



pre-65 retiree health benefits

how to estimate your cost for coverage

effective january 1 through december 31, 2025



Eligible for
retiree health
and protection
benefits

This information applies to you if you were eligible for health and protection benefits while employed with Chevron, and you *are* eligible for Chevron retiree medical, dental, and other retiree health and protection benefits after you leave Chevron.

It also assumes you are eligible for the company contribution to retiree health benefits.

This overview is provided to help you understand how to estimate your cost for **pre-65 retiree medical** and **dental coverage** only. *Be sure to use this document in conjunction with the other resources and contacts identified in this document.*

The instructions and examples in this document pertain to common pre-65 retiree health eligibility situations and is intended as an overview only; your actual cost at the time of benefit commencement may vary.

This communication provides only certain highlights about 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. 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. Unless required by applicable law, there are no vested rights with respect to any Chevron health and welfare plan benefit or to any company contributions towards the cost of such health and welfare plan benefits. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.



how to estimate your cost for coverage

if you plan to leave chevron in the *current* calendar year ...



Pre-65 plan choices and costs can be accessed on the **BenefitConnect** website or by calling the **HR Service Center**. If you are eligible for coverage, you can preview this information *prior to* leaving Chevron, if desired:

- Access **BenefitConnect** at hr2.chevron.com/benefitconnect
- From the home page, click the button on the applicable tile under the main banner photo for **pre-65 retiree health and protection benefits** to get started.
- If you are *not* ready to finalize your choices **don't checkout** or **submit** your event.

if you plan to leave chevron in the *next* calendar year ...



BenefitConnect website will only display costs for the *current calendar year*. If your retirement effective date falls in the **next calendar year**, you can use the instructions in this document to estimate your cost for pre-65 retiree health benefits in the *new* calendar year.

- To assist with planning purposes, this document currently describes how to *estimate* your premium cost for the **2025 calendar year** for **pre-65 retiree health benefits**.
- As per normal benefits industry standards, rates for the new calendar year typically become available each October, in conjunction with Chevron's open enrollment period. Rates will be updated here when they are available.



key contacts and resources



HR Service Center

- 1-888-825-5247
- 1-832-854-5800 (outside the U.S.)



More pay and benefits information and resources

- hr2.chevron.com (While you're still an employee)
- hr2.chevron.com/retiree (After you've left chevron)



BenefitConnect

Access **BenefitConnect** at hr2.chevron.com/benefitconnect to:

- Manage **employee** health and protection benefits.
- Manage **pre-65** health benefits, including enrollment and premium payments.
- Manage **retiree life insurance** benefits (if available).
- Manage your Chevron **pension** benefit.
- Update **beneficiary designations**.



Via Benefits

Contact Via Benefits by phone or online to enroll, manage or ask questions about the **Retiree HRA Plan** or **post-65** individual medical, prescription drug, vision or dental benefits.

- 1-844-266-1392 (Inside the U.S.)
- 1-801-994-9805 (Outside the U.S.)
- my.viabenefits.com/chevron



see also ...

additional information you should also review on hr2.chevron.com



[Leaving Chevron >](#)

Be sure to specifically access the **Leaving Chevron** page *while you're still an employee* for additional information, links and contacts to assist you prior to leaving Chevron, including retiree health and protection benefit choices, the [retiree benefit enrollment milestones](#), and [how to access or model](#) personalized benefit estimates.



[COBRA Information >](#)

More information about COBRA coverage for health benefits is available on **hr2.chevron.com**, including eligibility, enrollment, and special considerations if you're eligible for retiree health benefits.



[Summary Plan Descriptions \(SPDs\) >](#)

SPDs provide specific details about your benefits, such as eligibility, covered services and participation rules.



[Supplement: Company Contributions to Health Coverage >](#)

See this supplement to the SPDs for additional details about how the company contribution to retiree health benefits works and how it's calculated, or for information about *other* eligibility situations – including contributions for pre-65 Medicare-eligible participants, rehired employees or post-65 health benefits.

How can I find out if I'm eligible for retiree health and protection benefits?

If you aren't sure about your eligibility status for retiree health and protection benefits you can:

Access the [BenefitConnect](#) website.



- This information is only available online *while* you're still an active employee.
- Go to the **I need to...** tab on the top navigation.
- Choose **Retiree medical eligibility** from the **My Personal Information** column.
- The field - **The date you're first eligible for retiree health benefits** – displays the date you were (or will be eligible) to participate in retiree health and welfare benefits.



Call the **HR Service Center** and ask.



pre-65 retiree medical premium costs

If you're a pre-65 eligible retiree, the company currently continues to share the cost of your medical coverage. **For pre-65 eligible retirees, the company contribution is automatically factored into your monthly medical premium for your Chevron pre-65 retiree group medical coverage.** *Chevron Corporation reserves all rights for any reason and at any time to amend, change or terminate the medical plans or to change or eliminate the company contribution toward the cost of such medical plans.*

step 1 get your company contribution percentage

If you're eligible, the company currently shares in the cost of your retiree medical and dental coverage.

- The amount of company contribution to **retiree medical** coverage is based on how many points you have when you leave the company and the point scale for which you are eligible. Your points are the total of your age and your years of health and welfare eligibility service. Points do not change after you leave Chevron. In addition, the company contribution is different for pre-65 and post-65 participants.
- The company contribution toward **retiree dental** coverage is a fixed amount that does not vary according to your points.

Retiree health plans generally cost more than employee plans because retirees' health expenses are higher. This means that your premiums may be higher, and you'll still need to pay for retiree coverage, even if you receive the maximum starting company contribution of 100%.

what's my company contribution percentage?

If you're eligible for retiree health and protection benefits, you can view your company contribution percentage as of *today*. You'll need your company contribution percentage to estimate pre-65 retiree medical costs.



Access the [BenefitConnect](#) website.

- This information is only available online while you're still an *active* employee.
- Go to the **I need to...** tab on the top navigation.
- Choose **Retiree medical eligibility** from the **My Personal Information** column.



Call the **HR Service Center** and ask.

For additional details about how the company contribution to retiree health benefits works and how it's calculated, or for information about other eligibility situations - including contributions for pre-65 Medicare-eligible participants, rehired employees or post-65 health benefits - see the [Supplement: Company Contributions to Health Coverage](#).

step 2

use the formula to estimate your premium cost for pre-65 retiree health benefits

pre-65 company contribution formula

If you're a pre-65 eligible retiree, your company contribution to pre-65 retiree group medical coverage is currently determined as follows:

\$

Your **starting company contribution amount*** is based on the maximum company contribution amount for *active* employees for the applicable plan and coverage level in the calendar year in which you retire.

- To determine your starting company contribution amount, go to the **Fig.1: Maximum Company Contribution Amounts** table in this document to find the dollar amount for the coverage level you intend to choose.

times
%

Your starting company contribution amount is then **prorated** based on the applicable percentage that corresponds to your points at retirement.

- Reference **Step 1: Get your company contribution percentage** to locate the company contribution percentage you are eligible for at retirement.

Remember, the total premium cost of retiree group medical coverage is usually greater than the maximum company contribution, so even if you have enough points to receive 100 percent of the starting company contribution, you will still have to pay for your pre-65 retiree group medical coverage.

equals
\$

This calculation will provide your **final company contribution amount** to pre-65 retiree group medical coverage. Please note that your final company contribution amount generally *doesn't change* until you turn age 65, unless your coverage level changes during a subsequent open enrollment or as a result of a qualifying life event. Your contribution amount will be recalculated based on the new coverage level in this situation.

your
monthly
premium
cost
\$

To determine *your* monthly premium cost, go to **Fig.2: Full Pre-65 Group Medical Premium Cost** table and find the full premium cost that corresponds to the plan and coverage level you desire. Subtract your **final company contribution amount** from the **full premium cost** to *estimate* how much you'll pay for pre-65 group medical coverage. See **Fig.3: Example Calculation** to see how it all works together.

* Chevron limits future increases to the applicable pre-65 company contribution to no more than 4 percent each year, applied to the starting company contribution amount.

Fig.1: Find your starting company contribution amount here:**2025 Maximum Company Contribution Amounts
Pre-65 Medical (Not Medicare Eligible)**

Coverage Level	2025 Maximum Monthly Company Contribution
You Only	\$615
You + One Adult	\$1,228
You + Child(ren)	\$1,044
You + Family	\$1,659
Dependent Adult Only	\$613
Dependent Child(ren) Only	\$429
Dependent Adult + Child(ren) Only	\$1,044

Fig.2: Find the full pre-65 medical premium cost for your desired plan here:**2025 Full Premium Cost
Pre-65 Medical (Not Medicare Eligible)**

Pre-65 Medical Plans	Full 2025 Monthly Cost by Coverage Level			
	You Only	You + One Adult	You + Child(ren)	You + Family
Medical PPO Plan	\$1,161	\$2,321	\$1,695	\$2,855
High Deductible Health Plan (HDHP)	\$999	\$1,998	\$1,459	\$2,459
High Deductible Health Plan Basic (HDHP Basic)	\$881	\$1,762	\$1,287	\$2,168
Medical HMO - HMO Blue TX	\$1,922	\$3,844	\$2,805	\$4,727
Medical HMO - Kaiser Colorado	\$1,104	\$2,209	\$1,612	\$2,717
Medical HMO - Kaiser Hawaii	\$1,017	\$2,034	\$1,485	\$2,502
Medical HMO - Kaiser Washington	\$1,378	\$2,756	\$2,012	\$3,390
Medical HMO - Kaiser Northern California	\$1,402	\$2,804	\$2,046	\$3,448
Medical HMO - Kaiser Southern California	\$1,402	\$2,804	\$2,046	\$3,448
Medical HMO - Kaiser Northwest	\$1,247	\$2,495	\$1,821	\$3,069
Medical HMO - Kaiser USW Local 5 \$15 Plan	\$1,623	\$3,247	\$2,760	\$4,383
Medical HMO - Kaiser USW Local 5 \$500 Deductible Plan	\$1,030	\$2,060	\$1,751	\$1,784

Fig.2 (continued)

Pre-65 Medical Plans	Full 2025 Monthly Cost by Coverage Level		
	Dependent Adult Only	Dependent Child(ren) Only	Dependent Adult + Child(ren) Only
Medical PPO Plan	\$1,160	\$534	\$1,694
High Deductible Health Plan (HDHP)	\$999	\$460	\$1,460
High Deductible Health Plan Basic (HDHP Basic)	\$881	\$406	\$1,287
Medical HMO - HMO Blue TX	\$1,922	\$883	\$2,805
Medical HMO - Kaiser Colorado	\$1,105	\$508	\$1,613
Medical HMO - Kaiser Hawaii	\$1,017	\$468	\$1,485
Medical HMO - Kaiser Washington	\$1,378	\$634	\$2,012
Medical HMO - Kaiser Northern California	\$1,402	\$644	\$2,046
Medical HMO - Kaiser Southern California	\$1,402	\$644	\$2,046
Medical HMO - Kaiser Northwest	\$1,248	\$574	\$1,822
Medical HMO - Kaiser USW Local 5 \$15 Plan	\$1,624	\$1,137	\$2,760
Medical HMO - Kaiser USW Local 5 \$500 Deductible Plan	\$1,030	\$721	\$1,754

Fig.3: Example Calculation: Pre-65 Group Medical



Teresa, an eligible employee, starts pre-65 group medical coverage effective January 1, 2025 with:

- **You + Family coverage**
- **High Deductible Health Plan (HDHP)**
- **78 points** at retirement (eligible for the 80-point scale)

\$1,659

Based on [Fig.1: Maximum Company Contribution Amounts](#), Teresa's **Starting Company Contribution** amount is based on the maximum company contribution amount for *active* employees for 2025, the calendar year in which she retires.

- Maximum company contribution for active employee coverage for **You + Family** coverage in the **HDHP** in 2025 is **\$1,659**.

**times
95%**

Before she leaves Chevron, Teresa followed the instructions in [Step 1](#) to obtain her starting company contribution percentage amount based on her points at retirement.

- **78 points** at retirement is a proration of **95%** of the starting company contribution amount, as per the 80-point scale.

$$\mathbf{\$1,659 \times 95\% = \$1,576 \text{ per month}}$$

**equals
\$1,576
per month**

This is Teresa's **final company contribution amount** to pre-65 retiree group medical coverage.

Remember! Teresa's *final company contribution amount* generally doesn't change until she turns age 65, unless her *coverage level* changes during a subsequent open enrollment or as a result of a qualifying life event. (The final company contribution amount will be recalculated based on the new coverage level in this situation.)

**Teresa's
monthly
premium
cost is
\$883
in 2025**

Based on [Fig.2: Full Pre-65 Group Medical Premium Cost](#):

- 2025 Full Premium Monthly Premium Cost (HDHP You + Family): **\$2,459**

Teresa's final company contribution amount is applied to the 2025 full premium:

- Final company contribution amount (monthly): **- \$1,576**

Teresa's monthly premium cost for the **HDHP** pre-65 plan for **You + Family** coverage in the **2025 Plan Year** is **\$883**.



pre-65 retiree dental premium costs

If you're eligible for **pre-65 retiree group dental coverage**, the company currently continues to share the cost of your dental coverage. If you're eligible for pre-65 retiree group dental coverage and the company contribution, the contribution to retiree group dental coverage is based on a fixed dollar amount for each coverage tier. *Chevron Corporation reserves all rights for any reason and at any time to amend, change or terminate the dental plans or to change or eliminate the company contribution toward the cost of such dental plans.*

2025 Pre-65 Group Dental Premium Cost

This is your **monthly premium cost** for pre-65 group dental coverage for the 2025 plan year.

Pre-65 Dental Plans	You Only	You + One Adult	You + Child(ren)	You + Family
Dental PPO Plan	\$45.46	\$90.89	\$77.28	\$121.37
Dental HMO Plan	\$15.30	\$30.70	\$26.02	\$40.08
Dental PPO Plan – Hawaii Dental Service	\$43.75	\$87.60	\$74.96	\$119.07

	Dependent Adult Only	Dependent Child(ren) Only	Dependent Adult + Child(ren) Only
Dental PPO Plan	\$45.43	\$31.82	\$75.91
Dental HMO Plan	\$15.40	\$10.72	\$24.78
Dental PPO Plan – Hawaii Dental Service	\$43.85	\$31.21	\$75.32