

Benefits built for life

Our investment in you means more than competitive pay and benefits—it means supporting your whole life. You'll have access to comprehensive total rewards designed to help you and your family thrive throughout your career and into retirement, so you can focus on what matters most: your growth, your goals, and your life outside work.

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 Program: Provides comprehensive medical, prescription drug, and behavioral health benefits, including telemedicine, fertility services, chronic conditions and oncology support. 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](https://www.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 Program: Encourages good dental health by paying 100% of preventive services and part of general and major dental services, including orthodontia.

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

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



A Few of the Many Programs and Resources for Additional Support:

- Volunteer opportunities
- Gas, motor oil, and car wash discounts
- Employee networks

Your work matters, and so does your life. Our investment in you includes flexibility and support to help you succeed at every stage of your career and life.

Workplace Flexibility: We offer flexibility to work in the ways that work for you, 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.

Paid Parental Leave: New parents receive 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.

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.

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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 start with 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 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 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.

Family Support Programs:

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

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

Build a secure financial future. Our investment in you includes retirement savings and planning tools to help you make informed decisions today and enjoy peace of mind tomorrow.

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 (if you contribute at least 6%)

= Total Savings:
13% to 27% of your pay

Pension Plan: You're automatically enrolled in our Pension Plan at no cost. 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% × Years of pension service × Final average pay
– Social Security offset

Financial Fitness Program: Provides tools, at no cost to you, to help you 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 tools.

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

Protect what matters. Our investment in you includes disability and life insurance, so you and your family have the security to focus on your careers, loved ones, and lives.

Disability Program: Provides income replacement 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 begins after one year of work.

Life Insurance 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

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