



action required

your hess pre-65 retiree health benefits will transition to chevron retiree benefits

This notice 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. This notice *does not* apply to employees who left Hess Corporation **on or after July 18, 2025**.

Chevron Corporation recently acquired Hess Corporation (Hess). **As part of integration efforts, Hess pre-65 retiree health benefits will end effective December 31, 2025, and coverage will transition to Chevron retiree benefits effective January 1, 2026.** As a result, there are important changes coming to your benefits, billing, payment, and enrollment process.



your action is required

Your action is required if you want Chevron pre-65 retiree health coverage effective January 1, 2026, for you and/or any eligible pre-65 dependents. This letter provides important information; please read it in its entirety.

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special enrollment opportunity

You have a special opportunity to enroll in Chevron pre-65 retiree health benefits for yourself and/or any eligible pre-65 dependents in your family. If you properly enroll, coverage starts January 1, 2026.



Enroll December 8 – December 19, 2025

- Enroll online on the BenefitConnect website
- Enroll by phone with the HR Service Center
- Information and links to start enrollment on hr2.chevron.com/hess/retiree

Note: You are required to complete the dependent verification process for any pre-65 dependents enrolled in Chevron pre-65 medical coverage. [More on Page 3](#) ›



enrolled in hess pre-65 retiree health benefits?

If you are *currently* enrolled in Hess pre-65 retiree medical benefits (either as the retiree or as a dependent of an eligible retiree), your coverage will be automatically converted to Chevron pre-65 medical coverage effective January 1, 2026.

- If you do nothing, medical coverage for enrolled pre-65 participants will be automatically defaulted to the **Chevron High Deductible Health Plan (HDHP)**.
- Chevron offers additional medical plan choices for pre-65 participants. You can **change** Chevron medical coverage for pre-65 participants during this special enrollment period, if desired. You are not eligible for Chevron dental coverage.
- As it is with your current Hess coverage, you will not be eligible for any Chevron retiree health benefits when you reach age 65.



waived hess pre-65 retiree health benefits?

If you and/or your dependent(s) are eligible for but currently *waiving* Hess pre-65 retiree medical coverage, this special enrollment is your opportunity to enroll pre-65 participants (retirees and/or eligible dependents) in Chevron pre-65 retiree medical benefits.

- **If you, the retiree, are waiving coverage:**

If you do not enroll and miss this special enrollment opportunity, you may not enroll yourself and/or your eligible pre-65 dependents unless you experience a Loss of Other Employer Group Medical Coverage – the only Chevron retiree enrollment milestone available to you.

- Please note, open enrollment is *not* considered an enrollment milestone.
- [See Page 3 for additional important rules regarding this retiree enrollment milestone](#) ›

- **If your pre-65 dependent(s) are waiving coverage:**

If you do not enroll your eligible pre-65 dependents during this special enrollment period, your opportunities to enroll them in the future are *very* limited (if any).

- If you are a post-65 retiree, there are *no* other opportunities to enroll your pre-65 dependents in Chevron coverage in the future.
- If you are a pre-65 retiree and have enrolled yourself, but not your dependents, in Chevron pre-65 coverage, you can enroll your eligible pre-65 dependent(s) later during Chevron's annual open enrollment.
- If you are a pre-65 retiree *and* decide to continue to waive Chevron pre-65 coverage for yourself and your dependent, you must wait until the Chevron retiree enrollment milestone, Loss of Other Employer Group Medical Coverage, to enroll yourself and any eligible pre-65 eligible dependents. Open enrollment is *not* considered an enrollment milestone. [See Page 3 for important rules and details](#) ›

dependent verification process



dependent verification is required

You are **required** to complete the dependent verification process for any pre-65 dependents that are enrolled in Chevron pre-65 medical coverage.

You have up to 60 days *after* you enroll to obtain and submit requested documentation that verifies that each of your dependents is eligible to participate in Chevron's health benefits. **If you don't provide acceptable documentation by the deadline, your dependents will be disenrolled from coverage. You'll receive instructions from the Chevron HR Service Center for completing this requirement at the time of enrollment.** Documentation can be submitted on the BenefitConnect website, or you can request a paper form from the Chevron HR Service Center to complete by mail or fax. Go to hr2.chevron.com/hess/retiree to preview the documents that will be accepted and to learn more about the process.

limited retiree enrollment milestones apply



If you are eligible for retiree health benefits, you have *two* enrollment milestone opportunities to start participating in benefits. Open enrollment is *not* a Chevron enrollment milestone.

If you, the retiree, don't enroll during the special enrollment period and/or cancel coverage in the future, you must wait until the remaining enrollment milestone occurs to enroll pre-65 participants (yourself, if you are pre-65, and/or eligible pre-65 dependents) in Chevron coverage.

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

- **During the upcoming special enrollment opportunity, December 8 – December 19, 2025.**
This is your initial opportunity to enroll pre-65 participants – yourself (if you are pre-65) and/or any eligible pre-65 eligible dependents – in Chevron pre-65 medical coverage.
- **When you, the retiree, Lose Other Employer Group Medical Coverage.**
 - *Employer group medical coverage* does not include another employer's COBRA or retiree medical coverage.
 - You can enroll pre-65 participants, yourself (if you are pre-65 at the time of the event) and/or any eligible pre-65 eligible dependents.
 - You can enroll eligible dependents only if they are *also* enrolled in and lose the same group medical coverage.
 - You have 31 days to report this milestone, Loss of Other Employer Medical Coverage) to the Chevron HR Service Center and enroll in retiree health benefits.



Retiree enrollment milestones only apply when you, *the retiree*, experience the event. For example, if your dependent loses other employer group coverage, the event is only considered an enrollment milestone if you, the retiree, were also covered under the same other employer group health coverage and are also losing that coverage.

about chevron pre-65 retiree health benefits

Chevron offers health benefits to **pre-65 retirees** and their **eligible pre-65 dependents**, including your **spouse** or **domestic partner** and/or **children under age 26**.

Chevron retiree health benefits end when the participant turns age 65. You (retirees and dependents of an eligible retiree) *are not* eligible for Chevron post-65 retiree health benefits.

pre-65 health benefits

Hess employees who terminated employment prior to July 18, 2025, and qualified for Hess pre-65 retiree medical coverage are eligible for the following Chevron **pre-65** retiree benefits:

- The same general group **medical plan choices** offered to active Chevron employees. You are not eligible for Chevron dental coverage.
- All medical plans include coverage for medical, prescription drug, basic vision, and behavioral health services.
- Go to hr2.chevron.com/hess/retiree to learn more about the pre-65 medical plans offered.

company contribution

For pre-65 eligible retirees, the company contribution is *automatically* factored into your monthly medical premium for your Chevron pre-65 medical coverage. You pay the difference between the company's contribution and the total premium cost.

- The **company contribution amount** for pre-65 medical coverage is calculated as of January 1, 2026 (the date of integration into Chevron benefits). The contribution amount is a fixed dollar amount for each coverage tier and generally *does not* change year-to-year.*
- You are eligible for **100% of the company contribution** to Chevron pre-65 medical coverage. The total premium cost of pre-65 medical coverage is usually greater than the company contribution amount, so even though you receive 100% of the company contribution, you will still have to pay for your pre-65 medical coverage.

*Your company contribution amount may change if your coverage tier changes in the future, but it will continue to be based on the company contribution amounts in effect as of January 1, 2026.

paying for coverage

If you properly enroll, you will receive an invoice in January by mail from the Chevron HR Service Center that includes information about the ways to pay for Chevron pre-65 retiree health benefits.

Action is required to pay the first invoice and set up new payment arrangements with the Chevron HR Service Center. Previously established auto-pay deductions, online pay, the check mailing address with Billing Services, and/or pension check premium deductions through Northern Trust will be **discontinued effective December 31, 2025**.



You will receive a personalized Enrollment Worksheet in the mail from the Chevron HR Service Center just prior to the enrollment period on December 8. This worksheet will display all the plan choices available and your 2026 premium amount. You can see the amount of your company contribution to coverage on the BenefitConnect website starting December 8.

contacts and resources



hr2.chevron.com/hess/retiree

To access BenefitConnect to enroll in Chevron pre-65 health benefits and for plan information, including pre-65 plan choices, benefit summaries, and other details.



chevron HR service center

The Chevron HR Service Center can take your call *starting* December 8, 2025.

- **1-888-825-5247**
- **1-832-854-5800 (outside U.S.)**
- Choose option 1 for **Former Employees**, then option 3 for **Benefits**, then option 1 to **Start Retiree Benefits**.

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.