



# annual contribution limit

## health care flexible spending account

### effective january 1, 2025

**Update to the summary plan descriptions (SPD)**  
**Changes described in this SMM are effective january 1, 2025.**

The enclosed information serves as an official summary of material modification (SMM) for the **Health Care Flexible Spending Account (Health FSA)**. 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](https://hr2.chevron.com) or by calling the HR Service Center at **1-888-825-5247**.

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### maximum annual contribution limit

This change applies to the Health Care Flexible Spending Account (Health FSA).

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Effective **January 1, 2025** the maximum amount you're allowed to contribute to the Chevron Health FSA is increasing:

- You can contribute a minimum of **\$120**.
- You can contribute up to **\$3,200\***.
- In 2025, Chevron will contribute a flat amount of **\$500.00** per enrolled employee to the Health FSA. This special, one-time company contribution is **in addition to** the maximum amount you're allowed to contribute to the Chevron Health FSA. This one-time contribution is not subject to the 2025 IRS maximum for health care flexible spending account employee contributions.

\* The IRS limits the amount employees can contribute to a flexible spending account, and the limit may change from year-to-year. You cannot contribute more than the IRS annual limit each year. However, employers, like Chevron, are permitted to set an annual limit for their plans that may be *less than* the IRS annual limit. Should the IRS announce an increase to the maximum limit for 2025, Chevron is unable to change the Health FSA 2025 maximum contribution limit to align with the new IRS limit. This is due to the timing of Chevron's open enrollment administrative activities.

### contact



- More **Chevron Health FSA** information and claim resources are available on [hr2.chevron.com](https://hr2.chevron.com).
- Contact **Anthem** directly at **1-844-627-1632** to discuss reimbursement claims, eligible expenses, or the Health FSA debit card.

*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 towards 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.*