

VALUE PROPOSITION HIGHLIGHTS



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 up to 6% In addition, EOG makes Retirement Contributions from 3% to 9% EOG contributions vest 20% per year of service, fully vesting after 5 years of service
Stock Appreciation Rights	<ul style="list-style-type: none"> Employees are eligible for a grant upon hire and on an annual basis Pro-rata vest over three years from date of grant; 7 year term
Restricted Stock	<ul style="list-style-type: none"> Certain 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 recommending a qualified individual for a specific position
Service Awards	<ul style="list-style-type: none"> Recognition of 1, 3, 5 and every 5 year service anniversary thereafter
Chairman's Award 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 Member Rewards for selecting lower-cost, quality treatment
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 discounts available through Preferred Dentist Program
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; 16 sessions per year at no cost
Short Term Disability	<ul style="list-style-type: none"> Protection against loss of income due to a non-occupational illness or injury
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 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 qualified dependent care expenses
Telehealth 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
Ovia Health Mobile Apps	<ul style="list-style-type: none"> Suite of mobile apps to provide support with fertility, pregnancy and parenting

BEYOND THE WORKPLACE

Vacation	<ul style="list-style-type: none"> EOG offers 160 to 240 hours per year based on EOG service
Holidays	<ul style="list-style-type: none"> EOG recognizes 10 paid holidays per year
Flexible Work Hours	<ul style="list-style-type: none"> Workday can begin between 7:00 - 9:00 a.m. and end between 4:00 - 6:00 p.m. Early Friday schedules allow most employees a reduced workday on Friday
Sick Pay	<ul style="list-style-type: none"> 56 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 for care of an eligible family member
Adoption Assistance Program	<ul style="list-style-type: none"> Stipend to help offset costs associated with adoption
Volunteer Pay	<ul style="list-style-type: none"> 8 hours of paid time per year at a community service event
Matching Gifts Program	<ul style="list-style-type: none"> EOG matches up to \$75,000 per year for eligible charitable giving
Casual Dress	<ul style="list-style-type: none"> EOG allows most employees to dress casually every day
Training and Development	<ul style="list-style-type: none"> EOG is committed to training and development at every level of the organization
Mentorship Program	<ul style="list-style-type: none"> EOG supports the personal and professional development of our employees
Tuition Reimbursement	<ul style="list-style-type: none"> EOG pays 90% of tuition expenses and 75% for textbooks for approved courses
Scholarship Fund	<ul style="list-style-type: none"> EOG offers college scholarships to children of our 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