

The Aramco U.S. Group Insurance Plan offers life insurance and accidental death and dismemberment (AD&D) insurance to eligible salaried employees, retired employees, and their dependents. Basic life insurance, which is company-paid, provides coverage of 24 times the employee's monthly base earnings for those on the Saudi Arabian Oil Company payroll and 18 times for employees of other participating companies. Employees have the option to purchase additional contributory life insurance, which includes coverage for spouses and children, subject to specific limits and exclusions, such as the exclusion of benefits for suicide within the first two years of coverage. Enrollment must occur within 31 days of employment for immediate coverage; otherwise, coverage begins on the first day of the month following enrollment. Premiums for optional coverage are deducted from payroll, while the company pays for basic insurance premiums. Benefits are payable upon the death of the insured or for dismemberment after a claim is filed and approved.

Life insurance benefits cease upon termination of employment, although optional coverage can be continued for six months post-termination, with a conversion option available for retired employees. AD&D benefits, also company-paid, provide coverage equal to the basic life insurance amount, with additional benefits for specific injuries. Exclusions for AD&D benefits include losses due to physical or mental illness, infections (except from external accidental wounds), suicide, self-inflicted injuries, military service (except for the U.S. National Guard), certain aircraft-related incidents, felonies, and intoxication while operating a vehicle involved in an accident. The maximum combined benefits for an employee's Basic and Contributory AD&D Insurance cannot exceed \$3,000,000, and employees can purchase Spouse Contributory AD&D Insurance, which pays up to 30 times the employee's monthly base earnings if the spouse dies in a covered accident, limited to 50% of the employee's total AD&D coverage.

Upon termination, employees who do not meet retirement eligibility or have less than 10 years of service lose their Basic Life and Contributory Life Insurance at the end of the month of termination,

with options for conversion to individual policies. Employees may continue Contributory Life Insurance for six months, provided they pay the premiums. For those eligible for retirement with 10 or more years of service, different legacy life insurance benefits apply based on their hire date. In the event of layoffs, employees receive six months of company-paid Basic Life and AD&D Insurance and may continue their Contributory Life Insurance for six months. If an employee is on Long-Term Disability (LTD), their Basic and Employee Contributory Life Insurance continues without premium payments until retirement or age 70, but other coverages do not continue.

To file a claim for benefits due to the death of a covered individual, the employee or beneficiary must notify the Alight Aramco Benefits Center. If a claim is denied, MetLife will provide written notification within 90 days, detailing the reasons for denial and the specific plan provisions involved. There is a process for appealing denied claims, requiring a written request to MetLife's office within 60 days of receiving the denial notice, including reasons for believing the claim was improperly denied. MetLife will review the appeal and notify the claimant of the decision within 60 days, extendable by an additional 60 days if necessary. If the appeal is denied, MetLife will provide a final written decision detailing the reasons for denial and the claimant's right to pursue civil action if needed. After completing MetLife's appeal process, a "Final Appeal" can be made to the Plan Administrator by sending a written request to the Aramco Shared Benefits Company within 60 days of the MetLife appeal denial. The Plan Administrative Committee will respond within 60 days and has exclusive rights to interpret the plan provisions. Benefits are payable to the employee or designated beneficiaries, and if no beneficiary is designated, to the employee's estate. Employees can change beneficiaries at any time through the Alight Aramco Benefits Center.

The plan includes a non-duplication of benefits clause, stating that severance awards under Saudi law will be reduced by the basic life insurance benefit and the present value of the spouse's annuity. The Group Insurance Plan can be amended or terminated by ASBCO, but such changes will not affect the rights of employees who have terminated employment while covered. The plan is

governed by contracts and policies with the insurance company, and employees can request copies of these documents. It is part of the Aramco U.S. Welfare Benefit Plan, with the Aramco Shared Benefits Company as the plan sponsor and administrator. Participants have rights under ERISA, including the right to receive information about the plan, examine governing documents, and appeal denied claims. Questions regarding the plan or rights under ERISA should be directed to the plan administrator or the U.S. Department of Labor. The policy also outlines coverage limits for various life insurance options, including basic and contributory life insurance for employees and their spouses, as well as child life insurance, detailing enrollment periods and conditions for coverage termination. Eligible children can be enrolled with Evidence of Insurability (EOI) by participating employees, while non-participating employees may enroll within 60 days of a Qualifying Event, such as birth or adoption. Participating employees can modify their coverage within 60 days of a Qualifying Event. Coverage terminates at the end of the month when employment ends or when the employee requests to end coverage. Basic AD&D coverage provides benefits of 24 times the employee's monthly base salary for SAO employees and 18 times for ASC and other eligible employees, with a maximum benefit of up to \$3 million, automatically enrolling employees upon employment. Qualifying Events allow employees to change their insurance elections outside the Open Enrollment period, including marriage, birth, adoption, or loss of employment of a dependent. The policy also details the Contributory Monthly Benefit Plan (PLAN B), which pays a monthly income benefit equal to 30% of the employee's monthly base earnings for a specified period based on age at death, with a defined structure for monthly installments. For retired employees with 10 or more years of service hired before April 1, 2012, there are options for life insurance benefits, including a \$10,000 lump sum or a \$50,000 lump sum without a Survivor Income Benefit. The Survivor Income Benefit provides a monthly benefit to qualified survivors upon the retired employee's death, with a defined order of preference for payment, commencing on the first day of the month following the retired employee's death, with adjustments based on the age difference between the survivor and the deceased. For employees retired before August 1, 2002, basic life benefits are set at \$5,000, with optional life insurance coverage based on the employee's coverage

at termination.