

SUPPLEMENT TO THE CONOCOPHILLIPS SAVINGS PLAN
SUMMARY PLAN DESCRIPTION

This notice is required by law. No action is required by you.

This is a Summary of Material Modifications (SMM) to the ConocoPhillips Savings Plan. This document, when combined with the Summary Plan Description (SPD) effective January 1, 2016, summarizes the official plan text, including amendments through January 1, 2017.

The changes described below reference the appropriate page number of the SPD and are effective on the specified date. Please retain this Supplement with the previously provided SPD.

Page 6 – Company Matching and Discretionary Contributions – Effective January 1, 2017, after the second full paragraph following the heading “Company Matching and Discretionary Contributions” add:

“Certain terminated employees are not eligible for awards of discretionary contributions:

- Those who voluntarily leave the company before the end of the award period (June 30 or December 31).
- Those who are terminated for cause before the end of the award period (June 30 or December 31).

Certain terminated employees are eligible for awards of discretionary contributions if their employment is terminated by:

- Retirement (defined as age 55 with at least 5 years of service).
- Divestiture or outsourcing.
- Layoff.
- Disability.
- Death.”

<p>This brief description of changes to the Plan is meant to provide a summary of information about the Plan; however, the actual ConocoPhillips Retirement Plan (including its titles) is the governing document. ConocoPhillips Company, the sponsor of the Plan, reserves the right to amend or terminate the Plan at any time, at its sole discretion. This document is not intended to modify our “at-will” employment arrangement.</p>
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