

WELL-BEING REIMBURSEMENT ACCOUNT

To support your well-being journey and to encourage a fit lifestyle through physical activities, Chevron Phillips Chemical offers a Well-Being Reimbursement Account for employees.

You are eligible to receive reimbursement of up to **\$200 per year** for certain fitness items, work-life solutions, and well-being and financial support services.

Here are examples of eligible expenses:



- Fitness center memberships
- Group exercise and fitness-related classes
- Personal training with a certified trainer
- Organized sports and professional lesson fees
- Weight management programs and nutrition counseling



- Family and pet caregiver support costs*
- Pet fees
- Home meal kit delivery services (HelloFresh, Blue Apron, etc.)
- Home office and ergonomic equipment (not supplies)



- Wearable fitness tracking devices and replacement bands
- Online fitness subscription/class fees
- Exercise videos
- Well-being mobile apps
- Body weight scales



- Strength, cardio, core, and balance exercise equipment (including maintenance/repair)
- Adult sports and field equipment (including sports balls and storage racks)
- Athletic shoes
- Sleep support items



- Financial planning fees
- Investment advisor fees
- Tax preparation and filing fees

* Eligible expenses include costs for monitoring or supervision of a dependent child, disabled family member, parent or pet.

You must incur eligible expenses between January 1 – December 31, 2026. Products and services must be purchased and utilized during the 2026 program year. You cannot make a claim for services or memberships that extend beyond December 31, 2026. Claims for reimbursement for the 2026 plan year will be accepted through March 31, 2027.

The taxable benefit is administered by Alight. Submit your reimbursement request by logging on to the Benefits Service Center website at digital.alight.com/cpchem and submitting a claim form and itemized receipt(s). Your reimbursement of up to \$200, minus applicable tax withholding, will be paid to you through CPChem payroll.

Please allow up to four weeks for reimbursement.

Need additional information? Contact Alight at 1-833-964-3575 or log on to digital.alight.com/cpchem.



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