover the full cost of preventive care and have either a low or no deductible.

2026 Monthly contribution ranges:
Single coverage from \$110 to \$205
Family coverage from \$447 to \$731

Coverage details available in the Summary Plan Description on exxonmobilfamily.com.

Culture of Health: Offers programs and resources to support your wellbeing, including online tools.

Employee Assistance Program (EAP): Provides confidential professional counseling (in person or virtually) for you and your family, including tools and resources promoting mental health and resiliency at no additional cost to you.

Dental Welfare Program: Encourages good dental health by paying 100% of the cost of eligible preventive services and part of the cost of other general and major dental services including orthodontia.

We offer a comprehensive benefits package to help enable good health and financial stability throughout your career and into retirement.

Vision Welfare Program: Offers coverage for a comprehensive eye exam and allowances for lenses and frames or contact lenses. Laser eye surgery discounts are also available.

Flexible Spending Accounts: When you participate in the Medical, Dental, and/or Vision Welfare Programs, your monthly contributions are made on a pre-tax basis.. You may also set aside pre-tax dollars to be reimbursed to you for eligible health care and dependent care expenses.

Want to know more?



exxonmobilfamily.com

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This is a brief summary of the benefit plans and programs and is not intended to meet any legally required description of those programs. Those are available elsewhere. In case of any inconsistency between this summary and the formal documents of the programs described here, the formal documents will control. Each plan and program has eligibility requirements, which may vary. For more information regarding eligibility, see the Summary Plan Descriptions. Applicability to represented employees is governed by collective bargaining agreements and any local bargaining requirements. ExxonMobil reserves the right to amend or terminate any of the plans or programs described at any time.

ExxonMobil guidelines and programs are available to assist you during the different stages of your life and career.

Workplace Flexibility: We have several programs such as “[Flex your Day](#)”, providing ad-hoc flexibility around when and where you work, as well as longer-term programs such as leaves of absence and part-time work.

Parental Paid Time Off: New parents are provided with [eight weeks of paid time off to bond with their new family member](#). For birth mothers, this is in addition to time off to recover.

Personal Time: You may be provided time off to attend personal emergencies or other brief and pressing personal matters that cannot be arranged at other times.

Vacation: You will receive vacation from day one! Vacation in your hire year will be pro-rated based on your applicable professional prior experience and start date. As you grow with ExxonMobil, your vacation will grow too.

Years of Vacation Service*	Vacation
Hire Year	Pro-rated
1-4 Years	2 weeks
5-9 Years	3 weeks
10-19 Years	4 weeks
20-29 Years	5 weeks
30 + Years	6 weeks

*Years of Vacation Service includes company service, plus credited prior relevant professional experience.

Holidays: Most locations provide 11 paid holidays.

Service and Recognition: When you achieve certain service milestones, recognition celebrations and awards acknowledge your contributions.

Adoption Assistance: Up to \$5,000 per child.

Back-Up Care Assistance Program™: Helps you locate temporary care you may use for family members (children or adults) when primary care arrangements are unavailable. We subsidize the cost of up to 20 uses per calendar year.

ExxonMobil provides employees benefits to help create financial security for retirement and make informed decisions for financial wellbeing.

Savings Plan: You can contribute between 6% and 20% of your pay and are encouraged to enroll right away. You may invest on a before-tax and/or an after-tax basis (regular or Roth) and choose out of seven investment options, with varying degrees

of risk. You can also roll over pre-tax and Roth amounts from other eligible plans.

Your contribution: 6% to 20% of your pay
+ Company contribution**: 7% of your pay
= Total Savings: 13% to 27% of your pay
**If you contribute at least 6%

Pension Plan: Enrollment is automatic and [at no cost to you](#). The basic benefit is a monthly annuity to be paid to you in retirement for the rest of your life. Vesting occurs after five years of service, and you may retire as early as age 55 with 15 years of service.

Estimated Pension Benefit
 $1.6\% \times \text{Years of pension service} \times \text{Final average pay}$
– Social security offset

Financial Fitness Program: Provides tools, at no cost to you, to help you better understand and utilize company programs, manage your money today and plan for a secure financial future. Includes workshops, confidential telephone-based financial planning and online financial planning tools.

Savings Plan + Pension Benefit
+ Government Benefits + Knowledge
= A Robust Retirement Income

ExxonMobil provides benefits to support the income stability of you and your family including disability and life insurance benefits through the ExxonMobil Health and Welfare Plan.

Disability Welfare Program: Income replacement for when you cannot work due to illness or injury occurring on or off the job. Enrollment is automatic and at no cost to you.

- Short-term disability: Regular employees start with six weeks of full pay for non-industrial short-term disability leaves, and the benefit increases thereafter based on years of service.
- Long-term disability: Eligibility for long-term disability benefits begins after one year of work.

Life Insurance Welfare Program: You are automatically covered on your first day of work and have the option to purchase additional coverage if desired.

Automatically enrolled at no cost to you:

- Basic life insurance
- Basic accidental death and dismemberment insurance

Additional coverage options available:

- Group universal life insurance
- Voluntary accidental death and dismemberment insurance

A few of the many programs and resources for additional support:

Volunteer opportunities

Gas, motor oil and car wash discounts

Employee networks

ExxonMobil