

Your career with ExxonMobil – Benefits built for life

Energy lives here

At ExxonMobil, we're committed to providing the energy and products people need for modern life 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 for a long-term career.

That means world-class compensation and benefits, teammates who support and inspire and the flexibility to explore multiple challenges, roles and businesses. An ExxonMobil career is one designed to last – one that enables our employees to enjoy their families, professions and everything life has to offer.

Medical Plan: At ExxonMobil, you have access to a wide network of medical practitioners, including those of your choice, through OSDIPP premium medical plan. Plan provides comprehensive medical, prescription drugs at 80% discount, cosmetic surgery and mental health benefits, including fertility services, chronic conditions and therapies support among others.

Plan provides a **dental coverage** to pay 100% of preventive services and a part of other major dental services like orthodontia, implants, prosthesis.

Plan provides a **vision coverage** to cover for selected frames, spectacle lenses and contact lenses as well as laser vision correction.

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

Fitness Program: You can choose to buy membership with Gympass at corporate discounted price or enjoy company partial subsidy of your gym membership with SportClub.

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.

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

Loan Program: Provides financial assistance to eligible employees to support their car purchase and/or house purchase and construction

Retirement Plan: Enrollment is automatic and at no cost to you. The basic benefit is a lumpsum to be paid to you upon your retirement as early as age 55 and 15 years of service.

(more)

This is a brief summary of the benefit plans and programs and is not intended to meet any legally required description for those programs. Those are available elsewhere. In case of any inconsistency between the summary and the format documents of the program 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, reduced working schedule for eligible parents of children below 1 year old.

Vacation: As you grow with ExxonMobil, your vacation will grow too!

Years of Vacation Service*	Vacation
Up to 5 Years	15 work days
> 5 - 20 Years	20 work days
> 20 Years	25 work days

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

If you work less than 50% of work days in your hiring year, you will be entitled to 1.5 day vacation per every 20 work days and may be able to request up to 5 unpaid days off in that year.

Experience of a Lifetime: After your 5th year with ExxonMobil, you can apply for unpaid leave of absence up to 30 consecutive days to live a lifetime experience like travel the world!

Parental Leave: You can apply up to 5 business days of paid leave upon the birth/adoption of your child if you are a non-birth parent.

Child Day Care Program: You will receive monthly Child Day Care allowance if you have children up to 4 years old.

Tuition Assistance Program (TAP): Provides you with financial assistance for study outside of base Company learning offerings when those studies have a clear business relevance and direct link to career development plan / role.

Language Training Solutions: Offers lessons for 100+ languages, using a multichannel approach of eLearning, virtual instructor led for groups and individuals.

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

Life Insurance Plan: 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
- Accidental death and dismemberment

Additional coverage options available:

- Group life insurance (self and spouse)

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

On-site bank and medical support

Vendor discounts

Weekly fruits baskets at office

Employee networks



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