

The information provided in this document does NOT pertain to the 2024 Annual Benefits Enrollment

DECEMBER 6, 2024

To Plan Participants and Beneficiaries:

This booklet contains Summary Annual Reports of the ConocoPhillips benefit Plans. **These reports are furnished for your information and do not require any action on your part.** Some of the Plans may not apply to you and some Plans in which you participate may not be included. Receipt of this summary does not guarantee participation in the Plans. You must meet the eligibility requirements of each Plan in order to participate. In accordance with regulations under the Employee Retirement Income Security Act of 1974 (ERISA), these reports contain only the information prescribed by those regulations. The reports are for the following Plans:

- ConocoPhillips Disability Plan (Disability)
- ConocoPhillips Group Universal Life Insurance Plan (Universal Life)
- ConocoPhillips Group Life Insurance Plan (Group Life)
- ConocoPhillips Medical and Dental Assistance Plan (Medical & Dental)
- ConocoPhillips Retiree Medical and Dental Plan (Medical & Dental)
- ConocoPhillips Savings Plan (Savings)

This booklet does not include a Summary Annual Report for the ConocoPhillips Retirement Plan as it is not required under ERISA because information on the Retirement Plan was provided in the Annual Funding Notice distributed earlier this year.

Your Rights to Additional Information

You have the right to receive a copy of the full Annual Report, or any part thereof, on request. The items listed in the table below for each Plan are included in that Plan's report.

	Item	Disability, Universal Life, Group Life	Medical & Dental	Savings
1	An accountant's report			X
2	Financial information and information on payments to service providers		X	X
3	Assets held for investment			X
4	Fiduciary information, including non-exempt transactions between the Plan and parties-in-interest (that is, persons who have certain relationships with the Plan)			X
5	Insurance information including sales commissions paid by insurance carriers	X	X	
6	Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the Plan participates			X

Your Rights to Additional Information (continued)

To obtain a copy of the full Annual Report for any or all of these Plans, or any part of an Annual Report, or for specific questions about information in these Summary Annual Reports, write or call the Plan Administrator, P.O. Box 4783, Houston, TX 77210, phone 918-661-6199. There will be no charge for an Annual Report or any part thereof. For general questions about your benefits, please contact the Benefits Center at 800-622-5501, Monday-Friday from 7:00 a.m. to 7:00 p.m. Central Time.

You also have the right to receive from the Plan Administrator, on request at no charge, a statement of the assets and liabilities and accompanying notes (for those Plans that show "assets held for investment" on page one), or a statement of income and expenses of these Plans and accompanying notes, or both. If you request a copy of the full Annual Report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have a legally protected right to examine the Annual Reports at the main office of the Plans (ConocoPhillips, 935 N. Eldridge Parkway, Houston, TX 77079) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration (EBSA), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

CONOCOPHILLIPS DISABILITY PLAN (DISABILITY)

This is a summary of the Annual Report of the ConocoPhillips Disability Plan, Employer Identification No. 73-0400345, Plan No. 507, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has a contract with Hartford Life and Accident pay certain disability claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2023 were \$3,089,045.

Your Rights to Additional Information — See "Your Rights to Additional Information" on page 2.

CONOCOPHILLIPS GROUP UNIVERSAL LIFE INSURANCE PLAN (UNIVERSAL LIFE)

This is a summary of the Annual Report of the ConocoPhillips Group Universal Life Insurance Plan, Employer Identification No. 73-0400345, Plan No. 530, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has a contract with Metropolitan Life Insurance Company to pay certain life claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2023, were \$493,427.

Your Rights to Additional Information — See "Your Rights to Additional Information" on page 2.

CONOCOPHILLIPS GROUP LIFE INSURANCE PLAN (GROUP LIFE)

This is a summary of the Annual Report of the ConocoPhillips Group Life Insurance Plan, Employer Identification No. 73-0400345, Plan No. 505, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has contracts with Hartford Life and Accident to pay certain life and accidental death and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2023, were \$10,660,835.

Your Rights to Additional Information — See "Your Rights to Additional Information" on page 2.

CONOCOPHILLIPS RETIREE MEDICAL & DENTAL PLAN (MEDICAL & DENTAL)

This is a summary of the Annual Report of the ConocoPhillips Retiree Medical and Dental Plan, Employer Identification No. 73-0400345, Plan No. 552, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has contracts with Blue Cross Blue Shield of Texas to pay certain health claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2023 were \$502,736.

Your Rights to Additional Information — See “Your Rights to Additional Information” on page 2.

CONOCOPHILLIPS MEDICAL & DENTAL ASSISTANCE PLAN (MEDICAL & DENTAL)

This is a summary of the Annual Report of the ConocoPhillips Medical and Dental Assistance Plan, Employer Identification No. 73-0400345, Plan No. 502, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has contracts with Cigna Health and Life Insurance Company to pay certain health claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2023 were \$2,873,673.

Your Rights to Additional Information — See “Your Rights to Additional Information” on page 2.

CONOCOPHILLIPS SAVINGS PLAN (Savings)

This is a summary of the Annual Report of the ConocoPhillips Savings Plan, Employer Identification No. 73-0400345, Plan No. 022, for the Plan year ending December 31, 2023. The Annual Report has been filed with the EBSA, as required under ERISA.

Basic Financial Statement

Benefits under the Plan are provided by a trust fund. Plan expenses were \$810,580,191. These expenses included \$1,048,775 in administrative expenses, \$802,438,418 in benefits paid to participants and beneficiaries, and \$7,092,998 in other expenses. A total of 11,826 persons were participants in or beneficiaries of the Plan at the end of the Plan year.

The value of Plan assets, after subtracting liabilities of the Plan, was \$6,750,625,886 as of December 31, 2023, compared to \$6,462,028,227 as of January 01, 2023. During the Plan year, the Plan experienced an increase in its net assets of \$288,597,659. This increase includes unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$1,099,177,850, including employer contributions of \$154,814,900, employee contributions of \$113,185,505, other contributions of \$23,788,126, realized losses of (\$10,103,958) from the sale of assets, and earnings from investments of \$817,389,227.

Your Rights to Additional Information — See “Your Rights to Additional Information” on page 2.