

SUPPLEMENT TO THE CONOCOPHILLIPS CASH BALANCE ACCOUNT
(Title II of the ConocoPhillips Retirement 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 ConocoPhillips Cash Balance Account, Title II of the ConocoPhillips Retirement Plan (Plan), as required by law. This document, when combined with the Summary Plan Description (SPD) effective January 1, 2013, and the Summary of Material Modification effective October 1, 2013, summarize the official plan text, including amendments through December 31, 2015.

The change described below references the appropriate page number of the SPD and is effective on the specified date. Please retain this Supplement with the previously provided SPD.

Page 10 – Vesting - Effective January 1, 2015, a fifth bullet point is added under the vesting heading to read:

- the date your employment with the Company ends as a result of your death.

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.