

DISCOVER OUR TOTAL REWARDS



BUILD FOR THE FUTURE

Annual Bonus Plan	<ul style="list-style-type: none"> Discretionary annual monetary award opportunity based on company, business unit and personal performance
Savings and Retirement Plan	<ul style="list-style-type: none"> Employees may contribute pre-tax, Roth, after-tax and catch-up contributions EOG matches pre-tax and Roth contributions, dollar-for-dollar up to 6% In addition, EOG makes Retirement Contributions from 3% to 9%
Restricted Stock	<ul style="list-style-type: none"> Employees are eligible for a grant upon hire and on an annual basis Vest 100% on the three-year anniversary of the date of grant
Employee Stock Purchase Plan	<ul style="list-style-type: none"> Voluntary plan to purchase EOG stock at a 15% discount twice per year
Employee Referral Program	<ul style="list-style-type: none"> Monetary reward for referring a qualified individual that is hired for a specific position
Service Awards	<ul style="list-style-type: none"> Recognition of 1, 3, 5 and every subsequent 5-year anniversary thereafter
Chairman's Awards Program	<ul style="list-style-type: none"> Monetary reward for large discoveries and reaching production milestones
Personal Best Awards	<ul style="list-style-type: none"> Recognition of special achievements and outstanding contributions

AN EMPHASIS ON WELLNESS

Medical/ Prescription Drugs	<ul style="list-style-type: none"> Subsidized coverage effective as of hire date Two high deductible health plan options; employee-only basic coverage at no cost Personalized concierge-level support from clinical experts Member Rewards for selecting lower-cost, quality treatment Digital musculoskeletal solution offered at no cost Programs targeting diabetes prevention, diabetes management and hypertension management Suite of mobile apps to support women's health Fertility coverage for eligible medical and prescription drug expenses
Health Savings Account	<ul style="list-style-type: none"> Save pre-tax dollars to pay for qualified medical, dental and vision expenses EOG will contribute up to \$1,000 annually
Dental	<ul style="list-style-type: none"> Subsidized PPO plan with preventive care at no cost and coverage for crowns, fillings and orthodontia
Vision	<ul style="list-style-type: none"> Coverage for annual exam and frames/lenses or contacts
Energize You Wellness Program	<ul style="list-style-type: none"> Program to meet well-being goals, with the opportunity to earn a wellness incentive
Employee Assistance Program	<ul style="list-style-type: none"> Confidential counseling service; 8 free sessions per year per household member
Short Term Disability	<ul style="list-style-type: none"> Protection against loss of income due to a non-occupational illness or condition
Long Term Disability	<ul style="list-style-type: none"> Insured protection of income benefits due to an extended disability
Basic Employee Life	<ul style="list-style-type: none"> EOG provides \$50,000 in coverage at no cost
Supplemental Employee Life	<ul style="list-style-type: none"> Option to purchase supplemental employee coverage
Spouse Life	<ul style="list-style-type: none"> Option to purchase coverage for eligible spouses
Child Life	<ul style="list-style-type: none"> Option to purchase coverage for eligible dependents
Basic AD&D	<ul style="list-style-type: none"> EOG provides \$50,000 in coverage at no cost
Supplemental AD&D	<ul style="list-style-type: none"> Option to purchase supplemental employee or family coverage
Dependent Care FSA	<ul style="list-style-type: none"> Save pre-tax dollars to pay for eligible work-related dependent care expenses
Telemedicine and Medical Opinion	<ul style="list-style-type: none"> 24/7 telemedicine service for non-emergent medical care Second opinion and referral service at no cost to employees and eligible dependents
Caregiving Support	<ul style="list-style-type: none"> Digital care concierge to help with the logistical and administrative tasks of caregiving

BEYOND THE WORKPLACE

Vacation	<ul style="list-style-type: none"> EOG offers 160 to 240 hours per year based on a points system
Holidays	<ul style="list-style-type: none"> EOG recognizes 11 paid holidays per year
Flexible Work Hours	<ul style="list-style-type: none"> Workday can begin between 6:00 - 9:00 a.m. and end between 3:00 - 6:00 p.m. Early Friday schedules may allow a reduced workday on Friday
Sick Pay	<ul style="list-style-type: none"> 64 hours of paid time for illness or injury of employee or eligible family member
Family Care Pay	<ul style="list-style-type: none"> Up to 160 hours of paid time off to care for a family member due to a qualifying event
Adoption Assistance Program	<ul style="list-style-type: none"> Pre-tax stipend of \$20,000 to help offset costs associated with adoption of a child
Adoption Pay	<ul style="list-style-type: none"> Up to 40 hours of paid time off for the adoption process
Volunteer Pay	<ul style="list-style-type: none"> Up to 8 hours of paid time off per year for community events that are not company sponsored
Company Sponsored Volunteer Pay	<ul style="list-style-type: none"> Paid time off for participation at company sponsored community events
Matching Gifts Program	<ul style="list-style-type: none"> EOG matches up to \$100,000 per year for eligible charitable giving
Casual Dress	<ul style="list-style-type: none"> EOG allows employees to enjoy a casual dress policy while maintaining a professional appearance
Training and Development	<ul style="list-style-type: none"> EOG is committed to training and development at every level of the organization
Tuition Reimbursement	<ul style="list-style-type: none"> EOG reimburses employees for approved courses: 90% of tuition and fees, 75% for textbooks, and 100% for Professional Certifications
Scholarship Fund	<ul style="list-style-type: none"> The EOG Scholarship Fund awards scholarships to children of employees
CollegeBound 529	<ul style="list-style-type: none"> Access to a tax-advantaged, 529 savings program to help save for college
Parking and Transportation	<ul style="list-style-type: none"> Subsidized parking or reimbursement for eligible commuting expenses