

retiree health benefits



program basics

Chevron's retiree health benefit choices depend on if you are pre-65 (under age 65) or are post-65 (age 65 or over).

Pre-65 eligible retirees participate in generally the same group medical plan choices offered to active Chevron employees.

Post-65 eligible retirees have access to a Retiree Health Reimbursement Arrangement (Retiree HRA) and individual medical, prescription drug, dental and vision coverage through a private health exchange managed by Via Benefits. Chevron also requires that post-65 participants be enrolled in Medicare Part A and Part B. Chevron contributes to retiree medical and dental coverage based on factors such as your age and years of services.

am I eligible as a legacy REG employee?

If you're eligible to enroll in Chevron's U.S.-payroll health benefits, you're also eligible for retiree health benefits when you meet *all* of the following eligibility requirements:

- You're age **50 or older**
- You have **10 or more** years of health and welfare eligibility service (**HWES**)
- Your **Most Recent Hire Date** must have been at least **five years** before you retired

For most legacy REG employees, it's likely that you'll need to wait until at least December 2027, to be eligible for Chevron retiree health benefits. Starting during your enrollment period, you'll have access to the **BenefitConnect website** where you'll have the opportunity to review basic personalized retiree medical eligibility details, such as the first date you'll become eligible for benefits and the percentage of company contribution you're eligible to receive.



get your service letter to see your dates

Reference the personalized service letter sent to you in late August from the Your Chevron U.S. Benefits email to locate your **HWES** and **Most Recent Hire Date** to understand your eligibility for Chevron retiree medical.



The information in this newsletter applies to legacy REG U.S.-payroll employees who are eligible for Chevron U.S. benefits. This communication provides only certain highlights about changes of benefit provisions. It is not intended to be a complete explanation. If there are any discrepancies between this communication and the legal plan documents, the legal plan documents will prevail to the extent permitted by law. Oral statements about plan benefits are not binding on Chevron or the applicable plan. There are no vested rights with respect to Chevron health and welfare plans or any company contributions toward the cost of such health and welfare plans. Rather, Chevron Corporation reserves all rights, for any reason and at any time, to amend, change or terminate these plans or to change or eliminate the company contribution toward the cost of such plans. Such amendments, changes, terminations or eliminations may be applicable without regard to whether someone previously terminated employment with Chevron or previously was subject to a grandfathering provision. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.