

Category	Weight	Performance measures	Year-end results vs. Plan highlights "Plan" refers to Board-approved Business Plan	Results <sup>(1)</sup>	Raw Score (0.00 - 2.00)	Weighted Score	
Financials	40%	Earnings per share ("EPS", diluted) <sup>(2)</sup>	\$4.85 reported EPS and normalized EPS (excluding divestitures) exceeded Plan. 5-yr EPS performance vs. peers adversely affected by upstream / liquids weighting.	●	1.25 - 1.35	0.50 - 0.54	
		Net cash flow <sup>(3)</sup>	\$5.2 B, exceeded Plan. Achieved cash flow breakeven in 2017, and without divestments.	●			
		Divestiture proceeds	\$5.2 B; exceeded mid-point of \$5-10 B program range targeted for 2016-2017.	●			
Capital management	30%	Return on capital employed <sup>(4)</sup> ("ROCE")	5.0%, better than Plan. Performance vs. peers impacted by upstream / liquids weighting and investment level.	●	0.95 - 1.15	0.29 - 0.35	
		Capital and exploratory expenditures ("C&E"), including equity in affiliates	\$18.8 B, less than \$19.8 B budget.	●			
		Major milestones	Gorgon	Train 3 first LNG achieved. Some shortfall in cargos.			●
			Wheatstone	Train 1 first LNG achieved with some delays. Shortfall in cargos.			
			FGP / WPMP	Cut steel for first oil module. Completed cargo route dredging. On track for first oil in 2022.			
			Permian	Unit development cost better than Plan. Exceeded production guidance.			
USGC Petrochemicals	Start-up of polyethylene units achieved. Ethane cracker achieved mechanical completion; overall start-up delayed due to Hurricane Harvey.						
Other	Achieved key milestones for Big Foot, Angola LNG, Sonam, Moho Nord, Mafumeira Sul, and Hebron.						
Operating performance	15%	Net production, excluding impact of divestments	6.2% growth; midpoint of 4-9% guidance range - Gorgon, Wheatstone, Angola LNG, and Permian key contributors. Permian exceeded guidance.	●	1.10 - 1.30	0.17 - 0.20	
		Operating expenses + selling, general and administrative expenses	\$23.9 B, better than Plan. Down \$1.1 B vs. 2016.	●			
		Refining utilization, including joint ventures and affiliates	Short of Plan by 1.6%.	●			
Health, environmental and safety	15%	Personal safety	Industry-leading 0.016 Days Away From Work Rate; gaps in severity remain.	●	0.80 - 1.00	0.12 - 0.15	
		Process safety and environmental	Loss of Containment performance better than Plan; spill volume above Plan.	●			
<b>Corporate Performance Rating Range</b>						<b>1.07 - 1.23</b>	
<b>Final Corporate Performance Rating</b>						<b>1.20</b>	

**Notes:**

- (1) Results refer to met / exceeded Plan (green), met Plan with some gaps (yellow), or did not meet Plan (red).
- (2) Normalized to exclude impact of factors that are beyond the control of management, including price, exchange rates, fiscal items, and other market effects; comparison more accurately measures controllable performance.
- (3) Cash flow including asset sales after dividends = change in cash and marketable securities and change in debt.
- (4) See "Definitions of Selected Financial Terms" in Exhibit 99.1 of the Chevron Annual Report on Form 10-K for the year ended December 31, 2017.