

The ConocoPhillips Savings Plan transition is complete. Please review the new and updated FAQs below for further details.

- 1. Why are we changing the administrator of the ConocoPhillips Savings Plan (currently Vanguard) and the ConocoPhillips Retirement Plan (currently Alight/YBR) to Fidelity?**
 - This change is intended to make it easier for participants to access and manage their retirement and savings plans.
 - Beginning in January 2020, you will be able to access your company-sponsored savings and retirement accounts under one administrator.

- 2. Will my current savings plan investment fund offerings change?**
 - There are no planned changes to the Vanguard investment fund offerings in the ConocoPhillips Savings Plan in connection with the transition to Fidelity.
 - The ConocoPhillips Savings Plan investment funds as of Dec. 31, 2019 will transfer to Fidelity and will remain invested in those same funds during the transition.
 - Like today, both fund performance and investment management costs will be monitored on an ongoing basis to provide diversified investments.

- 3. How do the administration fees charged by Fidelity compare to Vanguard?**
 - You will see no increase in annual savings plan administrator/recordkeeping fees.

- 4. Will there be changes to the savings and retirement benefits as a result of the administrator change to Fidelity?**
 - The 2020 ConocoPhillips Savings Plan and ConocoPhillips Retirement Plan benefits will not change.

- 5. [Updated] Will there be a transition period while my savings plan account balance is transferred to Fidelity?**
 - The ConocoPhillips Savings Plan transition is complete. You may access your account on www.netbenefits.com.

- 6. [Updated] Can I view my ConocoPhillips Savings Plan balance in HR Express during the transition?**
 - Balance information is now available in HR Express and updated with current balances.

- 7. [Updated] I am currently enrolled in the Vanguard Managed Account Program. Will I automatically be enrolled in a similar program with Fidelity?**
 - Yes, you will automatically be enrolled in the Fidelity Personalized Planning and Advice program unless you elect to opt-out. More information will be provided to those currently enrolled in the Vanguard Managed Account Program regarding transition options, including opting-out. You will receive personalized information about the program in January from Fidelity.

8. I have personal accounts or company-sponsored plan accounts (other than ConocoPhillips) with Vanguard. What will happen to those?

- They will remain with Vanguard and will not be impacted by the transition to Fidelity.

9. I have other accounts at Fidelity. Can I consolidate them into the ConocoPhillips Savings Plan?

- You may roll over before-tax, after-tax and/or Roth 401(k) money from a former employer's 401(k) or other eligible plan, as well as before-tax money from an Individual Retirement Account (IRA).

10. Do I need to enroll again in the ConocoPhillips Savings Plan at Fidelity?

- No. Your current contribution elections and investment fund elections in the ConocoPhillips Savings Plan will transition to Fidelity. You do not need to take any action.

11. Will the cost basis history for the ConocoPhillips and Phillips 66 shares be transferred to Fidelity?

- Yes. The cost basis history will be transferred to Fidelity.

12. Who will provide my 2019 tax forms?

- Vanguard will provide applicable 2019 tax forms to participants for ConocoPhillips Savings Plan distributions.
- Bank of New York Mellon will provide applicable 2019 tax forms to participants for ConocoPhillips Retirement Plan distributions.
- ConocoPhillips will provide all other applicable tax forms.

13. How long can I access my Vanguard account to obtain prior year tax forms and/or quarterly statements?

- Account history will be maintained at Vanguard for seven years. Your Vanguard web access will be available for two years after the transition. Any questions after two years can be directed to Vanguard Participant Services at 800-523-1188.

14. [Updated] How do I compare my ending balance at Vanguard and beginning balance at Fidelity?

- Visit www.vanguard.com. Select Retirement Plan Participants, enter Username and Password, click on Menu, then Plan Details, select History, Statements & Taxes and view Plan Wide Asset Transfer Out under the Transactions tab.
- To view your beginning balances at Fidelity, log on to www.netbenefits.com and select Transaction History from the Quick Links drop down menu next to the ConocoPhillips Savings Plan and then select Transaction History to review the Balance Forward transactions.

15. I am retiring at year-end 2019 and want to commence my ConocoPhillips Retirement Plan benefit on Jan. 1, 2020. What do I need to do?

- Request your pension paperwork through Your Benefits Resources (YBR) or call the Benefits Center at 800-622-5501. You must request your pension paperwork by Dec. 15.

16. What if I am planning to retire in 2020?

- Request your pension paperwork from Fidelity beginning in January by calling 833-637-4015, but no later than 15 days before you want to start your pension benefit.

17. Can I still roll over my ConocoPhillips Retirement Plan lump sum to the ConocoPhillips Savings Plan?

- Yes, you are still able to roll over your lump sum ConocoPhillips Retirement Plan benefit to the ConocoPhillips Savings Plan.

18. If I want to change my investment contribution or investment elections to be effective for the first pay period in 2020, when is the deadline to make this change?

- The deadline to make this change at Vanguard is before 3 p.m. Central time on Dec. 26, 2019; otherwise, changes will not be possible until the blackout period ends the week of Jan. 12, 2020. Please refer to the [Fidelity Transition Guide](#) for further details.

19. Currently I can model my ConocoPhillips Retirement Plan benefit online in YBR. Will this change?

- Beginning in January 2020, an online modeler for your ConocoPhillips Retirement Plan benefit will be available through Fidelity's NetBenefits website. More information will be provided at a later date.

20. What will happen with my loan balance in the ConocoPhillips Savings Plan? Will loans still be available?

- No changes to the plan design are being made in connection with the transition so the loan feature will remain available. Any outstanding loans will automatically transfer to Fidelity.

21. Currently we have access to Vanguard Financial Planning Services without a fee if age 50 or older or if you meet a \$500,000 asset threshold. Will this continue with Fidelity?

- Financial Planning services will continue with Fidelity. One-on-one financial advice and education support will be available for all participants without a fee or minimum asset threshold.

22. [Updated] How do I log in to Fidelity?

- You can access your account on www.netbenefits.com. When you call Fidelity or log on to NetBenefits for the first time, you will need to set up a username and password. You can also download the NetBenefits app at Fidelity.com/go/NetBenefitsapp to access your account information.

23. Will single sign-on be available?

- Yes, single sign-on will be available through HR Express on Jan. 2. However, participants will be unable to view their savings plan account details until the blackout period ends the week of Jan. 12., 2020.

24. What security measures are in place on Fidelity's NetBenefits website to ensure my accounts are safe?

- Fidelity has added an extra layer of security to the NetBenefits website. This new feature will require your mobile phone number for text messages, and a regular phone number for voice calls, so Fidelity can contact you if you forget your password, to verify certain online account activity, or to investigate suspicious login attempts. In your Profile, under Personal & Contact Information, you will be able to update your mobile phone number, regular phone number and other contact details. Keeping your profile up to date will allow you to access your account securely and help Fidelity better protect your information.

25. How do I update my address?

- Employees will continue to make address changes through HR Express.
- Former employees will need to contact Fidelity beginning in Jan. 2 at 833-637-4015.

26. Will my beneficiary designations carry over to Fidelity?

- If you have designated beneficiary information online at YBR or Vanguard, your information will transfer to Fidelity. It is recommended after the transition ends to verify your beneficiary information at Fidelity.

27. [New] Why did my beneficiary not transfer to Fidelity?

- If you are married and had a beneficiary designation other than your spouse, Fidelity will require a spousal consent form to be completed.
- There may be other data issues in the transfer of beneficiary information that prevented Fidelity from loading your beneficiary information.
- You can contact Fidelity at 833-637-4015 or go online to www.netbenefits.com to complete the beneficiary designation.

28. [Updated] How will I know when the blackout period ends?

- The ConocoPhillips Savings Plan transition is complete.
- FAQs are posted on hr.conocophillips.com. Please refer to the [Fidelity Transition Guide](#) for further details.

The Company reserves the right to amend or terminate the ConocoPhillips Savings Plan and ConocoPhillips Retirement at any time in its sole discretion.