

# VALUE PROPOSITION HIGHLIGHTS



## BUILD FOR THE FUTURE

<b>Annual Bonus Plan</b>	<ul style="list-style-type: none"> <li>Discretionary annual monetary award opportunity based on company, business unit and personal performance</li> </ul>
<b>Savings and Retirement Plan</b>	<ul style="list-style-type: none"> <li>Employees may contribute pre-tax, Roth, after-tax and catch-up contributions</li> <li>EOG matches pre-tax and Roth contributions up to 6%</li> <li>In addition, EOG makes Retirement Contributions from 3% to 9%</li> <li>EOG contributions vest 20% per year of service, fully vesting after 5 years of service</li> </ul>
<b>Stock Appreciation Rights</b>	<ul style="list-style-type: none"> <li>Employees are eligible for a grant upon hire and on an annual basis</li> <li>Pro-rata vest over three years from date of grant; 7 year term</li> </ul>
<b>Restricted Stock</b>	<ul style="list-style-type: none"> <li>Certain employees are eligible for a grant upon hire and on an annual basis</li> <li>Vest 100% on the three-year anniversary of the date of grant</li> </ul>
<b>Employee Stock Purchase Plan</b>	<ul style="list-style-type: none"> <li>Voluntary plan to purchase EOG stock at a 15% discount twice per year</li> </ul>
<b>Employee Referral Program</b>	<ul style="list-style-type: none"> <li>Monetary reward for recommending a qualified individual for a specific position</li> </ul>
<b>Service Awards</b>	<ul style="list-style-type: none"> <li>Recognition of 1, 3, 5 and every 5 year service anniversary thereafter</li> </ul>
<b>Chairman's Award Program</b>	<ul style="list-style-type: none"> <li>Monetary reward for large discoveries and reaching production milestones</li> </ul>
<b>Personal Best Awards</b>	<ul style="list-style-type: none"> <li>Recognition of special achievements and outstanding contributions</li> </ul>

## AN EMPHASIS ON WELLNESS

<b>Medical/ Prescription Drugs</b>	<ul style="list-style-type: none"> <li>Subsidized coverage effective as of hire date</li> <li>Two high deductible health plan options; employee-only basic coverage at no cost</li> <li>Member Rewards for selecting lower-cost, quality treatment</li> </ul>
<b>Health Savings Account</b>	<ul style="list-style-type: none"> <li>Save pre-tax dollars to pay for qualified medical, dental and vision expenses</li> <li>EOG will contribute up to \$1,000 annually</li> </ul>
<b>Dental</b>	<ul style="list-style-type: none"> <li>Subsidized PPO plan with discounts available through Preferred Dentist Program</li> </ul>
<b>Vision</b>	<ul style="list-style-type: none"> <li>Coverage for annual exam and frames/lenses or contacts</li> </ul>
<b>Energize You Wellness Program</b>	<ul style="list-style-type: none"> <li>Program to meet well-being goals, with the opportunity to earn a wellness incentive</li> </ul>
<b>Employee Assistance Program</b>	<ul style="list-style-type: none"> <li>Confidential counseling service; 16 sessions per year at no cost</li> </ul>
<b>Short Term Disability</b>	<ul style="list-style-type: none"> <li>Protection against loss of income due to a non-occupational illness or injury</li> </ul>
<b>Long Term Disability</b>	<ul style="list-style-type: none"> <li>Insured protection of income benefits due to an extended disability</li> </ul>
<b>Basic Employee Life</b>	<ul style="list-style-type: none"> <li>EOG provides \$50,000 in coverage at no cost</li> </ul>
<b>Supplemental Employee Life</b>	<ul style="list-style-type: none"> <li>Option to purchase supplemental coverage</li> </ul>
<b>Spouse Life</b>	<ul style="list-style-type: none"> <li>Option to purchase coverage for eligible spouses</li> </ul>
<b>Child Life</b>	<ul style="list-style-type: none"> <li>Option to purchase coverage for eligible dependents</li> </ul>
<b>Basic AD&amp;D</b>	<ul style="list-style-type: none"> <li>EOG provides \$50,000 in coverage at no cost</li> </ul>
<b>Supplemental AD&amp;D</b>	<ul style="list-style-type: none"> <li>Option to purchase supplemental Employee or Family coverage</li> </ul>
<b>Dependent Care FSA</b>	<ul style="list-style-type: none"> <li>Save pre-tax dollars to pay for qualified dependent care expenses</li> </ul>
<b>Telehealth and Medical Opinion</b>	<ul style="list-style-type: none"> <li>24/7 telemedicine service for non-emergent medical care</li> <li>Second opinion and referral service at no cost to employees and eligible dependents</li> </ul>
<b>Ovia Health Mobile Apps</b>	<ul style="list-style-type: none"> <li>Suite of mobile apps to provide support with fertility, pregnancy and parenting</li> </ul>

## BEYOND THE WORKPLACE

<b>Vacation</b>	<ul style="list-style-type: none"> <li>EOG offers 160 to 240 hours per year based on EOG service</li> </ul>
<b>Holidays</b>	<ul style="list-style-type: none"> <li>EOG recognizes 10 paid holidays per year</li> </ul>
<b>Flexible Work Hours</b>	<ul style="list-style-type: none"> <li>Workday can begin between 7:00 - 9:00 a.m. and end between 4:00 - 6:00 p.m.</li> <li>Early Friday schedules allow most employees a reduced workday on Friday</li> </ul>
<b>Sick Pay</b>	<ul style="list-style-type: none"> <li>56 hours of paid time for illness or injury of employee or eligible family member</li> </ul>
<b>Family Care Pay</b>	<ul style="list-style-type: none"> <li>Up to 160 hours of paid time off for care of an eligible family member</li> </ul>
<b>Adoption Assistance Program</b>	<ul style="list-style-type: none"> <li>Stipend to help offset costs associated with adoption</li> </ul>
<b>Volunteer Pay</b>	<ul style="list-style-type: none"> <li>8 hours of paid time per year at a community service event</li> </ul>
<b>Matching Gifts Program</b>	<ul style="list-style-type: none"> <li>EOG matches up to \$75,000 per year for eligible charitable giving</li> </ul>
<b>Casual Dress</b>	<ul style="list-style-type: none"> <li>EOG allows most employees to dress casually every day</li> </ul>
<b>Training and Development</b>	<ul style="list-style-type: none"> <li>EOG is committed to training and development at every level of the organization</li> </ul>
<b>Mentorship Program</b>	<ul style="list-style-type: none"> <li>EOG supports the personal and professional development of our employees</li> </ul>
<b>Tuition Reimbursement</b>	<ul style="list-style-type: none"> <li>EOG pays 90% of tuition expenses and 75% for textbooks for approved courses</li> </ul>
<b>Scholarship Fund</b>	<ul style="list-style-type: none"> <li>EOG offers college scholarships to children of our employees</li> </ul>
<b>CollegeBound 529</b>	<ul style="list-style-type: none"> <li>Access to a tax-advantaged, 529 savings program to help save for college</li> </ul>
<b>Parking and Transportation</b>	<ul style="list-style-type: none"> <li>Subsidized parking or reimbursement for eligible commuting expenses</li> </ul>