



november 2022

welcome to your chevron wealth benefits

for legacy REG U.S.-payroll employees





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.

your wealth

preparing financially for today and the future

At Chevron, wealth is one of the components that make up your Total Rewards. Your wealth goes beyond just your paycheck; it includes pay and benefit programs to help you prepare financially – for today and for the future.

This newsletter is an introduction to Chevron's wealth benefits. It also provides important information about how your REG pay and benefits will transition. As a reminder, your eligibility for the pay and benefit programs described here generally begins **January 1, 2023**.



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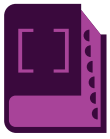


more details are online

This is a general overview to introduce you to the plans. More details, including eligibility rules and plan documents, are available at hr2.chevron.com/REG.

key resources

to help you prepare for the move to chevron benefits



start with this introduction guide

We recognize there's a lot to learn about Chevron, and your pay and benefits are a big part of that. The best way to get started is to review each of the benefit guides you receive. These guides are critical to your successful transition to Chevron benefits; you are encouraged to review each of them as they are received and take any actions that may apply to your unique situation.



head to hr2.chevron.com/REG to further explore topics that matter to you

We've provided only the highlights about your Chevron pay and wealth benefits in this introduction guide – the applicable plan documents or policies govern their provisions. You can also head to the online hub at hr2.chevron.com/REG for easy access to supplemental information about the topics in this newsletter, like plan documents, policies, etc. This page is available from your workstation or at home from any computer, tablet or smartphone connected to the internet, and it will be updated regularly throughout the transition.



attend upcoming pension and 401(k) education sessions

These optional education sessions will overview Chevron's pension and 401(k) benefits. There will also be an opportunity to ask questions live. The sessions will be virtual and a recording will be posted for replay later. Get the full schedule online at hr2.chevron.com/REG.



watch for more instructions in january

You will receive confirmation from Fidelity and Chevron when the transition is complete and you can access your Fidelity NetBenefits online account to view and manage your Chevron 401(k). You'll also receive instructions when the Chevron Retirement Plan benefit modeling tool is activated on the BenefitConnect website and how to designate beneficiaries for your Chevron pension, 401(k) and other benefits.



have your personalized service date letter handy

In late August, a personalized service letter, **Your Chevron Service Dates**, was sent as a PDF attachment from the **Your Chevron U.S. Benefits** email; it was also mailed to your home. You'll want to have that letter handy to reference some of your service dates as you review this introduction guide.

your pay

This is a general overview of your **pay elements** at Chevron. You can find more information in the personalized pay letter that was emailed to you on October 20 and by watching a recording of the recent Pay and Compensation education sessions posted on hr2.chevron.com/REG.

Generally, your pay includes two types of **cash compensation**:



Base pay

Base pay is your fixed annual salary or wage rate; it does not include bonus or benefits. Base pay is competitive with other major employers in the marketplace. Salary ranges and wage rates are reviewed annually to ensure competitiveness. At Chevron, job titles do not drive pay ranges.



Variable pay

Variable pay recognizes your contributions to Chevron's success and provides an opportunity for you to earn incentive compensation *in addition* to your base pay. An example of variable pay is the **Chevron Incentive Plan (CIP)**, which is the annual discretionary bonus program for all employees, regardless of position. The CIP payout for a performance year (January – December) is generally paid in the first quarter of the following year, typically in March. Eligibility does not guarantee an award and all awards are at the sole discretion of the company.

annual bonus



For the 2022 performance year, you will participate in the REG Annual Incentive Plan (AIP).

Performance will be measured using a target adjusted Earnings Before Interest, Taxes, Deductions and Amortization (EBITDA) of \$254 million, with the same employee target opportunity and calculation.

Payment (if any) is scheduled to occur no later than March 15, 2023 through your regular payroll.



Beginning with the 2023 performance year, your bonus will be based on Chevron success according to the CIP formula. Payment (if any) will be made in March 2024 through your regular payroll.

payroll schedule

Your **pay schedule** will change to mirror Chevron's pay schedule, which is different from the REG pay schedule. This change will occur automatically. Your last REG paycheck will be on **December 30, 2022** and your first Chevron paycheck will be on **January 6, 2023**. If you haven't already, be sure to review the payroll transition details posted on hr2.chevron.com/REG.

your wealth benefits

Effective **January 1, 2023**, you will have not one, but *two* employer-sponsored retirement plans – the **Chevron Retirement Plan** and the **Employee Savings Investment Plan** – to help you save for retirement.

chevron retirement plan

The **Chevron Retirement Plan (CRP)** is a defined benefit (pension) plan – you accrue a benefit simply by working for Chevron, beginning with the first day you become eligible to start participating in the Chevron Retirement Plan. You do not need to enroll in this benefit, and you are automatically covered from your first day as an eligible employee. All contributions are made by Chevron; you do not contribute to this plan. When you are ready to receive your benefit, you can choose to take it as a single lump sum or in the form of an annuity.

You must be vested to take your benefit with you

Vesting refers to whether you have a right to a benefit under the Chevron Retirement Plan when your employment ends. Generally, you are vested after five years of service, at which time you can take your benefit with you when you leave Chevron. As a reminder, you are receiving vesting credit for the Chevron Retirement Plan based on your REG service, which makes you eligible for a benefit *faster*. Reference your **personalized service date letter** to locate your **Vesting and Eligibility Service (VES)** date to determine your vesting status.

For example, if your VES date is **July 15, 2016** then on January 1, 2023 you will have a little under **7 years** of vesting service. This means you have *already* met the five year vesting requirement under the plan.

Your benefit is calculated according to a formula

Your benefit is calculated according to a formula and increases as your **years of service**, age and **salary** (both base pay and Chevron Incentive Plan (CIP) pay) increase. Your benefit amount begins to grow – or accrue – effective with the first day you become eligible to start participating in the Chevron Retirement Plan, also referred to as your **Benefit Accrual Service (BAS)** date. Reference your **personalized service date letter** to locate your BAS date. The years of service from your BAS date is used in the pension formula to calculate the amount of your benefit.

For example, if your BAS date is **December 16, 2022**, then on December 16, 2023 you will have **1 year** of Benefit Accrual Service.



Get the formula and sample calculations online

Go to hr2.chevron.com/REG to see the formula used to calculate a pension benefit and review sample pension calculations based on different scenarios.



Model your personal benefit online in January

Beginning in January, you can model your pension benefit on the **BenefitConnect** website. You'll receive further instructions for using this tool in January when it becomes available to you.

employee savings investment plan

Your account in The Restated Thrift/Profit Sharing Plan for Cooperatives (“REG 401(k) Plan”) will transition to the **Chevron Employee Savings Investment Plan (ESIP)** and will be finalized in January. **Fidelity** is the administrator and recordkeeper for the ESIP.

The ESIP is a defined contribution (401(k)) plan that allows you to set aside money to save for your future. You choose an amount to **contribute from your paycheck** each pay period and **Chevron matches** a portion of your contributions.

if you contribute

2%

or more of your
regular pay

chevron contributes an amount equal to

8%

of your regular pay, subject to IRS limits.

if you contribute

1%

of your regular pay

chevron contributes an amount equal to

4%

of your regular pay, subject to IRS limits.

Both your contributions and Chevron’s matching contributions are **immediately vested**. This means you own 100% of that money and can take it with you when you leave the company. Other key features of the ESIP include:

- **Before-tax, after-tax** and **Roth 401(k)** contribution options, subject to annual Internal Revenue Service limits
- Variety of **investment options**, including Chevron stock
- Online **planning tools and resources**
- **One-on-one support** by phone or in person at a Fidelity Investor Center

REG what happens to your REG 401(k) plan

The transition of your REG 401(k) Plan into the Chevron Employee Savings Investment Plan (ESIP) will begin in late December. Later this month, you’ll receive information from Fidelity about the transition. If you already participate in the REG 401(k) Plan, your account will automatically transfer to the ESIP in early January 2023. However, you still need to be aware of important transition dates and other voluntary actions you might want to take in advance of the move.

how the 401(k) transition works

if you are a participant in the REG 401(k) plan ...

You will be fully vested in your REG 401(k) Plan

- If you are an active participant in the REG 401(k) Plan on January 1, 2023, once the transfer to the Chevron ESIP is complete, **you will be 100% vested in all contributions** from your REG 401(k) Plan account, *regardless* of your years of service. This includes both your contributions and the company matching contributions. You will also be 100% vested in all contributions in the Chevron ESIP.

Your current account balances and future contributions will be redirected to a default fund* in the ESIP

- The default fund is a **Vanguard Target Retirement Trust Select** with the target retirement date closest to the year you turn age 65.
- If you wish to change your investments once you are participating in the Chevron ESIP, you will have the opportunity to do so beginning in January.

Your current elected contribution percentage will automatically transfer to the ESIP

- If you wish to continue with the same elected contribution percentage in the Chevron ESIP, **no action is required**, and you do not need to make a new election.
- If you wish to change your elected contribution percentage to be effective with the first Chevron payroll, the last day to do so is **December 2, 2022 at 3 p.m. Central time**.
- If you wish to change your current elected contribution percentage in the REG 401(k) Plan for your remaining REG paycheck(s), the last day to do so is **December 21, 2022 at 3 p.m. Central time**.
- If you wish to change your elected contribution percentage once you are participating in the Chevron ESIP, you will have the opportunity to do so beginning in January. You'll be notified when access to your Fidelity account becomes available after the transition is complete in January.



* Any balance you have invested in the ABC Stable Value Fund will transfer to the same fund in the Chevron ESIP.

if you are not contributing to the REG 401(k) plan ...

If you want to start making contributions and receiving the Chevron ESIP company match beginning with the *first payroll* in January 2023, you need to change your contributions to the REG 401(k) Plan in Workday by **December 2, 2022 at 3 p.m. Central time**. You will then also be automatically contributing to the Chevron ESIP upon the transition.

If you would rather wait until the transition is complete in January, then you can access the Fidelity NetBenefits website and change your contribution amount in the ESIP beginning in January. Please note, if you do not update your contributions in the REG 401(k) Plan by **December 2, 2022 at 3 p.m. Central time**, then your employee contributions and the Chevron ESIP company match will not be included on the first payroll(s) in January 2023.



be prepared for an account freeze

To ensure an orderly and accurate transition, the following activities in your REG 401(k) Plan account will be restricted, or *frozen*, for a short period starting:

December 2, 2022 at 3 p.m. Central time

- Deferral amount (contribution percentage) changes to be effective with your first Chevron paycheck.

December 21, 2022 at 3 p.m. Central time

- Deferral amount (contribution percentage) changes for your remaining REG paycheck(s).
- Investment election changes.
- Exchanges between investment options.
- Beneficiary changes.
- New loans, withdrawals and distributions.

The freeze on these activities, also called a **blackout period**, is expected to end the week of **January 22, 2023**. During the freeze you will not be able to conduct the transactions noted above. You'll receive an important notice with more instructions about the freeze from Fidelity later this month. Be sure to read it carefully so you can prepare.

if you have a loan

The information you receive from Fidelity later this month will include details about how your loan will be transferred.



what's coming next?

Here's what you can expect over the next few months regarding the transition to the ESIP.



week of november 21

Transition Guide and Important Notices

Sent from Fidelity, describes details about the transition, including specific information about how your funds will move and actions you can take in advance, and information about the blackout period.

december 2, 3 p.m. central time

Deadline for contribution changes

Deadline to make changes to your contribution percentage to be effective with your first Chevron paycheck. Contribution changes after this deadline will only apply to your remaining REG paycheck(s).

december 5 and 6

Wealth benefit education sessions

Attend virtually or watch a recording to learn more about your pension and savings benefits. View the schedule at hr2.chevron.com/REG.

december 21, 3 p.m. central time

Blackout period begins.

Deadline to conduct certain transactions in your REG 401(k) Plan, including changing your contribution percentage for your remaining REG paycheck(s) or enrolling in the plan.

january 2023

You'll receive instructions when the **Chevron Retirement Plan benefit modeling tool** is activated on the BenefitConnect website in January. You'll also learn how to **designate beneficiaries** for your Chevron pension, 401(k) and other benefits on the BenefitConnect website.

week of january 22, 2023

Blackout period is expected to end.

You will receive confirmation from Fidelity when the Chevron ESIP transition is complete, and you'll be able to access your online Fidelity NetBenefits account to view and manage your ESIP.



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**open me for important information about the
transition to your new chevron wealth benefits**



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