

# BENEFIT WITH OXYCHEM

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## **OXYCHEM IS SHAPING A SUSTAINABLE FUTURE.**

We need bold thinkers to help us get there. Your ideas and innovation make the difference. That's why we offer exceptional benefits —so you can live well, work confidently and plan for the future.

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## **BENEFITS START WORKING FOR YOU ON DAY ONE.**

They're available to all regular, full-time, non-union employees —and extend to your eligible family members.

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## **WE'RE COMMITTED TO SUPPORTING EVERY PART OF YOUR LIFE.**

Explore benefits designed to help you thrive personally and professionally, so you can focus on what matters most.

# HEALTH

Take care of the whole you. →

Medical / Health Savings Account / Dental / Vision /  
Health Care FSA / Health Support Programs /  
Supplemental Health / Well-Being



# FINANCIAL

Grow and protect your money. →

401(k) Plan / Retirement Plan /  
Life and AD&D Insurance / Disability

# WORK/ LIFE

Find the balance that fits your life. →

Work Flexibility / Paid Time Off & Holidays /  
Paid Family Leave / Dependent Care FSA /  
Legal Plan / Identity Protection / Educational Assistance /  
Service Awards



# HEALTH

Take care of the whole you.



## MEDICAL

Choose from two medical options, a Preferred Provider Organization (PPO) or a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Both medical options cover preventive care at 100% and provide prescription drug coverage.

### Virtual Primary Care

Blue Cross Blue Shield of Texas (BCBSTX) members and their eligible dependents can see a primary care provider from the comfort of their home. Members will receive access to Behavioral Health, Dermatology, Primary Care and Non-emergency Urgent Care.

## HEALTH SAVINGS ACCOUNT (HSA)

The HSA is a smart way to pay for health care expenses now and in the future offering triple tax savings —your dollars go into the account tax-free, grow tax-free, and can be used to pay health care expenses tax-free. Plus, OxyChem will automatically make a company contribution to your HSA from \$800 to \$1,500 per year, depending on who you cover under the medical plan.

## DENTAL

Take care of your smile with a dental plan that covers preventive and diagnostic services at 100%, restorative and major services, and orthodontic treatment for you and your dependents.

## VISION

Keep your eyes healthy with a vision plan that covers exams, glasses or contact lenses, and provides an allowance for new frames every other year and new lenses or contacts every year. The plan also includes discounts on products and services.

## HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Set aside pre-tax dollars to pay for eligible health care expenses and lower your taxable income.

## HEALTH SUPPORT PROGRAMS

Take charge of your health with **free** resources and services to get the right care, at the right time, in the right setting.

### 2nd.MD

Connect with a board-certified doctor or specialist via phone or secure video app for expert medical consultation about a diagnosis or treatment plan. Get help finding local support, including in-network physicians, to start or continue care.

### Wellthy

Contact a Care Coordinator to help you tackle the logistical and administrative tasks of caring for the ones you love, including yourself. Get personalized support for childcare, health conditions, special needs, aging parents and parents-in-law, mental health, veteran support and financial hardship.

### Teladoc

Virtual Primary Care, Diabetes Management and Hypertension Management programs, available at no cost to you and your covered family members who are enrolled in an OxyChem BCBSTX medical plan.

### Hinge Health

Manage chronic back and joint pain through exercise therapy and unlimited one-on-one virtual coaching.

### Maven Clinic

Support your parenthood journey with the Maven app. The Maven Clinic includes fertility and family building along with maternity and postpartum programs. They offer dedicated care advocates, one-on-one coaching, virtual clinical specialists, personalized articles and educational content.

## SUPPLEMENTAL HEALTH

For extra financial protection, supplement your health care coverage with accident, critical illness and/or hospital indemnity insurance. You receive a cash benefit for certain serious medical conditions, accidental injuries and hospital stays.

## WELL-BEING

Life is better when you feel good. And to feel good, you need to take care of the whole you.

### Lyra Health


Quickly access compassionate and confidential care from Lyra's top mental health coaches and therapists how, when, and where you need it. With Lyra, you and your family have access to 12 free mental health coaching or therapy sessions per person, per year for whatever may be going on in your life.

### OxyChemHealth

OxyChem's global well-being program, OxyChemHealth, includes benefits and resources that support your physical, financial, social and mental health to help you:

- Stay healthy and well
- Achieve your financial goals
- Contribute to the communities where you work and live
- Work productively and cope with everyday life

Key features include the **Personify Health** platform for tracking healthy activities and earning rewards, **free access to on-site fitness centers** or an **exercise subsidy** and **annual biometric screenings** to understand your health numbers and earn points toward rewards.





# FINANCIAL

Grow and protect your money.

## 401(K) PLAN

Reach your long term financial goals by saving and investing in the OxyChem 401(k) Plan. You're automatically enrolled with a 5% before-tax contribution and a 7% OxyChem matching contribution upon hire.

You can contribute more of your pay on a before-tax, Roth and after-tax basis. You are immediately vested in your contributions and OxyChem's matching contribution.

The plan offers a broad range of investment funds with varying levels of risk and return. You can also choose a Target Date Fund that offers a diversified investment portfolio and automatically reduces risk as you get closer to retirement.

## RETIREMENT PLAN

Achieve a financially secure retirement with the OxyChem Retirement Plan, funded entirely by OxyChem. You're automatically a participant on your date of hire. Each pay period, OxyChem makes cash contributions equal to 7% of your base pay up to the Social Security Wage Base (SSWB) and 12% over the SSWB.

You decide how to invest OxyChem's contributions from a broad range of funds with varying levels of risk and return. You can also choose a Target Date Fund that offers a diversified investment portfolio and automatically reduces risk as you get closer to retirement. You are fully vested in the Retirement Plan after you have worked at OxyChem for three years.

## LIFE AND AD&D INSURANCE

For peace of mind, OxyChem's life and accident insurance provides financial protection for you and your family in the event of a serious accident or death. You automatically receive company-paid:

- **Basic life** equal to two times your base salary up to \$4 million.
- **Basic accidental death and dismemberment (AD&D)** equal to one times your base salary up to \$1.5 million dollars providing 24-hour/ 365 day accident coverage for death or certain disabling injuries.
- **Occupational AD&D** equal to two times your base salary up to \$4 million covering accidental injuries at work, traveling on company business and commuting to and from your home and workplace.

You also have the option to purchase additional financial protection:

- **Group Universal Life** provides additional life insurance for you and your dependents. You can purchase coverage for yourself, from one-half to eight times your base pay up to \$500,000 without proof of good health and up to \$2 million with proof of good health. And, you have a choice of coverage amounts you can purchase for your spouse and children.
- **Voluntary AD&D** provides additional 24-hour financial protection due to death or certain disabling injuries. Coverage options include: one to ten times your base pay, up to a maximum of \$1.5 million; spousal coverage equal to 50% or 100% of your coverage amount, up to a maximum of \$1.5 million; and \$20,000 for each of your dependent children.



## DISABILITY

If you can't work because of a non-work related illness or injury, disability benefits replace some of your missed income.

### Short-term Disability

OxyChem automatically provides short-term disability (STD) coverage at no cost to you. You'll receive 100% of your base pay up to the first 26 weeks that you are unable to work. STD benefits begin after 40 work hours of illness or injury.

### Long-term Disability

For illness or injury lasting 26 weeks or more, Oxy's long-term disability (LTD) options will replace some of your income if you can't work.

- **Core coverage** provides 40% of your base pay up to \$10,000 a month (benefit is taxable). OxyChem automatically provides this coverage at no cost to you.
- **Buy-up coverage** supplements the company-paid core LTD coverage with a 20% buy-up feature for a total benefit that provides 60% of your base pay up to \$15,000 a month (benefit is partially taxable).
- **Tax choice coverage** provides 60% of your base pay up to \$15,000 a month. You pay the entire cost of this coverage with after-tax dollars which means that your disability benefit is not taxed.



# WORK/ LIFE

Find the balance that fits your life.

## WORK FLEXIBILITY

Juggle the demands of work and home with **9/ 80 work weeks** (80 hours in nine days) or flexible schedules. In addition, office employees can work three core days in the office and two days from home with the **Balanced Workplace Program (BWP)**.

## PAID TIME OFF (PTO) & HOLIDAYS

You have flexibility to use your paid time away from work any way you want: vacation, personal and family illness, doctor/dentist visits, rest and relaxation, and other personal reasons. The amount of PTO depends on your length of service and eligible prior work experience.

You also get ten paid holidays each year, plus one or two personal floating holidays based on your work schedule.

## PAID FAMILY LEAVE

OxyChem understands the importance of family and supports you with paid time off at life's biggest moments.

- **Pregnancy and bonding leave** provides birth moms up to 14 weeks of time off with full pay —eight weeks for pregnancy leave and six weeks for bonding leave.
- **Bonding leave** provides non-birth parents up to six weeks of time off with full pay after the birth or adoption of a child.
- **Family care leave** provides all employees up to two weeks of time off with full pay to care for a family member who has a serious health condition.

## OTHER PAID LEAVES

OxyChem also provides paid time off for military leave, bereavement and jury duty.

## **DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (FSA)**

Set aside up to \$5,000 on a pre-tax basis to pay for child and elder care expenses and lower your taxable income.

## **EDUCATIONAL ASSISTANCE**

Whether you want to advance your career at OxyChem or prepare for a new one, OxyChem supports your professional development. You'll be reimbursed up to \$50,000 upon the successful completion of pre-approved courses at an accredited university, technical institute or specialized school.

## **LEGAL PLAN**

Access a network of over 13,000 attorneys across the U.S. to help you and your family deal with planned and unplanned legal issues. You pay the cost of this affordable coverage through payroll deductions on an after-tax basis.

## **IDENTITY PROTECTION**

Protect your personal information. You and your family can take advantage of credit, social media and dark web monitoring, full remediation support in the event of an ID breach, student loan activity alerts, credit score tracking and more. You pay the cost of this coverage through payroll deductions on an after-tax basis.

## **SERVICE AWARDS**

OxyChem recognizes your hard work with service awards and gifts beginning with your fifth year of service and in five-year intervals thereafter.

## 2026 OxyChem **BENEFITS**

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**LIVE WELL.  
WORK WELL.**

**OxyChem**<sup>®</sup>