



company contributions toward COBRA coverage for surviving dependents on-the-job accident insurance plan effective january 1, 2022

Update to the summary plan description (SPD)

Changes described in this SMM are effective as of January 1, 2022.

The enclosed information serves as an official summary of material modifications (SMM) for the **On-the-Job Accident Insurance Plan and Omnibus Health Care Plan**. 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**.

addition of benefit for surviving dependents toward COBRA coverage

On-the-job accident insurance provides a level of income protection for you and your family members due to death or a covered loss resulting from an on-the-job accident.

Effective **January 1, 2022**, upon proof of your death due to an on-the-job accident, the company will contribute toward the full cost of medical, dental and/or vision coverage for up to 12 months for your spouse or domestic partner and/or your children who are enrolled on the date of your death and eligible to elect to continue such coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

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 welfare benefit plans or any company contributions towards the cost of such health care or welfare benefit 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.