



# good to know

## noble compensation benefits when you leave

**This information is a general overview intended to cover some but not all situations. Not all the benefits discussed here will apply to you and not all discussions will apply to your specific situation.**

### **noble energy deferred compensation plan**

Your participation in this plan ends on the last day of employment.

If you have either **reached age 65 or reached age 55 with have 5 years of service**, then the payment of your deferred compensation account will be based upon your retirement distribution elections. If you are designated as a specified employee, then any distributions that were scheduled to begin immediately following your last day of employment or shortly thereafter, will be made after 6 months has lapsed from your last day of employment.

If you have neither **reached age 65 nor reached age 55 with have 5 years of service**, then you will receive a lump sum payment of your entire account balance after your termination of employment. Payments are processed approximately once a month. If you are designated as a specified employee, the lump sum payment will be made after 6 months has lapsed from your last day of employment.

All payments from the deferred compensation plan are treated as taxable wages, subject to applicable tax withholding, and will be reported on Form W-2 for the year of receipt.

#### **Contact**

- Fidelity Investments
- [www.netbenefits.com](http://www.netbenefits.com)
- 1-888-825-5247

### **noble energy excess benefit plan**

Your participation in this plan ends on the last day of employment.

You will receive a lump sum payment of your entire account balance after your termination of employment. Payments are processed approximately once a month. If you are designated as a specified employee, the lump sum payment will be made after 6 months has lapsed from your last day of employment.

All payments from the excess benefit plan are treated as taxable wages, subject to applicable tax withholding, and will be reported on Form W-2 for the year of receipt.

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## equity awards

### Restricted Stock, Restricted Stock Units, Performance Shares, Stock Options

Your participation in this plan ends on the last day of employment.

Unvested Restricted Stock, Restricted Stock Units, Performance Share award and Stock Options under legacy plans will become immediately vested upon your last day of employment. The Performance Share awards will vest based upon the assumption that such awards achieved target performance as of your last day of employment.

The net shares (after applicable tax withholding) resulting from the vesting of your **Restricted Stock** and **Performance Share awards** will be deposited to your Morgan Stanley account 7–10 days following the end of your 7-day revocation period.

Your **Restricted Stock Units** and the **2020 Performance Share award** are payable in cash and the cash payment will be deposited to your Morgan Stanley account, net of applicable taxes, within 7–10 days following the end of your 7-day revocation period.

The cash payment of any unpaid, accrued dividends related to the vesting of the **Restricted Stock, Restricted Stock Units** and **Performance Shares** will be deposited to your Morgan Stanley account, net of applicable taxes, within 7–10 days following the end of your 7-day revocation period.

You will receive Morgan Stanley access information when applicable.

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.