

OXY RETIREMENT PLAN

Disclosure of Plan-Related Information

This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions.

1. Explanation of circumstances under which participants & beneficiaries may give investment instructions.

The Plan permits Participants to direct the investment of all of their accounts.

After you have enrolled in the Plan or have a beneficiary account established, you may direct your investments by accessing the Plan's website at <https://oxy.voya.com>. You will need your Login and Password to access your account. You may also direct your investments by calling the Oxy Retirement Service Center at 1-844-699-4015.

2. An explanation of any specified limitations on such instructions under the terms of the plan, including any restrictions on transfers to or from a designated investment alternative.

Certain Retirement Plan funds impose restrictions on transfers to avoid the disruptions that excessive transactions may cause. In general, a transfer out of a particular Retirement Plan fund to which a trading restriction applies means that a transfer back into that fund is not permitted for a period of 30 days. Certain Plan funds have other restrictions that apply. If a transfer restriction applies to a Retirement Plan fund, the restriction is mentioned in that Retirement Plan fund fact sheet.

In any calendar year, you may make up to 26 Retirement Plan fund transfer requests free of charge. A fund transfer is an election to transfer amounts from one Retirement Plan fund to another Retirement Plan fund. For each additional fund transfer you request above 26 in any calendar year, a \$10 transfer fee will be deducted from your Retirement Plan account and will be used to pay the Plan's administrative expenses.

3. Identification of any designated investment managers.

The Plan has made available to you the Professional Account Manager program through Voya Retirement Advisors, LLC. The Professional Account Manager program is an optional service that provides personal guidance, investment strategy, and on-going account management for a monthly fee that will be deducted directly from your account. There is no charge or obligation for an initial consultation, and the service can be cancelled at any time.

4. An explanation of any fees and expenses that may be charged against the individual account of a participant/beneficiary on an individual rather than on a plan-wide basis.

Separate fees may be deducted from your account if you elect certain transactions, or elect certain service programs. You will receive a confirmation statement for these transaction fees. You may also access your account information by logging onto the Plan's website or by reviewing your most recent account statement.

There are no charges to your Retirement Plan account to pay for the general plan administrative expenses, such as recordkeeping fees, legal or Trustee services. Other than the individual account expenses and the fund transfer fees described below, Oxy pays all of the general plan administrative expenses and Trustee fees. Investment management fees under each fund are netted out of that fund's earnings. Any fees that are rebated to the Retirement Plan trust by any of the investment managers will be credited to the respective fund as income and will be reflected in that fund's earnings. Fees are automatically deducted from the account at the time that the service is performed.

Direct Fees for Participant Elected Recordkeeping Services	Fee
Qualified Domestic Relations Order (QDRO) manual submission – one fee per occurrence	\$450
Qualified Domestic Relations Order (QDRO) online submission – one fee per occurrence	\$350
Subpoenas	\$175
Joinder Acknowledgements	\$125
Expedited Mail – per occurrence	\$50
Fund Transfer – per transfer over the annual limit	\$10

Professional Account Manager – Individual User Fee		
Tiered Fee Schedule		
Combined 401(k) and Retirement Plan Balance under Management	Annual Fee (basis points)	Monthly Fee (basis points)
First \$100,000	45	3.75
Next \$150,000	40	3.33
Amounts over \$250,000	25	2.08

In other words, if you have a combined balance of \$500,000 in the 401(k) and Retirement Plans, your annual fee would total:

\$100,000 X .0045 +	\$450
\$150,000 X .0040 +	\$600
\$250,000 X .0025 +	\$625
Total Annual Managed Account Fees	\$1,675

The Retirement Plan is a money purchase pension plan designed to help provide you with financial security during your retirement years. Contributions to your Retirement Plan account are made solely by Oxy¹.

You automatically become a participant on the first day of the month in which you are hired as, or become, an eligible employee. Oxy's contributions begin on your date of hire or eligibility. Generally, you become fully vested in (i.e., entitled to) the balance of your Retirement Plan after three years of vesting service.

In structuring the Retirement Plan to permit you to direct the investment of your plan accounts, Oxy intends for the Retirement Plan to constitute a "404(c) plan" under the Employee Retirement Income Security Act of 1974 ("ERISA") and the fiduciaries of the Retirement Plan may be relieved of liability for any losses which are the direct and necessary result of your investment instructions. Information about the investment funds that are available under the Plan is available in the Investment-Related section of this document. You should study this information carefully. It explains to you the general investment objectives and risk and return characteristics of each of the investment funds. At any time you can also ask the Plan's Administrative Committee for a copy of the most recent prospectus for any or all of the investment funds. This prospectus will give you detailed information about an investment fund's operating expenses, investment style and investment performance.

Please note that any information or services provided by Voya Retirement Advisors, LLC (or any related entity) should not be construed as investment advice by Oxy (or by any committees, directors, officers, and employees of Oxy), and does not constitute a recommendation by Oxy (or by any committees, directors, officers, and employees of Oxy) that you use Voya Retirement Advisors, LLC (or any related entity). Oxy, and any committees directors, officers, and employees of Oxy, are not responsible for any service or information that Voya Retirement Advisors, LLC (or any related entity) provides to you.

¹ Refer to the Plan document and/or your collective bargaining agreement for the applicable Retirement Plan contribution.

INVESTMENT-RELATED INFORMATION

OXY RETIREMENT PLAN

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below. You can also contact Oxy Retirement Service Center at 1-844-699-4015, Voya Attn: Oxy Retirement Plan A, P.O. Box 389, Hartford, CT 06141. A free paper copy of the information available on the Web site can be obtained by contacting Oxy Retirement Service Center at 1-844-699-4015.

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Document Summary

This document has 2 parts. Part I consists of performance information for plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

Part I. Performance Information

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].

Table 1 - Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/23				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
ASSET ALLOCATION								
Target Date Fund Income https://oxy.voya.com	10.84%	4.90%	4.16%	4.66%	10.80%	5.13%	4.32%	4.69%
					Target Income Composite BM			
Target Date Fund 2020 https://oxy.voya.com	12.69%	6.69%	5.61%	5.28%	12.64%	6.98%	5.81%	5.34%
					Target 2020 Composite BM			
Target Date Fund 2025 https://oxy.voya.com	14.74%	7.69%	6.22%	5.57%	14.74%	8.02%	6.43%	5.66%
					Target 2025 Composite BM			
Target Date Fund 2030 https://oxy.voya.com	16.22%	8.49%	6.69%	5.81%	16.23%	8.82%	6.92%	5.90%
					Target 2030 Composite BM			
Target Date Fund 2035 https://oxy.voya.com	17.41%	9.32%	7.18%	6.13%	17.43%	9.64%	7.40%	6.22%
					Target 2035 Composite BM			

Name / Type of Option	Average Annual Total Return as of 12/31/23				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
Target Date Fund 2040 https://oxy.voya.com	18.59%	10.11%	7.63%	6.52%	18.60%	10.44%	7.87%	6.59%
					Target 2040 Composite BM			
Target Date Fund 2045 https://oxy.voya.com	19.76%	10.87%	8.01%	6.73%	19.76%	11.22%	8.26%	6.82%
					Target 2045 Composite BM			
Target Date Fund 2050 https://oxy.voya.com	20.44%	11.05%	8.09%	6.81%	20.45%	11.37%	8.34%	6.87%
					Target 2050 Composite BM			
Target Date Fund 2055 https://oxy.voya.com	20.43%	11.05%	8.08%	9.35%	20.45%	11.37%	8.34%	9.84%
					Target 2055 Composite BM			
Target Date Fund 2060 https://oxy.voya.com	20.42%	11.07%	8.09%	9.23%	20.45%	11.37%	8.34%	9.57%
					Target 2060 Composite BM			
Target Date Fund 2065 https://oxy.voya.com	20.43%	11.06%		8.42%	20.45%	11.37%		8.67%
					Target 2065 Composite BM			
Target Date Fund 2070 https://oxy.voya.com	20.46%			8.02%	20.45%			*
					Target 2070 Composite BM			
BONDS								
US Bond Index Fund https://oxy.voya.com	5.67%	1.13%	1.86%	4.39%	5.53%	1.10%	1.81%	4.35%
					Bloomberg US Agg Bond TR USD			
High Yield Bond Fund https://oxy.voya.com	12.79%	4.84%	4.21%	4.39%	12.58%	5.19%	4.53%	6.09%
					ICE BofA BB-B US HY Constnd TR USD			
Bond Fund https://oxy.voya.com	6.39%	1.31%	1.93%	4.80%	5.53%	1.10%	1.81%	4.00%
					Bloomberg US Agg Bond TR USD			
Inflation Protected Securities Fund https://oxy.voya.com	3.85%	3.05%	2.36%	2.68%	3.90%	3.15%	2.42%	2.72%
					Bloomberg US Treasury US TIPS TR USD			
International Bond Index Fund https://oxy.voya.com	8.85%	0.90%	2.41%	2.27%	8.75%	1.02%	2.59%	2.46%
					Bloomberg Gbl Agg xUSD FI Aj RIC TR HUSD			

Name / Type of Option	Average Annual Total Return as of 12/31/23				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
GLOBAL / INTERNATIONAL								
Total International Stock Market Index Fund https://oxy.voya.com	15.51%	7.37%	4.17%	4.20%	15.62%	7.19%	3.97%	4.02%
					MSCI ACWI Ex USA IMI NR USD			
International Large Cap Value Fund https://oxy.voya.com	18.82%	9.54%	4.08%	5.56%	17.30%	6.34%	2.92%	5.56%
					MSCI ACWI Ex USA Value NR USD			
International Large Cap Growth Fund https://oxy.voya.com	13.07%	6.61%	4.29%	7.78%	14.03%	7.49%	4.55%	-2.94%
					MSCI ACWI Ex USA Growth NR USD			
LARGE CAP GROWTH								
Large Cap Growth Fund https://oxy.voya.com	41.26%	17.16%	13.27%	6.96%	42.68%	19.50%	14.86%	7.80%
					Russell 1000 Growth TR USD			
LARGE CAP VALUE/BLEND								
Total US Stock Market Index Fund https://oxy.voya.com	26.04%	15.20%	11.53%	7.18%	25.96%	15.16%	11.48%	7.13%
					Russell 3000 TR USD			
Large Cap Value Fund https://oxy.voya.com	12.45%	11.72%	9.21%	7.00%	11.46%	10.91%	8.40%	7.09%
					Russell 1000 Value TR USD			
S&P 500 Index Fund https://oxy.voya.com	26.62%	15.74%	12.05%	7.60%	26.29%	15.69%	12.03%	7.56%
					S&P 500 TR USD			
SMALL/MID/SPECIALTY								
Small Cap Value Fund https://oxy.voya.com	7.72%	9.41%	7.24%	9.87%	14.65%	10.00%	6.76%	8.58%
					Russell 2000 Value TR USD			
Mid Cap Index Fund https://oxy.voya.com	16.58%	12.84%	9.49%	9.34%	15.99%	12.74%	9.44%	9.66%
					Custom Blend			
Real Estate Index Fund https://oxy.voya.com	13.15%	7.61%	7.51%	8.70%	11.98%	7.44%	7.47%	8.92%
					Custom Blend			

Name / Type of Option	Average Annual Total Return as of 12/31/23				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
Small Cap Growth Fund https://oxy.voya.com	18.65%	13.42%		8.22%	18.66%	9.22%		4.66%
					Russell 2000 Growth TR USD			
STABILITY OF PRINCIPAL								
Stable Value Fund PRA https://oxy.voya.com	2.90%	2.35%	2.28%	3.61%	1.96%	1.81%	1.62%	3.12%
					5-Yr Rolling Avg of 5-Yr CMT			

*Inception to date benchmark information has not been made available by the designated investment option provider at this time.

Certain benchmark performance data that appears in Table I may be provided by MSCI or Bank of America. Please read these important disclaimers concerning that information:

Source: MSCI. Neither MSCI nor any other party involved in or related to compiling, computing or creating the MSCI data makes any express or implied warranties or representations with respect to such data (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability or fitness for a particular purpose with respect to any of such data. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any third party involved in or related to compiling, computing or creating the data have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages. **No further distribution or dissemination of the MSCI data is permitted without MSCI's express written consent.**

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Part II. Fee and Expense Information

Table 2 shows fee and expense information for the investment options listed in Table 1. Table 2 shows the Total Gross Operating Expenses of the options in Table 1. Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 also shows Shareholder-type Fees. These fees are in addition to Annual Operating Expenses. To find additional information about your investments, please see applicable fund information in the appropriate documents made available to you (e.g. prospectus, Fund Fact Sheet, fund information section on the plan's web site, etc.).

Table 2 - Fees and Expenses			
Name / Type of Option	Total Gross Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	
ASSET ALLOCATION			
Target Date Fund Income	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2020	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2025	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2030	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2035	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.

Table 2 - Fees and Expenses			
Name / Type of Option	Total Gross Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	
Target Date Fund 2040	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2045	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2050	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2055	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2060	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2065	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Target Date Fund 2070	0.055%	\$0.55	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
BONDS			
US Bond Index Fund	0.03%	\$0.30	
High Yield Bond Fund	0.55%	\$5.50	
Bond Fund	0.46%	\$4.60	
Inflation Protected Securities Fund	0.07%	\$0.70	This is a competing fund. The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
International Bond Index Fund	0.07%	\$0.70	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
GLOBAL / INTERNATIONAL			
Total International Stock Market Index Fund	0.07%	\$0.70	
International Large Cap Value Fund	0.79%	\$7.90	
International Large Cap Growth Fund	0.58%	\$5.80	
LARGE CAP GROWTH			
Large Cap Growth Fund	0.39%	\$3.90	
LARGE CAP VALUE/BLEND			
Total US Stock Market Index Fund	0.03%	\$0.30	
Large Cap Value Fund	0.35%	\$3.50	
S&P 500 Index Fund	0.01%	\$0.10	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
SMALL/MID/SPECIALTY			
Small Cap Value Fund	0.56%	\$5.60	
Mid Cap Index Fund	0.03%	\$0.30	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Real Estate Index Fund	0.11%	\$1.10	The Fund does not permit transfers into the Fund for a 30 calendar day period following a transfer out of the Fund.
Small Cap Growth Fund	0.82%	\$8.20	

Table 2 - Fees and Expenses			
Name / Type of Option	Total Gross Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	
STABILITY OF PRINCIPAL			
Stable Value Fund PRA	0.29%	\$2.90	Amounts transferred from the OXY PRA Invesco Stable Value must be held in a non-competing investment option for 90 days before they may be transferred to a competing fund.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for help with understanding your retirement plan fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit <https://oxy.voya.com> for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your Options.

Additional Fund Restrictions:

Stable Value Fund PRA

- Direct transfers from the Stable Value Fund to the Inflation Protected Securities Fund are not permitted.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. Therefore, you should carefully consider the rights described in this document with regard to transferring your Plan Balances and how the rights affect the amount of money that you invest in company stock, or any one investment fund, through the Plan.

The company expects and intends to continue the Retirement Plan but does not guarantee any specific level of benefits or the continuation of the Plan during any periods of active employment, inactive employment, disability or retirement. Benefits are provided solely at the company's discretion and do not create a contract of employment. The company reserves the right to modify, suspend, change or terminate the Retirement Plan at any time. All benefits described in this fund description are subject to the terms of the Plan documents, and if there is a conflict or difference between the benefits described in this fund description and the Plan document, the official Plan document will govern.