

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 and/or the Retiree HRA Plan 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 before July 18, 2025, and qualified for Hess pre-65 retiree health benefits at the time of termination.

While Chevron has several established retiree enrollment milestones, you are only eligible to enroll during the following two events:

- During the special enrollment period, December 8 - December 19, 2025
- When you, the retiree, lose Chevron or other employer group health coverage

This communication provides only certain highlights about 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.

When You Lose Other Employer Group Health Coverage

The loss of other employer group health plan coverage is an enrollment milestone. If you — the 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 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.

- **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.
- **You can add eligible pre-65 dependents to coverage at this milestone, as long as they are also losing the same employer group health coverage.**

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.
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Adding Pre-65 Dependents to Health Coverage

You can add eligible dependents to 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, 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.
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