



Family Adjustment, Family Income, Contributory Group Life Insurance (Grandfathered)
Benefit Booklet as of January 2026

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Introduction

Prior to the merger of Exxon Corporation and Mobil Corporation, the Family Income Protection Program was one of the benefit plans sponsored by Exxon Corporation and it provided a wide range of benefits for survivors of employees and retirees.

Exxon Mobil Corporation continues to provide coverage of the following Health and Welfare Programs, which are part of the ExxonMobil Health and Welfare Plan ("EMHWP"): ExxonMobil Family Adjustment Insurance ("FAI") Program, the ExxonMobil Family Income Insurance ("FII") Program and the ExxonMobil Contributory Group Life Insurance Program to those eligible employees and retirees who had coverage before the merger.

These Programs provide benefits as follows:

- FAI Program: a cash benefit of up to one year of your final annualized monthly ExxonMobil benefit pay
- FII Program: a series of monthly benefits that can continue for an eligible survivor's life
- Contributory Group Life Insurance Program: a cash benefit equal to a multiple of your final annual ExxonMobil benefit pay

The Corporation pays the contributions for the FAI Program and the FII Program, while you pay the contributions for the Contributory Group Life Insurance Program.

This EMHWP SPD and this benefit booklet provide a summary of benefits for the FAI, FII, and Contributory Life Insurance Programs. These Programs were discontinued as to new participants as of January 1, 2000. Only retirees of Exxon Corporation and employees who met certain age and service requirements as of that date were permitted to remain in these plans. Employees hired after that date, are only eligible to participate in the ExxonMobil Life Insurance Program.

This benefit booklet does not contain all program details. In determining your specific benefits, the full provisions of formal plan documents and any the insurance certificates, as they exist now or as they may exist in the future, always govern. You may obtain copies of these documents by making a written request to the Administrator- Benefits. Applicability to represented employees is governed by collective bargaining agreements and any local bargaining requirements.

Overview

The chart below provides an overview of the coverage under the following plans:

1. FAI Program
2. FII Program
3. Contributory Group Life Insurance Program

Details are provided below.

Corporation Pays		You Pay
FAI Program	FII Program	Contributory Group Life
Benefit:	Benefit:	Benefit:
Your beneficiary receives a lump sum payment – up to one year's final annualized ExxonMobil monthly benefit pay depending on your age when you die.	Eligible beneficiaries receive monthly payments – up to 20% of your monthly ExxonMobil benefit pay, depending on who receives the benefit. The period over which the payments are made also depends on who receives the benefit.	Your beneficiary receives a lump sum payment - equal to a multiple of your final annualized ExxonMobil monthly benefit pay based on your age.
When Coverage Ends:	When Coverage Ends:	When Coverage Ends:
If you Retire With Retiree Status-Continues for Life	If you Retire With Retiree Status-Continues for Life	When you stop contributing or the first of the month in which you reach age 70, whichever is first.
If You Terminate Without Retiree Status: Death Benefit - Ends when you leave ExxonMobil. Life Insurance - Ends 31 days (up to one year if you are disabled) following the date you leave ExxonMobil.	If You Terminate Without Retiree Status: Death Benefit - Ends when you leave ExxonMobil. Life Insurance - Ends 31 days following the date you leave ExxonMobil.	

When we refer to the FAI Program and the FII Program, we refer to insurance and death benefits provided by these programs. You choose which form of coverage is best for you. Further details on insurance and death benefits can be found in the **Insurance benefits versus death benefits** section.

Information sources

When you need information, you may contact:

Employees, Retirees and survivors call:

ExxonMobil Benefits Service Center | Monday – Friday 8:00 a.m. to 6:00 p.m. (U.S. Eastern Time), except certain holidays

Toll-Free: 1-800-682-2847

or 800-TDD-TDD4 (833-8334) for hearing impaired

Address:

ExxonMobil Benefits Service Center

Phone: 833-776-9966

Hours: 8am – 4pm CST, Monday through Friday, except certain holidays

Your Total Rewards portal: digital.alight.com/exxonmobil

Alight Mobile app (available through Apple App Store or Google Play)

Address:

Dept 02694, PO Box 64116, The Woodlands, TX, 77387-4116

ExxonMobil sponsored sites — Access to plan-related information for employees, **retirees** and their family members.

- **ExxonMobil Me, the Human Resources Intranet Site** — Can be accessed at work by employees.
- **ExxonMobil Family, the Human Resources Internet Site** — Can be accessed from home by everyone at **www.exxonmobilfamily.com**.
- **Retiree Online Community Internet Site** — Can be accessed from home by retirees and survivors only at **www.emretiree.com**.
- **ExxonMobil Benefits Service Center**— Can be accessed from home by everyone at **www.exxonmobil.com/benefits**.

Limited Eligibility

Participants in the FAI Program, the FII Program or the Contributory Group Life Insurance Program are those retirees who had coverage when they retired on or after January 1, 1971.

Participants in the FAI Program and the FII Program also include those covered employees;

- Who participated in the plan on the day prior to the merger of Exxon Corporation and Mobil Corporation
- Whose age and years of benefit plan service as of December 31, 1999 total at least 70
- Who did not elect to participate in the Basic Life Coverage under the ExxonMobil Life Insurance Program
- Who are not participants in the ExxonMobil Executive Life Insurance and Death Benefit Plan

FAI and FII Program Coverage

FAI Program

If you die as an employee or retiree before age 65, your FAI Program coverage equals one year of your final annualized ExxonMobil monthly benefit pay. The benefit declines by 0.5 percent per month starting the first of the month in which you reach age 65 and continues to reduce until it reaches 50% at age 73 and 3 months.

If you terminate without retiree status due to disability, you retain this coverage for up to one year if you remain disabled.

Form of payment

FAI Program coverage ordinarily pays the benefit in a lump sum.

Whom paid

Your beneficiary may be anyone you choose.

FII Program

The FII Program provides monthly income for certain eligible surviving family members when you die.

To whom paid

Most often, the benefit, an amount equal to 20 percent of your final ExxonMobil monthly benefit pay, is paid monthly to a surviving spouse. Unlike the FAI Program, which permits you to name a beneficiary, benefits under the FII Program are paid to surviving relatives according to a fixed schedule. If you have no eligible surviving relatives, benefits are not paid. The plan divides eligible survivors into two categories: preference relatives and dependent, non-preference relatives.

Preference relatives

- A preference spouse is someone to whom you have been married at least one year and who meets either of these two conditions:
- lives with you when you die, or

- lives apart from you when you die but receives support from you equal to 20 percent of your final annualized ExxonMobil monthly benefit pay or in the case of a retiree, receives support equal to 20% of your prior year adjusted gross income for the 12 months prior to your death.

An additional requirement applies to the spouse of a retiree (see the Coverage after retirement with retiree status section, below).

Preference children are children under age 21 or who have become incapable of self-support prior to age 21: and who either:

- live with you when you die, or
- live apart from you but receive support from you equal to 20 percent (10 percent if only one child) of your final annualized ExxonMobil monthly benefit pay, or in the case of a retiree, receives support equal to 20% of your prior year adjusted gross income for the 12 months prior to your death.
- A preference parent is one who receives support from you equal to 10 percent of your final annualized ExxonMobil monthly benefit pay, or in the case of a retiree, receives support equal to 20% of your prior year adjusted gross income for the 12 months prior to your death.

Dependent, non-preference relatives

If a spouse, child under age 21 or parent does not qualify as a preference relative, he or she may be included in the dependent, non-preference class. Dependent, non-preference relatives include any eligible relative by blood or marriage who received support from you of at least 10 percent of your final annualized ExxonMobil monthly benefit pay or the U.S. Federal Estate Tax Annual Gift Exclusion for the tax year immediately preceding the year of your death, whichever is less.

“Eligible” means living, and a spouse who has not remarried, or a parent, or in the case of any other preference relative or non-preference relative, has not reached ineligible status upon attaining age 21, unless the person becomes permanently incapable of self-support prior to attaining age 21, and remains so at the time of your death.

Payment priorities

The FII Program considers surviving preference relatives in this order:

- If you have an eligible preference spouse, he or she receives the benefit.
- If there is no eligible preference spouse, the benefit is paid to eligible preference children.
- If there are no eligible preference children, the benefit is paid to eligible preference parents.
- If there are no preference relatives at the time of your death, the FII Program considers dependent, non-preference relatives. First priority is paid to a dependent, non-preference spouse. If there is none, benefits are divided equally among all other dependent, non-preference relatives.

A special rule for remarriage

If a preference spouse remarries, remaining benefits are transferred to the next preference relative eligible to receive them. If there are none, the remarried spouse receives a one-time payment of 12 times the amount of the monthly benefit he or she was receiving before remarrying.

When payments begin and how long they continue

If you die as an employee, benefits start in the month following your death. (See Coverage after retirement with retiree status section for special rules for retirees). Once payments begin, the maximum period over which they can continue depends on who the benefit is payable to.

The following charts summarize the factors that determine the amount of the benefit and how long it will be paid. If you have no survivors eligible under the FII Program, benefits are not paid.

Preference Relatives		
Monthly Amount Of Benefit		Duration of Payment
Preference Spouse	20% of your last ExxonMobil monthly benefit pay.	For life or until remarriage.
Preference Children	20% of your last ExxonMobil monthly benefit pay divided equally among such children. For one child benefits equal 10% of your final ExxonMobil monthly benefit pay.	For each child, stops at the end of the month in which the child reaches age 21 unless the child is permanently incapable of self support prior to attaining age 21, in which case payments continue for as long as the child is incapacitated.
Preference Parent	10% of your last ExxonMobil monthly benefit pay. If payable to both parents, 20% of such compensation divided equally among them.	For life or until marriage.

Non-Preference Relatives		
Monthly Amount Of Benefit		Duration of Payment
Non-Preference Spouse	Up to the same amount payable to a preference spouse, but not more than the average monthly support provided by you.	In all cases, payments continue until the earliest of: • The date your last surviving eligible relative dies. • The date payments would stop if the person were a preference relative. • The date of the 60th installment.
All Other Dependent Non-Preference Relatives	Up to 20% (10% if only one such relative) of your last ExxonMobil monthly benefit pay, but not more than your total average monthly support for all eligible recipients. Each person receives a pro-rated share of the monthly benefit in proportion to his or her share of your total monthly support.	

FAI and FII - Insurance benefits versus death benefits

For the FAI and FII Programs, you may choose between an insurance benefit and a death benefit. While there are differences between insurance benefits and death benefits, the amount of your coverage is identical. Unless you choose the death benefit option, you are automatically enrolled in the life insurance option.

You may change from one to the other at any time. You may also elect an insurance benefit for one coverage and the death benefit for the other coverage. For example, you can elect an insurance benefit for FAI and the death benefit for FII. A change from life insurance to a death benefit will be effective the first of the month following the date your properly completed election form is received by the Corporation. To change from the death benefit option to the life insurance option, you must provide evidence of good health. Your change will be effective the first of the month following the date the Corporation receives confirmation that the insurance company has received satisfactory evidence of good health.

FAI and FII - Choosing between life insurance and a death benefit

Life Insurance

Generally, life insurance proceeds are not subject to income tax. When you die, such proceeds may be subject to federal estate taxes, but are not taxed as income except for the interest portion of the FII Program benefit.

To the extent that your employer-provided insurance coverage under the FII and FAI Programs exceed \$50,000, the cost of such coverage (computed in accordance with income tax regulations) constitutes income for federal income tax and wages for Social Security tax purposes. The IRS calls this imputed income. As you get older, the amount of imputed income generally increases.

ExxonMobil provides you with the amount of your imputed income on your pay statement and/or on your W-2 form. Social Security taxes, often referred to as FICA taxes, are required on imputed income for employees and for retirees who retired on or after January 1, 1989.

If you worked for ExxonMobil during 1983, were employed by ExxonMobil on January 1, 1984, and were then age 55 or older, imputed income is no longer charged when you reach age 60 as a retiree.

Death Benefits

Instead of paying premiums to an insurance company, ExxonMobil agrees to pay your survivors from its own funds the same amount as under the insurance plan. Death benefit coverage provided under the FII and FAI Programs does not result in imputed income for federal tax purposes. Death benefits, however, are subject to income tax and may also be subject to estate taxes. There are important differences between "insurance" plans and "death benefit" plans.

Coverage after retirement with retiree status

A retiree is generally one who retires with 15 or more years of benefit service and is at least 55 years old. Such a person is said to have attained retiree status. Retiree status is also given to those who terminate with 15 or more years of benefit service and who are entitled to long-term disability benefits under the ExxonMobil Disability Program, regardless of age. When you become a retiree, your protection automatically continues under the FAI and FII Programs.

FAI Program Coverage

As with employees, the benefit for retirees begins to decrease when you reach age 65 and continues to do so until age 73 years and three months. At that time, the benefit reaches 50 percent of your final annualized ExxonMobil monthly benefit pay and remains at that level.

FII Program Coverage

While FII Program coverage continues into retirement, there are some differences if you die as a retiree:

- FII payments do not start until five years after the date of retirement.
- If you die during the first 60 months that your pension is payable, FII Program coverage payments will be reduced to take into account the amount of the ExxonMobil Normal Pension payable for that period.
- In addition to the other conditions necessary to be a preference spouse (see **Preference relatives**), you and your spouse must have been married before you retired and remained married to each other continuously since retirement.

Contributory Group Life Insurance Program

If you are a retiree and are participating in the Contributory Group Life Insurance Program, you can continue coverage until age 70. Your pay at retirement determined your coverage and your cost.

Coverage after termination without retiree status

If you terminate without retiree status, your FAI and FII Death Benefits coverage end as soon as you leave ExxonMobil. FAI and FII continue for 31 days after your last day on the job and can be converted to an individual policy within 31 days.

Conversion options

To convert FAI and/or FII to an individual policy without a medical examination, you must apply within 31 days of termination and pay the premiums for the coverage appropriate for your age at the time of conversion. The policy will be a permanent form of insurance.

The conversion privilege does not apply to the FAI Death Benefit or the FII Death Benefit.

Contributory Group Life Insurance Program

This Contributory Group Life Insurance Program provides additional amounts of life insurance. To be eligible for this coverage you had to be enrolled in the Program at the time of your retirement.

To whom paid

You name a beneficiary. You may change your beneficiary at any time.

Coverage and cost to you

Your cost for this coverage is based on age at a monthly rate per \$1,000 of coverage, as follows:

Age	Rate
Under 30	\$ 0.02
30-34	\$ 0.03
35-39	\$ 0.04
40-44	\$ 0.05
45-49	\$ 0.07
50-54	\$ 0.12
55-59	\$ 0.25
60-64	\$ 0.48
65-69	\$ 0.96

This rate reflects the maximum schedule of insurance. You may also choose one half or one quarter of the maximum coverage. This will reduce your cost accordingly.

You may change or discontinue coverage under the Contributory Group Life Insurance Program at any time. Once you cancel coverage, you will not be able to re-enroll. If you increase coverage, you must show evidence of good health.

Maximum schedule

Maximum coverage is your final annual ExxonMobil pay at the time of your retirement multiplied by a factor that varies according to your age. The amount shown for each age in the following table takes effect on the first day of the month in which you reach that age. Coverage ends at age 70 for retirees.

Age	Multiple of Final ExxonMobil Pay	Age	Multiple of Final ExxonMobil Pay
25 and under	7.5	48	2.9
26	7.3	49	2.7
27	7.1	50	2.5
28	6.9	51	2.3
29	6.7	52	2.15
30	6.5	53	2.0
31	6.3	54	1.85
32	6.1	55	1.7
33	5.9	56	1.6
34	5.7	57	1.5
35	5.6	58	1.4
36	5.4	59	1.3
37	5.3	60	1.2
38	5.2	61	1.1
39	5.1	62	1.0
40	5.0	63	0.9
41	4.9	64	0.75
42	4.8	65	0.7
43	4.4	66	0.65
44	3.9	67	0.6
45	3.5	68	0.56
46	3.3	69	0.52
47	3.1	70	0.00

How paid

The plan ordinarily pays the benefit in a lump sum.

Changing coverage

You may discontinue or change your coverage at any time. Once you cancel coverage, you will not be able to re-enroll. If you select a lower amount of coverage, the change takes place as soon as administratively possible. If you select a higher amount, you must provide evidence of good health. Your higher coverage takes effect when your application is approved.

Claims processor and claims fiduciary

The insurance company has fiduciary responsibility for all insured benefits under the FAI and FII Programs. The Administrator-Benefits is the claims processor and the claims fiduciary for uninsured death benefits under the FAI Program and the FII Program.

Benefit claims

A claim must be filed in writing to the CGLIC Claims Office for the FAI Program and the FII Program, or MetLife for Contributory Group Life Insurance, or Benefits Administration for any uninsured benefit. CGLIC, MetLife or Benefits Administration, as appropriate, is responsible for determining entitlement to a benefit and any amount payable under the Plan.

For the FAI and the FII Programs, write to:

CGLIC Claims Office
P.O. Box 22328
Pittsburgh, PA 15222-0328

Written proof of loss must be given to CGLIC within 90 days after the date of the loss for which claim is made. If written proof of loss is not given in that time, the claim will not be invalidated nor reduced if it is shown that written proof of loss was given as soon as was reasonably possible.

For Contributory Group Life Insurance, write to:

MetLife
Utica Life Claims
P.O. Box 3016
Utica, NY 13504

For Contributory Group Life Insurance, written proof of a claim must be given to MetLife not later than 90 days after the date of the loss. If notice or proof is not given on time, the delay will not cause a claim to be denied or reduced as long as the notice or proof is given as soon as possible.

For any uninsured benefit claim, write to:

ExxonMobil Life Insurance Program
ExxonMobil Benefits Service Center
Dept 02694, PO Box 64116, The Woodlands, TX, 77387-4116

All uninsured death benefit claims should be filed within ten years of the date of death. The appropriate claims administrator will review your claim and respond to you within a reasonable period of time, normally within 90 days after receiving your claim.

If your claim is denied completely or partially, you or your beneficiary will receive written notice of the decision. The notice will describe:

- The specific reasons for the denial;
 - Any additional information or material that is needed to validate the claim and the reason that information is required; and
 - The process for requesting an appeal.
- If the claims administrator needs additional time to decide on your claim because of special circumstances, you will be notified within the 90-day period. You will receive a response no later than 180 days after your claim was received initially.

Filing a mandatory appeal

If your claim is denied, you, your beneficiary or your designated representative may file an appeal no later than 60 days from the date of the denial. File the appeal with CGLIC for the FII and FAI Programs, with MetLife for Contributory Group Life Insurance, and with the Administrator-Benefits for any uninsured benefit claim denial.

The written appeal should include the reasons why you believe the benefit should be paid and information that supports, or is relevant to, your claim (written comments, documents, records, etc.). The written appeal may also include a request for reasonable access to, and copies of, all documents, records and other information relevant to your claim. The review will take into account all comments, documents, records and other information submitted relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination. You will receive a response to the appeal within 60 days from the date the appeal was received.

If additional time to decide on your appeal is needed because of special circumstances, you will be notified within the 60-day appeal response period. If the appeal is denied, you will receive written notice of the decision. The notice will set forth:

- The specific reason(s) for the denial and the Plan or Program provisions upon which the denial is based.
- A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to the claim.
- A statement of the voluntary appeal procedure and your right to obtain information about such procedure or a description of the voluntary appeal procedure.
- A statement of your right to bring an action under section 502(a) of the Employee Retirement Income Security Act ("ERISA").

Statute of limitations

After you have received the response of the mandatory appeal, you may bring an action under section 502(a) of ERISA. Such action must be filed within one year from the date your mandatory appeal was denied.

Filing a voluntary appeal for an uninsured benefit only

If an appeal for an uninsured benefit is denied, an appeal to the Administrator-Benefits may be available. New information pertinent to the claim is required for the voluntary appeal to be considered. You must submit your voluntary appeal within 30 days of the denial of your mandatory appeal. The statute of limitations or other defense based on timeliness is suspended during the time that a voluntary appeal is pending.

You will be notified within 15 days after your request was received that such information was considered or is not pertinent. If it is determined that there is new relevant information, a decision will be made within 60 days after the Administrator-Benefits receives your request for a voluntary appeal. If it is determined that there is no new information pertinent to your claim, your voluntary appeal will not be considered.

Taxes: a summary

Your beneficiaries should be aware of tax responsibilities they might have regarding benefits paid to them under the FAI, FII, and Contributory Group Life Insurance Programs. Determining federal income and estate tax liabilities can be complex.

FII Program proceeds are potentially subject to federal estate tax. The ability to select the death benefit alternative may be viewed by the IRS as subjecting this previously excludable benefit to estate taxation. The interest portion of your beneficiary's monthly installment will be subject to federal income tax.

FAI Program proceeds typically are not subject to federal income tax when paid in a single lump sum. However, selection of an optional mode of settlement may generate an income tax liability. These proceeds are subject to federal estate tax unless you fully assign ownership of your coverage to another party at least three years before your death. Such assignment may have gift tax implications.

FII and FAI Death Benefits are subject to federal estate taxes and to income taxes when received by a beneficiary.

An exception to the rules above is that if your spouse receives death benefits or insurance proceeds from your estate, or if you assign insurance coverage to your spouse, federal estate or gift tax would generally not be applicable because of the unlimited marital deduction.

Contributory Group Life Insurance proceeds typically are not subject to federal income tax when paid in a single lump sum. However, selection of an optional mode of settlement may generate an income tax liability. These proceeds are subject to federal estate tax unless you fully assign ownership of your coverage to another party at least three years before your death. Such assignment may have gift tax implications.

The tax summaries in this guide are general overviews of current federal income and estate tax law. State and local taxes have not been discussed. Tax laws are complex and subject to change. They contain many conditions and exceptions that have not been included in this guide. You should consider obtaining professional tax counsel on how survivor benefits may be taxed on the choices you make.

Certain employees covered by collective bargaining agreements do not participate in this Program.