

wellness programs

Through Chevron, you have access to comprehensive health and wellness programs and resources to stay safe and healthy. A focus on whole-person health (mind, body and spirit) can help you think and feel your best at work, at home and everywhere in between. These programs are free and don't require enrollment – only your willingness to participate. You'll hear more about these programs during the course of the year when you become eligible to participate starting **January 1**.

healthy you

Use Healthy You with WebMD to understand your health risks and take steps that can help maintain or improve overall wellness. Set goals, work with a coach, and use a variety of online tools that are personalized to you.



voluntary health questionnaire



health coaching



online goal setting tools



specialized support for weight loss



specialized support for tobacco cessation



personalized health information

mental health and resilience

A healthy emotional life doesn't affect just the way you feel; it can also positively affect your relationships with family, friends and co-workers. Likewise, emotional difficulties can make it tough to get through even the simplest daily routine, much less the rigors of your job and family life. Chevron offers resources, plans and programs to help you monitor your mental health and manage stress and find ways to become more resilient in the face of life's challenges.



mequilibrium (meQ)

An online tool that can help you learn how to navigate stress, overcome negative thinking and build greater resilience to stressful thoughts or situations.



online screening

Brief mental health screenings are the quickest way to determine if you or someone you care about should connect with a professional. You have access to a confidential and anonymous online mental health screening tool for yourself and your family members.



support

Employee Assistance and WorkLife Services is a free internal consulting service available to you and your dependents that can help you resolve a broad range of concerns or problems (see page 36). In addition, all health benefit-eligible employees are automatically enrolled in the **Chevron Mental Health and Substance Use Disorder Plan** at no monthly cost to you (see page 17).

commit to your health with chevron health rewards

When you commit to taking control of your health and improving your health habits, including participating in many of Chevron's wellness programs, you can earn points toward health rewards. **Health rewards** are Chevron's way of recognizing your personal commitment to get and stay healthy.

here's how it works:



Complete qualifying wellness activities to accumulate points. In January 2023, when the new program year begins, you'll be eligible for Chevron benefits and can therefore start earning points.

**1,000
points**

If you accumulate the required 1,000 points by the 2023 deadline and meet all the program eligibility requirements, you can qualify for the 2024 Wellness Credit.



At Chevron, the 2024 Wellness Credit is currently up to \$750 in annual savings on your Chevron medical coverage premiums, from **January 1, 2024** through **December 31, 2024**.

can I earn the wellness credit for 2023 chevron medical premiums?

According to Health Rewards rules, you must be eligible for Chevron health benefits to receive the Wellness Credit or participate in health rewards, including earning points. The deadline to qualify for the 2023 Wellness Credit is October 28, 2022. Legacy REG employees are eligible for Chevron benefits starting January 1, 2023. For this reason, you aren't eligible to participate in Health Rewards in 2022.

REG what happens to your REG coverage

- **Submit your 2022 Physician Wellness Screening Form by November 30.** To assist with the transition to Chevron health benefits, November 30 is the last day to submit your REG Physician Wellness Screening Form to claim your 2022 stipend of Employer contributed wellness or HSA dollars, as applicable. If you haven't yet already done so, download and submit your form to REGPayroll@regi.com before the deadline. The form is available from hr2.chevron.com/REG.



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.