#### HERITAGE MARATHON OIL EMPLOYEES



# 2026 Benefits Transition Guide

Attend a Benefits Transition Road Show: Sept. 30 - Oct. 14.

Annual Benefits Enrollment begins Oct. 17, and ends at 7 p.m. Central time Nov. 7, 2025

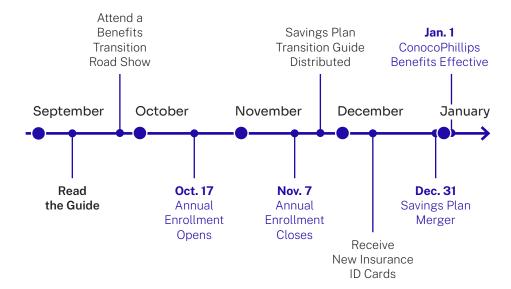
This guide provides you with information to help you prepare for ConocoPhillips' Annual Benefits Enrollment.

# Welcome to ConocoPhillips Benefits

At ConocoPhillips we provide valuable and competitive benefits to help you focus on what matters most in various stages of life—ranging from health insurance to a savings plan with company matching to paid time off. We have a longstanding commitment to provide benefits aligned with the needs of employees and their families, as well as with the company's culture.

Each year, the ConocoPhillips Benefits team hosts Benefits Road Show presentations for employees at various locations, or virtually, in advance of annual enrollment. This year, we will also host specific road shows for heritage Marathon Oil (hMRO) employees that will focus on your transition to ConocoPhillips benefits. You can find more details, including road show timings, *here*.

## Transition Timeline





## Benefits Transition Checklist

#### Actions to take in 2025

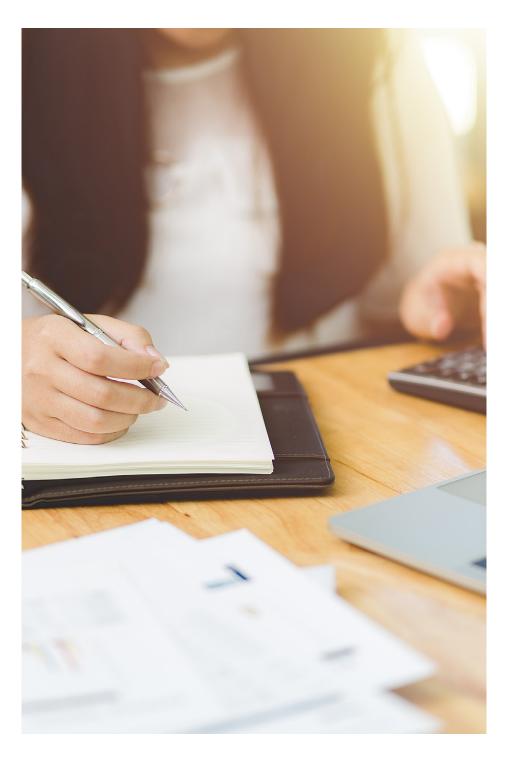
	<b>Attend an hMRO Benefits Transition Road Show –</b> Attend a road show between Sept. 30 –Oct. 14.
	<b>Annual Benefits Enrollment:</b> Actively enroll yourself and any dependents between Oct. 17 - Nov. 7 to have benefits coverage in 2026.
	<b>Verify Dependents:</b> ConocoPhillips will preload your currently approved dependents, but you must actively assign them coverage.
	<b>Life Insurance:</b> Review your supplemental life coverage and assign beneficiaries during annual enrollment.
	Prescription Drug:
	Check your mail for welcome letters and other details regarding medication impact(s) from CVS Caremark.
	• If you take maintenance medications (90-day fills), move prescriptions to CVS Mail Order or a CVS, Costco or Kroger pharmacy.
	<b>Wellness Program (BCBSTX Well onTarget):</b> Earn and redeem e-gift cards by Oct. 31, 2025. BluePoints can be earned until Dec. 31, 2025, and will roll over if you enroll in a ConocoPhillips medical plan option.
	<b>Flexible Spending Account:</b> Be sure to use all of your 2025 funds and submit claims in a timely manner by the March 31, 2026 deadline.
	<b>Review Savings Plan Merger Guide:</b> This guide will be distributed in mid-November.
Wh	en you need medical or dental care beginning Jan. 1, 2026
	<b>Medical:</b> When you visit a doctor, provide your new BCBSTX insurance card.
	<b>Dental:</b> Confirm your dentist is in MetLife's PDP Plus Network.
	<b>Prescription Drug:</b> When you fill a new prescription, provide your new CVS Caremark card.

#### **Download Vendor Apps**

- Concern Health
   2nd.MD
- BCBSTX
- MetLife
- CVS Caremark
- Fidelity
- MDLIVE



Scan the QR code for a list of all Contacts and Resources and links to their respective websites.



# Key Things to Know about Your 2026 Benefits Transition

#### **Medical and Prescription Drug Coverage**

Administrators: BCBSTX and CVS Caremark

You have a choice of two plan options: **High-Deductible Health Plan Base (HDHP Base)** and **High-Deductible Health Plan (HDHP)**. In general, ConocoPhillips pays around 90% of the total monthly premiums.

NETWORK FEATURES	HDHP BASE	HDHP	
Annual deductible	\$3,500 You Only coverage \$7,000 Other coverage levels	\$1,750 You Only coverage \$3,500 Other coverage levels	
Annual out-of-pocket	\$7,000 You Only coverage \$14,000¹ Other coverage levels	\$4,500 You Only coverage \$9,000 Other coverage levels	
maximum	Medical and Rx combine to me includes deductible (100% cove		
Health Savings Account (	HSA)		
Company contribution	\$0	\$600 You Only \$1,000 Other coverage levels	
Employee maximum contribution	\$4,400 You Only coverage \$8,750 Other coverage levels	\$3,800 You Only coverage \$7,750 Other coverage levels	
	\$4,400 You Only coverage		
Total annual	\$8,750 Other coverage levels		
contribution	Note: If you are age 55 or older, you can make an additional contribution of \$1,000.		
Medical Services			
Preventive care	100% covered	100% covered	
Medical services	20% coinsurance <sup>2</sup>	20% coinsurance <sup>2</sup>	
<b>Prescription Drugs</b>			
Generic preventive prescription drugs	20% coinsurance <sup>2</sup>	100% covered	
Other prescription drugs	20% coinsurance <sup>2</sup>	20% coinsurance <sup>2</sup>	

 $<sup>^{\</sup>rm 1}\,\text{No}$  more than \$10,600 for any one person.

 $<sup>^{\</sup>rm 2}$  Coinsurance occurs after the deductible is met (where mentioned in this guide).

#### MONTHLY EMPLOYEE COSTS

	YOU ONLY	YOU + CHILD	YOU+ SPOUSE	YOU+ CHILDREN	YOU + FAMILY
Medical <sup>1</sup>					
HDHP Base	\$0	\$26	\$38	\$47	\$68
HDHP	\$63	\$95	\$147	\$137	\$216
Dental					
CP Dental	\$9	\$19	\$19	\$33	\$33
Vision					
Vision Base	\$7.66	\$13.92	\$13.92	\$21.29	\$21.29
Vision Plus	\$16.69	\$30.42	\$30.42	\$46.59	\$46.59

<sup>&</sup>lt;sup>1</sup> HIIP Disclaimer: Health Incentives through the U.S. Health Improvement Incentive Program (HIIP) are eligible to all U.S. based employees enrolled in a ConocoPhillips medical plan. Costs reflect earning all Health Incentives: \$20.84 for Healthy Weight, \$20.84 for Blood Pressure. \$20.84 for Cholesterol, \$12.50 for Mental Well-being and \$12.50 for Financial Well-being, All hMRO employees will automatically receive all HIIP incentives for 2026.

#### **Medical Coverage**

- You will have the same network of doctors and hospitals with BCBSTX and continued access to the 24/7 Nurseline, health advocates and MDLIVE.
- Onsite medical clinics (Houston, Midland, Artesia) are available to you and your dependents. The cost per visit is \$70 before deductible and \$0 once you meet your deductible.
- You will have company-paid access to expert medical opinions through 2nd.MD.

#### **Prescription Drug Coverage**

- Your prescription drug coverage will change from Express Scripts (ESI) to CVS Caremark.
- Long-term maintenance prescription drugs (90-day supply) must be filled via CVS Mail Order or at a CVS, Costco or Kroger pharmacy.
- Short-term prescription drugs may be filled at any network pharmacy.
- Covered prescriptions may differ between CVS Caremark and ESI; if your drug
  is no longer covered, CVS Caremark will communicate next steps with you in
  early December.

#### **Health Savings Account**

Recordkeeper: Fidelity

The ConocoPhillips Health Savings Account (HSA) provides a competitive benefit that gives you the flexibility to reach your future financial goals.

Since Fidelity is your current HSA recordkeeper, no action is needed to maintain your individual account or receive ConocoPhillips contributions.

IF YOU ENROLL:	WE CONTRIBUTE: (HDHP ONLY)	YOU CAN CONTRIBUTE: HDHP	YOU CAN CONTRIBUTE: HDHP BASE
You Only	\$600	Up to \$3,700	Up to \$4,300
Other Coverage Levels	\$1,000	Up to \$7,550	Up to \$8,550

Note: Participants over age 55 can contribute an additional \$1,000 annually.

DATE HDHP COVERAGE BEGINS	COVERAGE LEVEL	PERCENT OF ANNUAL COMPANY CONTRIBUTION	ANNUAL COMPANY CONTRIBUTION
The company HSA cor as follows:	ntribution* is based on the	effective date your HDH	P coverage begins,
Jan. 1 through June 30	You only Other coverage levels	100%	\$600 \$1,000
July 1 through Nov. 1	You only Other coverage levels	50%	\$300 \$500
Nov. 2 through Dec. 31	You only Other coverage levels	0%	\$0

<sup>\*</sup> You are eligible to receive the company contribution once in a calendar year.



#### Flexible Spending Accounts (FSA)

#### **Administrator: Inspira**

You have the option to elect two types of Flexible Spending Accounts: a Health Care FSA and/or a Dependent Care FSA.

#### Health Care FSA (HCFSA)

 You may elect a General HCFSA if you are not enrolled in an HSA, or a Limited Purpose HCFSA if you are enrolled in an HSA<sup>1</sup>.

#### Dependent Care FSA (DCFSA)

 You may contribute up to \$5,000 annually in pre-tax funds to spend on dependent care.

Be sure to use all of your 2025 funds and submit claims in a timely manner by the March 31, 2026 deadline.

#### Vision

#### Insurer: VSP

You have a choice of two plan options: Vision Base and Vision Plus.

#### **Dental**

#### Administrator: MetLife

ConocoPhillips offers one dental plan and, in general, pays about 80% of the premium cost. **Be sure to ask your dentist if they are in the MetLife PDP Plus network.** You will not receive a physical ID card from MetLife, but you can download a digital one from your online account.



<sup>&</sup>lt;sup>1</sup> 2026 HCFSA contribution limits have not been announced yet. We will provide the updated amount during annual enrollment.

#### **Employee Assistance Plan (EAP)**

#### **Administrator: Concern Health**

- You will have access to free, short-term and confidential mental health counseling for you and dependents; coverage includes eight (8) sessions per dependent per issue each year.
- If you are currently under the care of a provider, reach out to Concern beginning Oct. 17 to verify the provider is part of their network or request they be added.

#### Life Insurance

Insurer: MetLife

During annual enrollment, you may elect an amount of supplemental life insurance comparable to your current total personal life insurance without providing Evidence of Insurability (EOI).

Any additional elections will be subject to plan rules for EOI.

BENEFIT	WHAT DOES IT PROVIDE?	WHAT MONTHLY PREMIUM WILL I PAY?
Basic Life Insurance	1x your annual salary	\$0 - Company provided
Occupational Accidental Death	\$500,000	\$0 - Company provided
Supplemental Life	Up to 8x your annual salary; maximum of \$14,000,000	\$0.028-\$1.036 (based on age range) per \$1,000 coverage
Dependent Life	\$50K spouse/\$15K child(ren) \$100K spouse/\$25K child(ren)	\$8.95 for low coverage \$14.92 for high coverage
Accidental Death and Dismemberment	You: Up to \$1 million or 12 times your annual salary  Spouse: Up to \$500,000 or the value of your coverage (whichever is less)  Dependent: Up to \$50,000	\$0.018 per \$1,000 coverage
Distribution	or the value of your coverage (whichever is less)  Other financial benefits:  Child education allowance	
	<ul><li>Spouse education allowance</li><li>Daycare benefit coverage</li></ul>	

#### Short-Term Disability (STD)

Short-Term Disability is company-provided income protection of up to 1,000 hours (at 100% pay), regardless of years of experience, if you are off the job and under the care of a physician because of a non-work-related disability, illness or injury. Coverage starts after the first 40 hours of illness, with a submitted Employee Health Report (EHR).

- The Company provides 320 hours of Postpartum Leave as an STD benefit at 100% of pay for all birth mothers; Postpartum Leave is not subject to the 40-hour STD waiting period.
- If you are on approved STD leave on Jan. 1, 2026, you will transition to the ConocoPhillips Plan and receive 100% pay for the duration of your illness up to 1,000 hours, less any time taken under the Marathon Oil STD Plan.

To report an absence greater than 40 hours, contact HR Connections at 918-661-5381 or submit a Workday Help case.

#### Long-Term Disability (LTD)

Long-Term Disability is an optional coverage to provide tax-free income replacement if you are unable to work due to an illness or injury that lasts more than six months. You will have two plan options and are responsible for the premiums.

You will be able to enroll in either plan without Evidence of Insurability (EOI) during annual enrollment. If you decide to enroll later, you may be required to provide an EOI.

LTD PLAN OPTION	Your Cost Per \$100 Covered Salary <sup>1</sup>
Basic (50% income replacement)	\$0.400
Enhanced (60% income replacement)	\$0.493

<sup>&</sup>lt;sup>1</sup> The maximum LTD benefit may not exceed \$40,000/month.

#### Paid Time Off (PTO) Policies

Paid Time Off provides eligible employees with consolidated time-off hours to address their diverse needs and priorities outside of work.

- Your Recognized Years of Relevant Experience will be based off your experience recognized by Marathon Oil.
- You will be able to roll over up to 80 hours of unused vacation from your Marathon Oil vacation bank to your ConocoPhillips PTO bank in 2026.

#### ANNUAL PTO AWARD SCHEDULE

RECOGNIZED YEARS OF RELEVANT EXPERIENCE	ANNUAL PTO AWARD (HOURS)*	ANNUAL MAX PTO LIMIT (HOURS)
0-4	160	240
5-9	176	256
10-14	200	280
15-19	216	296
20-24	240	320
25-29	256	336
30 or more	280	360

<sup>\*</sup> If you are a part-time employee, subject to the annual maximum PTO limit, you will be prorated per the table above based on your regularly scheduled work hours.

The policies below represent our most commonly used paid time off policies. A more detailed time-off chart can be viewed *here*.

Visit the Life Events section of *hr.conocophillips.com* for information about how ConocoPhillips' benefits programs can support you through various life stages.

#### Parental Leave

**Six (6) weeks** of paid time off to bond with a new child(ren) within 12 months of birth/adoption.

**Note:** Birth mothers also receive Postpartum Leave of eight (8) weeks paid time off under the Short-Term Disability Plan.

#### **Death in Family**

Four (4) days, plus one (1) additional workday for travel in each direction, of paid time off for the death of grandchildren, parents, grandparents and siblings, including in-laws. Employees who experience the death of a spouse, domestic partner or child can be provided up to 30 workdays, with supervisor approval.



#### Recordkeeper: Fidelity

The Marathon Oil Company Thrift Plan will be merged into the ConocoPhillips Savings Plan ("Savings Plan") effective at the end of day on Dec. 31, 2025. For more information regarding the ConocoPhillips Savings Plan, please visit *hr.conocophillips.com*.

#### **Company Match and Discretionary Contributions**

- When you contribute a minimum of 1% of eligible pay<sup>1</sup> each pay period, you will receive a 6% company match.
- Twice a year, you may receive an additional company discretionary contribution, which may range from 0-6%.
- You're always 100% vested in your contributions, company match and discretionary contributions.

#### **Company Retirement Contributions**

- You will also receive a Company Retirement Contribution of 6% of your eligible pay<sup>1</sup> each pay period.
- After 3 years of service with the company, including your service with Marathon
  Oil, or when you reach age 65 while actively employed, you are 100% vested in
  Company Retirement Contributions.

**Note:** You will receive a separate transition guide in November with important dates and details about the merger of the Marathon Oil Company Thrift Plan with the ConocoPhillips Savings Plan.

<sup>&</sup>lt;sup>1</sup> See the Savings Plan Summary Plan Description for the definition of "eligible pay".

## S Retirement Plan of Marathon Oil Company ("Retirement Plan")

Effective at the end of day on Dec. 31, 2025, your Retirement Plan Cash Balance benefit will only grow with interest credits (no additional pay credits after 2025).

- Benefits you accrued prior to 2026 will not be reduced.
- Retirement Plan benefits cannot be rolled over or distributed to you until after you separate employment.
- Your Cash Balance benefit will continue to receive interest credits until the end of the month before the benefit is distributed to you.
- For participants under the Legacy Formula, as long as you continue to be employed, you will continue to attain higher age for purposes of early retirement eligibility.

Consistent with the Retirement Plan, pay credits under the Marathon Oil Excess Benefit Plan will cease after 2025.



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# Supplemental Benefits

Effective Jan. 1, 2026, all U.S. employees will have access to additional financial protection through new supplemental benefits.

You and your eligible dependents can enroll in supplemental coverage that offers extra financial protection beyond core health plans.

	HOSPITAL INDEMNITY	CRITICAL ILLNESS	ACCIDENT
Product Overview	These three coverages offer extra financial protection beyond core medical plans by providing a direct lump sum payment for covered events with no pre-existing condition exclusions.		
Covered Services	Coverage for hospitalization due to covered accidents and illnesses such as admission to a hospital, intensive care unit stays and inpatient rehab unit stays for accidents.	Over 30 covered conditions including cancer, heart attack and stroke.  Additionally, the plan pays at initial occurrence and at recurrences for certain conditions.	Over 150 covered events and services such as fractures, dislocations, secondand third-degree burns and medical treatments or tests resulting from an accident.
Cost of Coverage	\$6.32–\$39.49/mo. based on plan and coverage tier	Rates vary based on age and coverage tier	\$3.08–\$15.02/mo. based on plan and coverage tier
	LEGAL		
Product Overview	Access an experienced attorney to help with estate planning, home sales, identity theft, elder law matters and more included in the monthly rate.		
Cost of Coverage	\$15.70/month		
	IDENTITY THEFT		
Product Overview	Identity Theft Protection helps safeguard the things that matter to you most: your identity, money, assets, family, reputation and privacy.		
	Individual Coverage	Family Co	overage
Cost of Coverage	\$8.95/month	\$14.95/m	onth
-	Protection for the emplo		10 additional adults and minors to the plan





Note: This 2026 Benefits Transition Guide (Guide) highlights ConocoPhillips Company's health and welfare benefits for active employees. The Guide is an overview of certain terms and conditions of the health and welfare benefits and is for informational purposes only. If there is any discrepancy or conflict between this Guide (or any other enrollment materials) and the terms of the official plan documents and any underlying insurance contracts, as applicable, the official plan documents and insurance contracts, as applicable, will control. Each health and welfare benefits plan has specific eligibility and participation requirements. This Guide for active employees is intended for U.S. paid employees. It is not intended for employees covered by collective bargaining agreements, unless those agreements specify participation. Nothing in this document creates an employment contract between ConocoPhillips Company or its subsidiaries and affiliates and any employee. ConocoPhillips Company reserves the right to amend, change or terminate the plans or any underlying insurance contract at any time and without notice, at its sole discretion, according to the terms of the applicable plan or insurance contract.