



new coverage requirements for GLP-1 medications

chevron prescription drug program 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 **Prescription Drug Program**, automatically included for participants enrolled in the **Chevron Medical PPO Plan**, the **High Deductible Health Plan (HDHP)** the **High Deductible Health Plan Basic (HDHP Basic)** and the **Global Choice 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 hr2.chevron.com/retiree) or by calling the HR Service Center at 1-888-825-5247.

new coverage requirements for GLP-1 medications

The Chevron Prescription Drug Program already provides coverage for GLP-1 medications, used for both diabetes and weight loss. Effective **January 1, 2025**, these medications will be subject to new coverage requirements, as outlined below. **Your action may be required (see page 2).**

GLP-1 for weight loss requirements

These medications require prior authorization and are managed through Express Script's condition-specific programs, EncircleRx, the Diabetes Care Value ProgramSM and the Weight Management Care ValueSM Program. To receive coverage for weight-loss purposes, you must meet *new* BMI or other clinical requirements, enroll and engage in the Omada virtual health program, and your doctor must provide documentation during the prior authorization process. Here's how it works:

- **For initial prior authorization, you must meet *all* the following requirements:**
 - You must meet BMI requirements as established by Express Scripts.
 - You must also enroll in the Express Script's Diabetes Prevention Program, currently administered by Omada Health. Omada can help you create healthier habits to achieve long-lasting results.
- **For refills:** To be eligible for each refill, you must satisfy **all** the following Diabetes Prevention Program engagement requirements:
 - Use the Omada mobile app at least four times each month* by completing lessons, recording meals and/or exercise, engaging with an Omada health coach, or engaging with your peer group or online community.
 - Weigh in at least four times each month* using the smart scale provided by Omada Health.
- **Upon your *first* prescription renewal:** Prior authorization renewal will be required. You must have achieved a targeted decrease in body weight of 5%. Prior authorization renewal will be denied if you have not achieved the target decrease percentage, but your doctor can appeal once you have achieved the required goal.

* For purposes of this requirement, a month is defined as the rolling 30 days prior to your next prescription fill.

GLP-1 for diabetes management requirements

These medications for diabetes purposes are managed through Express Script's condition-specific programs, EncircleRx and the Diabetes Care Value ProgramSM. Your prescribing physician may be required to provide new information and proof of clinical diabetes during both initial prior authorization and the ongoing renewals, including: either an A1C lab value, a blood glucose test result or medical diagnosis code.

I am currently taking a GLP-1 medication.

What do I need to do?

For diabetes management No action is required of you. When your current medication is due for a renewal of prior authorization after January 1, 2025, your physician may be prompted to provide the additional required information.

For weight loss All participants currently taking a GLP-1 medication for weight loss will be contacted in November 2024 to **restart the initial prior authorization process**, as outlined above, *regardless* of when your prior authorization renewal is due.

- Your doctor will be prompted to **provide initial prior authorization** under the new requirements by January 1, 2025.
- You will be required to **enroll** in the Express Scripts Diabetes Prevention Program with Omada Health by January 1, 2025.
- You will be required to complete the **monthly Omada program engagement** requirements to receive your **refills**. If you have not completed the engagement requirements for the month, your refill will be denied until you complete your monthly goal.
- You must meet the target 5% weight loss requirement upon your first prescription renewal.

about the express scripts diabetes prevention program

Available at no cost to eligible participants as part of the Diabetes Care Value ProgramSM under your Chevron Prescription Drug Program coverage, Express Scripts, in partnership with **Omada Health (Omada)**, offers access to a diabetes prevention program to help participants at risk for type 2 diabetes. This program is an online behavioral modification and digital care program designed to help you make gradual changes to the way you eat, move, sleep and manage stress. Included is a ready-to-use wireless scale, mobile app, support from a professional health coach, a small peer group for real-time support, weekly online lessons and interactive activities. If you meet program eligibility requirements, Omada will reach out to you directly with an invitation to participate.

who to contact

If you have questions about these plan updates or the programs discussed here, contact **Express Scripts Member Services** at **1-800-987-8368** starting October 14, 2025.

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.