



CPChem Employee Wellness Program 2026

CPChem wants to help you on your journey to achieving and maintaining physical, mental and financial well-being. By participating in the wellness program, employees can earn up to **\$250** in rewards each year. You can choose which of the activities outlined in the chart below you wish to complete in order to earn incentives, to a maximum reward of \$250 total. Please see page 2 for an overview of changes for 2026.

Routine dental exam and teeth cleaning — \$25	If you earn rewards for all of the activities below, consider completing two of these four activities to earn the \$250 maximum reward.
Financial coaching call with Fidelity or complete the Financial Wellness Checkup on www.netbenefits.com — \$25	
Complete the CPChem step challenge in May or September through Alight — \$25	
View a mental health video in LMS — \$25	
Free biometric screening at designated CPChem locations or a Quest Patient Service Center — \$50	
In-range metabolic syndrome* and clean nicotine/tobacco screening or completion of a digital journey or digital care path** — \$50	
Wellness check-up with your health care provider — \$100	

* In-range metabolic syndrome requires at least three of the following are in normal range: blood pressure (less than 130/85), glucose/blood sugar (less than 100 mg/dL), triglycerides (less than 150 mg/dL), HDL cholesterol (40 mg/dL or greater for men; 50 mg/dL or greater for women) and waist circumference (40 inches or less for men; 35 inches or less for women).

** If you test positive for nicotine/tobacco AND have three or more metabolic syndrome risk indicators out-of-range, you only need to complete one digital journey or digital care path on the Alight website.



Wellness Program Changes for 2026

We have made several improvements to the Your Journey to Wellness program to make it more flexible and user-friendly. The details have been updated on the previous pages to reflect these changes, but below is a summary of what's new effective January 1, 2026.

Program Administration

- Administration of the Your Journey to Wellness program and the Well-Being Reimbursement program have moved to Alight. This means you can track your wellness activities and rewards, access wellness resources and request incentives and reimbursements through the Benefits Service Center website at digital.alight.com/cpchem.
- The CPChem step challenges in May and September have moved to Alight.
- The financial wellness activities have moved to Fidelity. Fidelity already administers CPChem's retirement and HSA benefits, so you can use your current www.netbenefits.com website login to complete a Financial Wellness Checkup to earn the financial wellness reward. Alternatively, you can complete a financial coaching call with Fidelity to earn the reward.
- If you test positive for nicotine/tobacco and/or have out-of-range metabolic syndrome, you may complete an online digital journey or digital care path to earn the reward on the Your Journey to Wellness platform (Alight). See the "Digital Wellness Resources" box below for details.

Reward Redemption

- Incentives are now paid as digital gift cards only (we are longer issuing physical gift cards). Digital gift cards are faster to receive, easier to use and simpler to reissue if necessary.
- You can claim your digital gift card incentives as you earn them. You do not need to accumulate all of your rewards for the year before redeeming them, unless you wish to do so.
- You can roll over your earned rewards from year to year. If you don't redeem your rewards for digital gift cards before December 1, they will roll over to the next year. You can redeem those rewards beginning January 1, as long as you are still actively employed.

Digital Wellness Resources

CPChem offers additional online tools to make it easier to stay healthy and to reach your wellness goals. These digital wellness resources will replace health coaching in 2026. You can access them at digital.alight.com/cpchem.

- Digital Journey:** You'll receive a personalized path based on your health goals. The journey guides you step by step with tips, reminders and resources so you know what to do next.*
- Digital Care Path:** You can access virtual care programs for issues such as mental health, weight management and pain relief. Assistance is available anytime, anywhere with no copays or deductibles.*
- Healthy Habits:** Use this tool to build small, positive routines like walking more, eating healthier or managing stress. You can track progress and join fun challenges. **Note:** *Healthy Habits* **does not** qualify for any rewards.

* If you test positive for nicotine/tobacco and/or have out-of-range metabolic screening results, you can earn the \$50 reward for completing a digital journey or digital care path.

Wellness program incentives are paid as active digital gift cards. **For 2026, you can redeem your rewards for gift cards as they are earned.** To receive your digital gift card in the current program year, you must redeem rewards online by December 1. If you do not claim rewards by December 1, your rewards balance will roll over to the next plan year. You must be an active employee to redeem your rewards.

Tracking Your Wellness Activities

BlueCross BlueShield, Cigna Global, Quest Diagnostics and Fidelity will notify our wellness provider, Alight, when you have completed qualifying wellness program activities — no action is required by you. **If you are not enrolled in CPChem's U.S. medical or dental plans, or if you are an active employee enrolled as a spouse or dependent, you can still get credit by e-mailing CPCRBenefits@cpchem.com.**

Begin Your Journey To Wellness Today!

Log on to the Alight website to verify your rewards progress, find a Quest Patient Service Center for your biometric screening, and more.



digital.alight.com/cpchem

Click on “Your Journey to Wellness” to redeem rewards for digital gift cards, access digital resources for positive nicotine/tobacco or out-of-range metabolic syndrome, and more.

<https://my.questforhealth.com>

To register for a biometric screening at a Quest Patient Service Center on or after February 1 — use Registration Key: **CPChem** and add leading zeros to your Employee number as needed to make it 8 digits.

Kelsey-Seybold on-site wellness screenings (Houston only)

In lieu of Quest, CPChem medical plan participants may register for a combined on-site physical (wellness checkup) and biometric screening event, if offered, by emailing mobilehealth@kelsey-seybold.com.

www.netbenefits.com

To complete the online Financial Wellness Checkup.

Access CPChem's MySphere

To view a mental health video in CPChem's Learning Management System (LMS). You can watch **OPENSESAME_10047707** = CPChem U.S. Employee Assistance Program (EAP) Overview.



Alight: 1-833-964-3575

Quest: 1-855-623-9355

Kelsey-Seybold: 1-713-442-6253
(register for on-site physical and biometric screening, Houston only)

Fidelity: 1-866-771-5225
(financial coaching call)

Notice to Participants

This Chevron Phillips Chemical Benefits flyer is not intended to constitute a promise or contractual commitment by the Company or a right to benefits under any of its employee benefit plans. The Company reserves the right to unilaterally change or terminate any or all of its employee benefit plans at any time and without prior notice. Also, modifications may be necessary to comply with applicable legal requirements. In the event of any inconsistency between a statement contained in this flyer and the relevant plan document, the plan document will control. Employees covered by collective bargaining agreements will also be subject to the benefit plan provisions contained in the applicable collective bargaining agreements.

