

enrollment milestones

The information in this section assumes you, the retiree, are eligible for Chevron retiree health benefits and your dependent(s) also meet the definition of an eligible dependent.

All benefits-eligible retirees must enroll in Chevron retiree health benefits upon reaching certain **enrollment milestones** as described in this section. You must also enroll your eligible dependents at certain enrollment milestones. If you miss these select opportunities to enroll, you and your eligible dependents must wait until the next applicable enrollment milestone, *if any*, for another opportunity to enroll in Chevron retiree benefits in the future.

This information applies to employees (and their eligible pre-65 dependents) who terminated employment with Hess on or after July 18, 2025, but before January 1, 2026 and qualified for retiree health benefits at the time of termination.

The basic enrollment milestones, as described in this excerpt, are as follows:

- During the initial special Chevron enrollment period.
- When you, the retiree, lose Chevron COBRA coverage.*
- When you, the retiree, lose other employer group health coverage.
- When you, the retiree, turn age 65 and become Medicare eligible.

**Reminder: Hess COBRA coverage transitions to Chevron COBRA coverage effective January 1, 2026.*

This communication provides only certain highlights about changes of benefit provisions for legacy Hess retirees. 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.

At the Loss of Chevron COBRA Coverage

The loss of Chevron COBRA coverage is an enrollment milestone.

- **If you are a pre-65 eligible retiree, you can enroll at the end of your Chevron COBRA eligibility period (generally 18 months).**
 - You must call the HR Service Center to enroll **within 31 days** of loss of Chevron COBRA. Coverage is not automatic.
 - You must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your **pre-65 dependents** to also be eligible for Chevron group health coverage.
 - You must be enrolled in *at least* Chevron group **medical** coverage for your **post-65 dependents** to be eligible for the Retiree HRA Plan.
 - If you miss this deadline, you must wait until the next applicable milestone – if any – to enroll.
 - **If you are a post-65 eligible retiree, you can enroll when COBRA ends for any reason and at any time. Coverage under retiree health benefits is not automatic.**
 - Contact Via Benefits **three months** in advance of your COBRA ending date to understand and begin the enrollment process. Failure to timely enroll through Via Benefits could result in a gap in coverage.
 - **Medicare Part B** is required to enroll in health coverage through Via Benefits or to activate the Retiree HRA Plan.
 - Call the HR Service Center within **31 days** of the date COBRA ends to activate the Retiree HRA Plan for post-65 eligible participants.
 - **Post-65 eligible participants** must enroll in *at least medical* coverage through Via Benefits to be eligible to participate in the Retiree HRA Plan.
 - **If you are a post-65 retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your pre-65 dependents to be eligible for Chevron group health coverage.
 - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your post-65 dependents to be eligible for the Retiree HRA Plan.
 - **You can add eligible dependents to your coverage at this milestone, but your dependents must have also been enrolled in Chevron COBRA coverage to be eligible to enroll in Chevron retiree health benefits.**
 - If you don't want to add dependents at this enrollment milestone, be sure to understand the restrictions regarding adding dependents to coverage at a later date. See **Additional Dependent Enrollment and Participation Requirements** later in this section for further information and restrictions.
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When You Lose Other Employer Group Health Coverage

The loss of other employer group health plan coverage is an enrollment milestone. If you — the Chevron eligible retiree — are covered (whether as a primary or as a dependent) under another employer's group health coverage and you lose that coverage — regardless of your age — you must call the HR Service Center to enroll within **31 days** of the loss of employer group health coverage. You will be asked to provide proof of loss of employer group health coverage for you and any eligible dependents.

In addition, the loss of Chevron or other employer group health plan coverage must be considered a qualifying event that triggers a **Medicare Special Enrollment Period (SEP)**. Contact Medicare directly or go to www.medicare.gov to learn more about Medicare SEPs and the qualifying events that trigger a Medicare SEP.

An **employer group health plan** is defined as an employee health benefit plan established or maintained by an employer or by an employee organization (such as a union), or both, that provides medical care for participants or their dependents directly or through insurance, reimbursement, or otherwise. Retiree health insurance from a former employer or union, or COBRA continuation coverage are not considered coverage based on current employment and therefore do not qualify as an employer group health plan for purposes of Chevron's enrollment milestones and the Retiree HRA Plan.

- **You can add eligible dependents to coverage at this milestone, as long as they are also losing the same employer group health coverage.** See Additional Dependent Enrollment and Participation Requirements later in this document for more information.
 - **For pre-65 Chevron retiree group health coverage:**
 - You must call the HR Service Center to enroll **within 31 days** of loss of employer group health coverage. Coverage is generally not automatic.
 - **If you are a pre-65 eligible retiree**, you must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your pre-65 dependents to also be eligible for Chevron group health coverage. Note that COBRA continuation coverage is not considered group health coverage.
 - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
 - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your pre-65 dependents to be eligible for Chevron group health coverage.
 - **For post-65 individual health coverage through Via Benefits and the Retiree HRA Plan:**
 - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through Via Benefits and to activate the Retiree HRA Plan.
 - Call the HR Service Center **within 31 days** of your loss of employer group health coverage to activate the Retiree HRA Plan for post-65 eligible participants.
 - Contact Via Benefits **three months** in advance (if possible) of loss of your employer group health coverage to understand and begin the post-65 health coverage enrollment process.
 - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
 - **If you are a post-65 retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your pre-65 dependents to be eligible for Chevron group health coverage.
 - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your post-65 dependents to be eligible for the Retiree HRA Plan.
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When You Turn Age 65 and Become Medicare-Eligible

Turning age 65 and becoming Medicare-eligible is an enrollment milestone. When you — the Chevron eligible retiree — turn age 65, you may enroll yourself and eligible dependents in Chevron retiree health benefits and/or the Retiree HRA Plan at this time.

- **You can add eligible dependents to coverage at this milestone.** See *Additional Dependent Enrollment and Participation Requirements* later in this document for more information.
 - **Post-65 participants are eligible to enroll in the individual medical, prescription drug, dental and vision coverage offered to Chevron retirees through Via Benefits.**
 - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through Via Benefits and to activate the Retiree HRA Plan. Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of turning age 65. Failure to timely enroll in Medicare Part B could result in a gap in coverage.
 - Call Via Benefits **three months** in advance of turning 65 to understand and begin the enrollment process. Failure to timely enroll through Via Benefits could result in a gap in coverage.
 - **Post-65 participants are eligible to start participating in the Retiree HRA Plan.**
 - Post-65 eligible participants must enroll in *at least medical* coverage through Via Benefits to be eligible to participate in the Retiree HRA Plan.
 - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through Via Benefits and to activate the Retiree HRA Plan. Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of turning age 65.
 - Call the HR Service Center **within 31 days** of turning 65 to activate the Retiree HRA Plan for post-65 eligible participants.
 - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
 - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through Via Benefits for your post-65 dependents to be eligible for the Retiree HRA Plan.
 - **Pre-65 eligible dependents are eligible to enroll in Chevron group health coverage.**
 - Call the HR Service Center **within 31 days** of you, the retiree, turning 65 to enroll pre-65 eligible dependents.
 - You must be enrolled in *at least medical* coverage through Via Benefits for your pre-65 dependents to be eligible for Chevron group health coverage.
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Additional Dependent Enrollment and Participation Requirements

In addition to meeting the definition of an eligible spouse, domestic partner or child, your dependent's eligibility to participate in Chevron retiree health benefits is also subject to the following additional rules regarding dependent verification, enrollment and participation.

Dropping Dependents from Health Coverage

It's always your choice to drop eligible dependents from health benefits offered to Chevron retirees, but your ability to add your eligible dependents to retiree health benefits again at a later date depends on your age and the age of your dependent:

- **If you are pre-65 and enrolled in Chevron pre-65 group health coverage (medical only, dental only, or both medical and dental), and you drop a pre-65 eligible dependent:**
 - You may add pre-65 eligible dependents back to Chevron pre-65 group health coverage during Chevron's open enrollment period or within 31 days of a qualifying life event — for example marriage or due to loss of other employer group health coverage — as long as the dependent continues to meet eligibility requirements and both you and your dependent are under age 65.
- **If you are pre-65 and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), and you drop a post-65 eligible dependent:**
 - The dependent's Retiree HRA Plan participation will be canceled. You must wait until the next applicable enrollment milestone – if any – to re-enroll your post-65 eligible dependent in the Retiree HRA Plan.
- **If you are post-65 and you drop dependents from coverage, your dependents cannot be added back to the Retiree HRA Plan or the health benefits offered to Chevron retirees, regardless of age.**

Adding Dependents to Health Coverage and/or Retiree HRA Plan

You can add eligible dependents to the Retiree HRA Plan and/or the health benefits offered to Chevron retirees according to the rules described for each of the enrollment milestones. If you don't add eligible dependents when you enroll at these milestones, your ability to add dependents at a later date depends on your age and the age of your dependent:

- **If you are pre-65** and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), you may add pre-65 eligible dependents to Chevron pre-65 group health coverage during Chevron's open enrollment period or within 31 days of a qualifying life event - for example marriage or due to loss of other employer group health coverage - as long as the dependent continues to meet eligibility requirements and both you and your dependent are under age 65.
 - **If you are pre-65** and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), your post-65 eligible dependents cannot be added to the Retiree HRA Plan. You must wait until the next applicable enrollment milestone – if any – to enroll your post-65 eligible dependents in the Retiree HRA Plan.
 - If you are post-65 and enrolled in post-65 Via Benefits coverage, you can continue to cover eligible dependents that are already currently enrolled in health coverage offered to Chevron retirees, but you cannot enroll any other existing or new dependents that are not currently enrolled.
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