THE SOURCE FOR RETIREES

ZERO IN™ ON YOUR BENEFITS

2026 OPEN ENROLLMENT
OCTOBER 20 – 31, 2025

Review important information about Oxy's retiree healthcare program, including medical, dental, hearing and vision benefits. If you want to make changes, you have until **October 31**, otherwise, your retiree benefits will stay the same.

ZERO IN™ ON YOUR BENEFITS

2026 OPEN ENROLLMENT
OCTOBER 20 – 31, 2025

CHANGE PLANS OR OPT OUT

To change plans/coverage levels or opt out of your current Oxy Retiree Medical or Dental Plan, call the OxyLink Employee Benefits Center.

- **UNITED STATES: 800-699-6903** (Press 2),
  Monday – Friday, 8:00 a.m. – 4:30 p.m. CT
- **OUTSIDE U.S.: 918-610-1990**
  Monday – Friday, 8:00 a.m. – 4:30 p.m. CT

Take action by **Friday, October 31, 2025!**

KEEP YOUR CURRENT PLANS

No action required if you want to keep your current Retiree Medical and/or Dental Plans/coverage levels for 2026.

You can also **update your contact information** by calling the OxyLink Employee Benefits Center at **800-699-6903** (press 2) within the U.S. and **916-610-1990** outside the U.S.

WHAT'S NEW FOR 2026

OXY MEDICARE ADVANTAGE PPO PLAN

Here are some key changes to the plan:

- Monthly contributions will increase to **$91 per person**.
- There will be an annual **$200 deductible per person**.
- The hearing aid benefit will be provided through **NationsHearing**. See details on **page 9.**
- We are **discontinuing certain programs** to help maintain affordable retiree rates amid rising plan costs influenced by the Inflation Reduction Act. These include:
  - SilverSneakers fitness center access
  - Meal services
  - Transportation benefits
  - Routine podiatry

OXY RETIREE MEDICAL PLAN

There are no major changes to the Oxy Retiree Medical Plan. Monthly contributions will increase slightly to $251 per person.

OXY RETIREE DENTAL PLAN

Monthly contributions for the Aetna Dental Plan will increase to $54 (Retiree Only), $107 (Retiree + One), or $161 (Family).

IMPORTANT!

Represented union retirees should refer to their collective bargaining agreements for benefit eligibility.

RETIREE MEDICAL PLANS

Here is an overview of the 2026 Oxy Retiree Medical Plan and Oxy Medicare Advantage PPO Plan including eligibility and plan features. For details, refer to the summary plan description (SPD) found on **oxylink.oxy.com** > *Retirees* > *Forms, Documents & Notices* > *Legal Info*. You can also call the OxyLink Employee Benefits Center at **800-699-6903** (Press 2) or **918-610-1990** (outside the U.S.) to request a printed copy.

	Oxy Retiree Medical Plan (under age 65)	**Oxy Medicare Advantage PPO Plan** (age 65+)
Eligibility	Available to covered retirees **under age 65**, spouses and eligible dependents who are **not eligible for Medicare** and are currently enrolled in the Oxy Retiree Medical Plan. **Becoming Medicare-eligible during the year:** If you, your spouse or a covered dependent becomes eligible for Medicare (due to disability or turning age 65 during the year), you (or the dependent) will be moved to the Oxy Medicare Advantage PPO Plan — provided you are enrolled in Medicare Parts A and B and approved by Medicare. Call the OxyLink Employee Benefits Center immediately to provide your Medicare ID number and effective date.	Available to covered retirees **age 65 and older**, spouses and eligible dependents who are under age 65, approved for Medicare and enrolled in **Medicare Parts A and B**. **Important:** You cannot be enrolled in another Medicare Advantage Plan or Part D Prescription Drug Plan if you are enrolled in the Oxy Medicare Advantage PPO Plan. The Oxy Medicare Advantage PPO Plan includes Medicare Part D.
Plan Highlights	• Access to the Aetna health care network of doctors and hospitals. • Prescription drug coverage through Express Scripts. • Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits.	• Access to Aetna's nationwide extended service area. • Expanded Medicare Part D prescription drug coverage through Aetna. • CVS Caremark Mail Service Pharmacy for home prescription delivery. • Option to use retail pharmacies rather than mail order to fill your maintenance prescriptions. • Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits.

WHAT IS A MEDICARE ADVANTAGE PLAN?

A Medicare Advantage Plan combines Medicare Part A (hospital insurance) and Medicare Part B (medical insurance) into one comprehensive plan. In some cases, a Medicare Advantage Plan includes Medicare Part D (prescription drug) benefits like the Oxy Medicare Advantage PPO Plan. Medicare Advantage plans are offered through private insurance companies. These plans provide the same coverage as "traditional" Medicare and often provide additional services.

	Oxy Retiree Medical Plan (under age 65)		Oxy Medicare Advantage PPO Plan (age 65+)
Plan Administrator	Aetna		Aetna
Prescription Drug Administrator	Express Scripts		Aetna; CVS Caremark Mail Service Pharmacy for at home prescription delivery
WHAT YOU PAY	**Network**	**Non-Network**	
Annual Deductible	Individual: $400; Family: $800	Individual: $800; Family: $1,600	$200 per person
Annual Out-of-Pocket Maximum	Individual: $2,500; Family: $4,500	Individual: $5,000; Family: $9,000	$2,000
Teladoc	Covered		Covered
Preventive Services	$0		$0
Doctor Office Visit	20% after deductible		$30 copay
Specialist Office Visit	20% after deductible		$40 copay
Acupuncture Therapy	20% after deductible, 26 visits per year		$40 copay for unlimited visits; $25 copay for up to 12 visits/90 days if chronic low back pain
Hospitalization	10% after deductible		$120 copay
Outpatient Surgery	20% after deductible		$100 copay
Lab or X-ray	20% after deductible		$40 copay
Ambulance	20% after deductible		$40 copay
Urgent Care	20% after deductible		$50 copay
Emergency Room	10% after deductible		$100 copay, waived if admitted
Annual Eye Exam	$0		$0
Home Health Care	20% after deductible, 120 visits per year		$0, unlimited visits
Hospice Care	10% after deductible, unlimited visits		$0, unlimited visits
Durable Medical Equipment or Prosthetics	20% after deductible		20% with no deductible
Hearing Aids	20% after deductible, up to a $2,500 allowance every three years		$2,500 allowance every three years*
Diabetic Monitoring Supplies	20% after deductible		$0
QUESTIONS?	**Under age 65:** Call Aetna at **800-334-0299**; **Age 65+:** Call Aetna Medicare Service Center at **866-539-6750**		

* See **page 9** for details about the new hearing care benefits from NationsHearing.

2026 MEDICAL PLAN CONTRIBUTIONS

Your cost for retiree medical coverage will be one to four times the retiree base rate depending on:

- **Your age plus years of service** at the time of your retirement.
- **Medicare eligibility status** for you and each enrolled dependent.
- **Your elected level of coverage** (Retiree/Surviving Spouse only, Retiree + Spouse/Child, Surviving Spouse + Child, Retiree + Family). You pay the base rate for each individual enrolled.

NOTE: If you elect Retiree + Family coverage, your premium will not exceed 3 times the base rate for that level of coverage, regardless of the number of children you enroll.

Refer to the table below to determine the **individual rate for retiree medical coverage** (e.g. retiree, spouse, eligible child). Calculate the rate for each covered member, then add the rates for your total monthly contribution. See the **Example Scenarios** on the next page.

	2026 Monthly Retiree Medical Contributions	
	Oxy Retiree Medical Plan (under age 65)	Oxy Medicare Advantage PPO Plan (age 65+)
Base Rate	$251	$91
Your combined age and years of service on your Oxy retirement date	**Your monthly contribution will be a multiple of the retiree base rate for each individual enrolled**	
65 – 69 Points	4 x $251	2 x $91
70 – 74 Points	3 x $251	2 x $91
75 – 79 Points	2 x $251	2 x $91
80+ Points	1 x $251	1 x $91

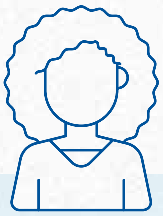
FIND OUT YOUR MONTHLY CONTRIBUTION RATE

Call the OxyLink Employee Benefits Center at **800-699-6903** (Press 2) or **918-610-1990** (outside the U.S.) for your monthly contribution rate or if you have questions.

MEDICAL PLANS

EXAMPLE SCENARIOS

The following scenarios will help you understand how your retiree medical plan contribution is determined.



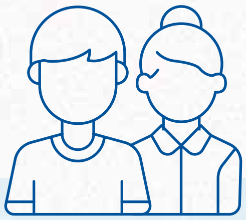
Taylor

Retiree Only Coverage
Eligible for Medicare

Taylor is eligible for Medicare. She is single and covers no dependent children. Her age plus service at retirement was 71 (2 x base rate).

As a result, her *Retiree Only* contribution for the Oxy Medicare Advantage PPO Plan for 2026 is $182 a month.

Taylor	$91 base **x** 2
TOTAL: $182	



CJ & Kayla

Retiree + Spouse Coverage
Eligible for Medicare

CJ and Kayla are both Medicare-eligible. CJ's age plus service at retirement was 80 (1x base rate). His *Retiree + Spouse* coverage for 2026 will be $182 per month.

CJ	$91 base **x** 1 **= $91**
+	
Kayla	$91 base **x** 1 **= $91**
TOTAL: $182	

Pam & James

Retiree + Spouse Coverage
Split eligibility for Medicare

Pam is not eligible for Medicare but her husband, James, is eligible. This means they are considered a "split" family — one is Medicare-eligible and the other is not.

Their contributions are calculated with separate base rates. Pam's age plus service at retirement was 82 (1 x base rate of $251). Since her husband, James, is Medicare eligible, his base rate is $91. Pam's *Retiree + Spouse* contribution for 2026 will be $342 per month.

Pam	$251 base **x** 1 **= $251**
+	
James	$91 base **x** 1 **= $91**
TOTAL: $342	

SPLIT COVERAGE

If retiree medical coverage is split between one non-Medicare-eligible participant and one Medicare-eligible participant, each participant will be in a separate medical plan. The base rates will be different, and in some cases, the multiple may be different. For questions, call the OxyLink Employee Benefits Center at **800-699-6903** (Press 2) or **918-610-1990** (outside the U.S.) .

RETIREE DENTAL PLAN

The Oxy Retiree Dental Plan is administered by Aetna. If you waived retiree dental coverage when first offered, you may not enroll in the plan during Open Enrollment.

However, if you or your spouse (or a surviving spouse) currently have other dental coverage (including COBRA) and you lose eligibility, you may enroll in the plan within 31 days.

	2026 Oxy Retiree Dental Monthly Contributions
Retiree Only	$54
Retiree + One	$107
Family	$161

DENTAL DISCOUNT PROGRAM

Vital Savings by Aetna is an affordable alternative to the Oxy Retiree Dental Plan. For a small monthly fee, you get access to a nationwide network of dentists who have agreed to provide a discount on certain services, ranging from 15% – 50%.

For more details, go to **aetnavitalsavings.com**.

	2026 Oxy Dental Discount Program Monthly Rates
Retiree Only	$4
Family	$7

HOW TO ENROLL IN VITAL SAVINGS BY AETNA

- **ONLINE:** Get step-by-step instructions on **oxylink.oxy.com** > *Retirees* > *Forms, Documents & Notices* > *Forms* > *Dental* > *Vital Savings by Aetna Enrollment Form*
- **PHONE:** Call **866-36-VITAL** (employer promotional code 882016-018)

HOW TO ENROLL IN THE AETNA VISION & HEARING DISCOUNT PROGRAM

Go to **aetna.com** and type “discounts” in the Search bar. Select the first result, *Health Product & Service Discounts for Aetna Members* for information on the hearing and vision discounts. To enroll, log in to **aetna.com**.

VISION & HEARING DISCOUNTS

If you are enrolled in an Oxy Retiree Medical or Dental Plan, you are automatically eligible for the **Aetna Vision and Hearing Discount Program** at **no cost**.

The program provides you and your enrolled dependents significant savings when you use participating providers for:

- Hearing exams
- Hearing aids
- Eyeglass frames
- Corrective lenses
- Contact lenses
- Non-prescription sunglasses
- Contact lens solutions and accessories

NOTE: Routine vision exams are covered at 100% under both the Oxy Retiree Medical Plan and the Oxy Medicare Advantage PPO Plan.

The program also offers discounts on: LASIK surgery, eye examinations and mail-order contact lens program.

Find more details:

- **AETNA VISION: 800-793-8616**
- **AETNA HEARING: 866-344-7756**

NEW FOR 2026!

HEARING CARE BENEFIT

Beginning January 1, 2026, if you enroll or are currently enrolled in the Oxy Medicare Advantage PPO Plan, you *must* go through NationsHearing for your hearing care benefits. Schedule a no-cost annual hearing exam from a nationwide network of providers.

NOTE: A copay may apply if you get added services or a diagnosis during your exam.

If you need hearing aids, NationsHearing offers the latest and most advanced makes and models from all major manufacturers at affordable prices. Learn more:

- **ONLINE: nationshearing.com/aetna**
- **PHONE: 877-225-0137**

STAY CONNECTED

OxyLink gives Oxy retirees and former employees easy access to benefit-related information and documents — it's simple to use and navigate. Go to **oxylink.oxy.com** or scan the QR code to view the website on your phone.

OXYLINK EMPLOYEE BENEFITS CENTER

Contact the OxyLink Employee Benefits Center for questions about retiree medical eligibility and rates or to opt out of retiree medical coverage.

- **UNITED STATES: 800-699-6903** (Press 2), Monday – Friday, 8:00 a.m. – 4:30 p.m. CT
- **OUTSIDE U.S.: 918-610-1990** Monday – Friday, 8:00 a.m. – 4:30 p.m. CT

SUMMARY ANNUAL REPORTS (SAR)

SARs are available on **OxyLink** > *Retirees* > *Forms, Documents & Notices* > *Legal Info* > *Other* > *Summary Annual Reports.*

IMPORTANT!

Keep your contact information up-to-date. To confirm or update your personal details, call the OxyLink Employee Benefits Center.

FREQUENTLY ASKED QUESTIONS

Do I have to pay for Medicare Part D?

No. The cost of the expanded Medicare Part D is included in your monthly contribution rate for the Oxy Medicare Advantage PPO Plan billed through Inspira Financial.

I will turn 65 in 2026. How do I enroll in Medicare?

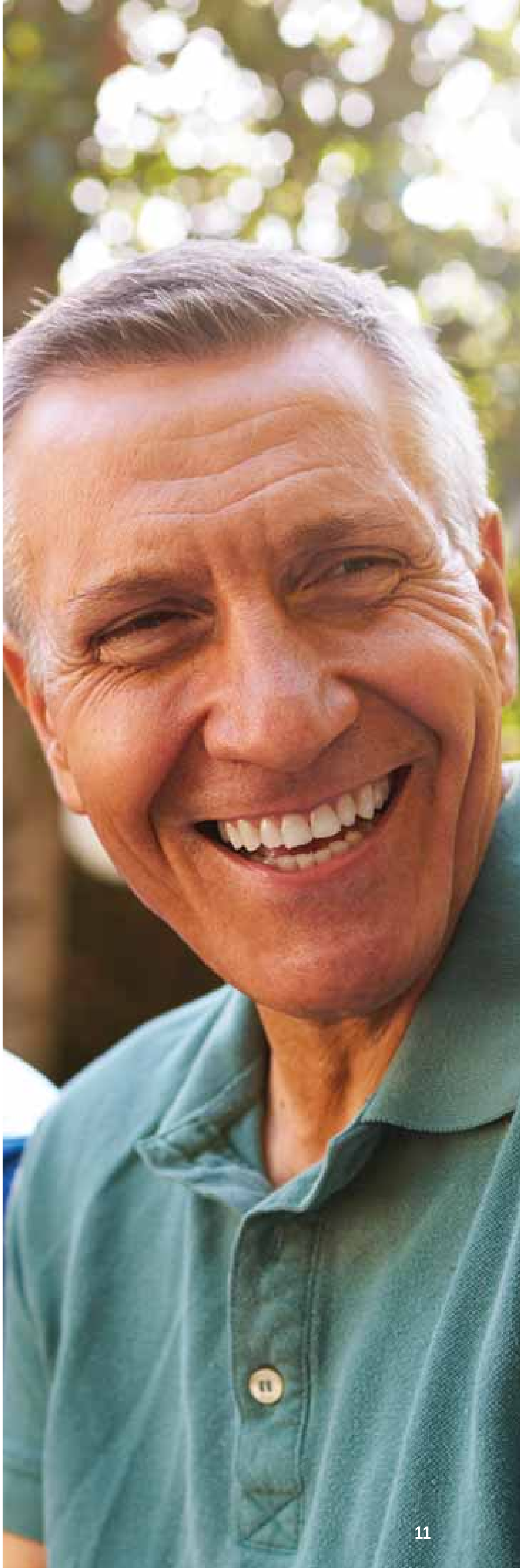
You should contact Medicare approximately three months prior to turning age 65. If you are eligible for Medicare and receiving Social Security (SS) benefits, you are automatically enrolled in Medicare Part A and B the first of the month that you turn age 65. If you are not receiving SS benefits, you must elect to enroll in Parts A & B. You do have the option to decline Part B, if you have other medical coverage through a spouse. To be eligible to participate in the Oxy Medicare Advantage PPO Plan you must be enrolled in Medicare Parts A and B.

What is the Income-Related Monthly Adjustment Amount (IRMAA)?

IRMAA is an added fee you will pay for Parts B and/or D if your income is above a certain level. The funds go directly to Medicare and will be based on your modified adjusted gross income or MAGI. To learn more visit the IRMAA website (**irmaa.com**).

What if I have a disabled dependent?

If you have an eligible disabled dependent currently covered under an Oxy retiree medical plan, and that dependent is Medicare-eligible or becomes Medicare-eligible, contact the OxyLink Employee Benefits Center as soon as possible to provide the Medicare ID number and the date your dependent became or will become eligible for Medicare. This will allow us to enroll your dependent in the Oxy Medicare Advantage PPO Plan at a lower contribution rate.



IMPORTANT INFORMATION

Save this benefit information so you can refer to it throughout the year.

INSPIRA FINANCIAL MEDICAL / DENTAL BILLING

Inspira Financial handles the billing services for Oxy's retiree medical and retiree dental plans. Visit **inspirafinancial.com** to view your balance, manage your profile and notifications. You may also set up Electronic Funds Transfer (EFT) by linking your bank account through Account Settings to automatically pay your monthly premium. If you have any questions, please contact Inspira Financial billing at **888-678-7835**.

BENEFICIARY DESIGNATIONS

It's important to check and update your beneficiary designations, from time to time. If you do not name a beneficiary, benefits will be payable in accordance to plan rules.

- **RETIREE LIFE**
  Contact MetLife at **866-492-6983** to request a beneficiary form be mailed to your home.
- **GROUP UNIVERSAL LIFE (GUL)**
  Go to **mybenefits.metlife.com** or call MetLife customer service at **800-756-0124**.
- **HEALTH SAVINGS ACCOUNT (HSA)**
  Log in to your account at **inspirafinancial.com** > *Account Settings* > *Beneficiaries*.
- **401(K) & RETIREMENT PLANS**
  Go to **oxy.voya.com** or call the Oxy Retirement Service Center at **844-699-4015**.

PROTECT YOUR PERSONAL INFORMATION

Please be aware that **Oxy will never come to your home** in an attempt to enroll you in any health and wellness benefit plan. Therefore, please do not give personal information to anyone who claims to be from Oxy. Contact the OxyLink Employee Benefits Center directly for questions.

OXY MEDICARE ADVANTAGE PPO PLAN

For Medicare-eligible participants

- **PROVIDER:** Aetna Medicare Services
- **ONLINE:** **oxy.aetnamedicare.com**
- **PHONE:** **866-539-6750 (TTY: 711)**
  Monday – Friday, 8:00 a.m. – 9:00 p.m. ET

OXY RETIREE MEDICAL PLAN

For non-Medicare participants

- **PROVIDER:** Aetna
- **ONLINE:** **aetna.com**
- **PHONE:** **800-334-0299**
  Monday – Friday, 8:00 a.m. – 6:00 p.m. CT

OXY

September 2025

V: 3-3-26