

**Important Notice from EOG Resources, Inc.  
About Your Prescription Drug Coverage and Medicare**

**Please read this notice carefully and keep it where you can find it.**

This notice has information about your current prescription drug coverage with EOG Resources, Inc. and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. EOG Resources, Inc. has determined that the prescription drug coverage offered by the EOG Medical Plan and Retiree Medical Plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage.

**Because your existing coverage is Creditable Coverage you can keep this coverage and not pay a higher premium (including a penalty) if you later decide to join a Medicare drug plan.**

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You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15<sup>th</sup> to December 7<sup>th</sup>. However, if you lose creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare Part D plan.

You should compare your current coverage, including which drugs are covered and at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. If you decide to join a Medicare drug plan, your EOG Medical Plan coverage will coordinate with Medicare Part D.

You should also be aware that if you drop or lose your coverage with EOG Resources, Inc. and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (including a penalty) to enroll in a Medicare drug plan later.

If you go 63 continuous days or longer without prescription drug coverage that is at least as good as Medicare's prescription drug coverage, your monthly premium may increase by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you are without coverage for nineteen months, your premium may consistently be at least 19% higher than the base beneficiary premium. You may have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For more information about this notice or your current prescription drug coverage, contact 1-877-363-EOGR.

**NOTE:** This notice is sent annually, prior to the Open Enrollment period in which you may elect a Medicare drug plan, or if your coverage through EOG Resources, Inc. changes. You also may request a copy of this notice at any time.

Additional information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook, which is mailed to you annually from Medicare. You may also be contacted directly by Medicare drug plans. You may obtain more information about Medicare prescription drug plans from the following sources:

- visit [www.medicare.gov](http://www.medicare.gov)
- call your State Health Insurance Assistance Program (see the inside back cover of the "Medicare & You" handbook for their telephone number) for personalized help, or
- call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, financial assistance for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call them at 1-800-772-1213 (TTY 1-800-325-0778).

**Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show you have maintained creditable coverage so you will not be penalized and required to pay a higher premium amount.**

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| Date:                    | October 1, 2025                                     |
| Name of Entity/Sender:   | EOG Resources, Inc.                                 |
| Contact Position/Office: | HR Benefits Department                              |
| Address:                 | 1111 Bagby Street, Sky Lobby 2<br>Houston, TX 77002 |
| Phone Number:            | 1-877-363-EOGR                                      |