



annual contribution limit

dependent care flexible spending account

effective january 1, 2026

Update to the summary plan descriptions (SPD)
Changes described in this SMM are effective January 1, 2026.

The enclosed information serves as an official summary of material modification (SMM) for the **Dependent Care Flexible Spending Account (Dependent Care 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 or by calling the HR Service Center at **1-888-825-5247**.

maximum annual contribution limit

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

Due to a change in the IRS contribution limit* for dependent care FSA plans, effective **January 1, 2026**, the maximum amount you're allowed to contribute to the Chevron Dependent Care FSA is:

- **\$7,500** (increased from \$5,000) for single taxpayers and married couples filing jointly.
- **\$3,750** (increased from \$2,500) for married individuals filing separately.
- The minimum contribution remains **\$120**.

* The Internal Revenue Code limits the amount employees can contribute to a flexible spending account, and the limit may change. However, employers, like Chevron, are permitted to set an annual limit for their plans that may be less than the statutory annual limit. You cannot contribute more than the statutory limit each year. Note: A dependent care tax credit may also be available to you for eligible dependent care expenses. Consult your personal tax advisor to determine if the dependent care tax credit or dependent care flexible spending account is right for you.

contact



- More **Chevron Dependent Care FSA** information and claim resources are available on hr2.chevron.com.
- Contact **Anthem** directly at **1-844-627-1632** to discuss reimbursement claims or eligible expenses.

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.