



high deductible health plan (HDHP) effective january 1, 2020

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Update to the summary plan description (SPD)

All changes described in this SMM are effective January 1, 2020 unless otherwise indicated.

The enclosed information serves as an official summary of material modification (SMM) for the plans referenced herein. Please keep this information with your other plan documents for future reference. You can access the summary plan descriptions for your benefits at hr2.chevron.com or by calling the HR Service Center at 1-888-825-5247.


annual combined deductible

The Chevron HDHP has one **combined deductible** for medical, prescription drugs (both retail and mail-order), mental health and substance use disorder services. This means you'll have to pay the full cost for covered services and supplies until you reach the deductible for the year.

There are different deductible amounts for covered services depending on if you see a network or an out-of-network provider. Amounts paid for covered services provided by a network provider also count toward the out-of-network annual deductible. Amounts paid for covered services provided by an out-of-network provider also count toward the network annual deductible.

Effective **January 1, 2020**, the annual combined deductible for the HDHP for covered services received from a network provider will slightly increase to meet federal requirements to be compatible with a health savings account.

Combined medical, prescription drug, mental health and substance use disorder services

	Coverage Category	Network	Out-of-network
	You Only	\$2,800 (↑ \$100)	\$5,400
	You + One Adult*	\$5,600 (↑ \$200)	\$10,800
	You + Child(ren)*	\$5,600 (↑ \$200)	\$10,800
	You + Family*	\$5,600 (↑ \$200)	\$10,800

*Each covered individual has a maximum deductible equal to the **You Only** amount.

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. There are no vested rights with respect to Chevron health care plans or any company contributions towards the cost of such health care 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.