

## **Required Disclosure Information ConocoPhillips Savings Plan**

### **IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION**

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The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with this Required Disclosure Information, which consists of these separate and distinct regulatory notices as required by federal law because you are/will be eligible to participate or have a balance in the ConocoPhillips Savings Plan (the "Plan") and have the right to direct investments.

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed
- Qualified Default Investment Alternative Notice
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Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in the ConocoPhillips Savings Plan and would like to make any changes, please access the NetBenefits® mobile app or log on to [www.netbenefits.com](http://www.netbenefits.com).

**Note:** If this is your first time logging on to [www.netbenefits.com](http://www.netbenefits.com), you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

### Qualified Default Investment Alternative Notice

This notice is to inform you that any contributions for which you have the right to provide investment direction, but have not done so, will be invested in the Plan's designated default investment option, unless and until you direct otherwise. Provided below is a description of the Plan's designated default investment option(s), as well as certain applicable fee information. Additional fee information is available within the Participant Fee Disclosure document.

If you are satisfied with your current investment election(s), no action is required on your part. You always retain the right under the Plan to direct the investment of your existing balances, which includes contributions and any earnings on those contributions, and your future contributions to any of the Plan's available investment options. In the event that you have not made an investment election and the Plan Sponsor has not provided direction for a given contribution, it will be invested in the Plan's default investment option as described below. If your contributions are invested in the default investment option, you have the right to transfer out of this option to another investment option available in the Plan.

To obtain information about your Plan, including your contribution percentage, your current investment options and information (including objective, strategy, risk, performance and expense information) on other Plan investment options available to you, please access the NetBenefits® mobile app, log on to NetBenefits® at [www.netbenefits.com](http://www.netbenefits.com) or call **833-637-4015** to speak to a representative. If you are a rehire, you should contact Fidelity® to confirm if you already have investment direction on file.

### Plan's Current Designated Default Investment Option

The Target Date Fund used as the Plan's designated default investment option is based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your Plan Sponsor, to determine in which Target Date Fund your future contributions will be directed, based on your date of birth on the Fidelity recordkeeping system.

Your Birth Date	Fund Name	Expense Information
Before 12/31/1952	Vanguard Target Retirement Income Trust Plus	0.055%
1/1/1953 – 12/31/1957	Vanguard Target Retirement 2020 Trust Plus	0.055%
1/1/1958 – 12/31/1962	Vanguard Target Retirement 2025 Trust Plus	0.055%
1/1/1963 – 12/31/1967	Vanguard Target Retirement 2030 Trust Plus	0.055%
1/1/1968 – 12/31/1972	Vanguard Target Retirement 2035 Trust Plus	0.055%
1/1/1973 – 12/31/1977	Vanguard Target Retirement 2040 Trust Plus	0.055%
1/1/1978 – 12/31/1982	Vanguard Target Retirement 2045 Trust Plus	0.055%
1/1/1983 – 12/31/1987	Vanguard Target Retirement 2050 Trust Plus	0.055%
1/1/1988 – 12/31/1992	Vanguard Target Retirement 2055 Trust Plus	0.055%
1/1/1993 – 12/31/1997	Vanguard Target Retirement 2060 Trust Plus	0.055%
1/1/1998 – 12/31/2002	Vanguard Target Retirement 2065 Trust Plus	0.055%

Your Birth Date	Fund Name	Expense Information
1/1/2003 or after	Vanguard Target Retirement 2070 Trust Plus	0.055%

Reflects data recordkept as of October 28, 2024

### Vanguard Target Retirement Income Trust Plus

**Objective:** Seeks to provide current income and some capital appreciation.

**Strategy:** The trust invests in Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Unit price and return will vary.

**Risk:** The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments carry issuer default and credit risk, inflation risk, and interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Principal invested is not guaranteed at any time, including at or after retirement. Additional risk information for this product may be found in the prospectus or other product materials, if available.

**Short term trading fees:** None

**Footnotes:**

The investment option is a collective investment trust. It is managed by Vanguard. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/22/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

### Vanguard Target Retirement 2020 Trust Plus

**Objective:** Seeks to provide capital appreciation and current income consistent with its current asset allocation.

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2020, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** The target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach their target date. The investment risk of each target date fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates. Additional risk information for this product may be found in the prospectus or other product materials, if available.

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Trust Plus

### Vanguard Target Retirement 2025 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2025, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

The investment option is a collective investment trust. It is managed by Vanguard. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.)

The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

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### Vanguard Target Retirement 2030 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2030, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2025 Trust Plus

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### Vanguard Target Retirement 2035 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2035, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2025 Trust Plus

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### Vanguard Target Retirement 2040 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2040, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2025 Trust Plus

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### Vanguard Target Retirement 2045 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2045, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2025 Trust Plus

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### Vanguard Target Retirement 2050 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2050, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2025 Trust Plus

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## Vanguard Target Retirement 2055 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2055, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

The investment option is a collective investment trust. It is managed by Vanguard. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/30/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 08/31/2010, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

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## Vanguard Target Retirement 2060 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2060, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

The investment option is a collective investment trust. It is managed by Vanguard. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

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## Vanguard Target Retirement 2065 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2065, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement 2060 Trust Plus

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## Vanguard Target Retirement 2070 Trust Plus

**Objective:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Strategy:** The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2070, the trust's asset allocation should resemble that of the Target Retirement Income Trust Plus. Unit price and return will vary.

**Risk:** Same description as Vanguard Target Retirement 2020 Trust Plus

**Short term trading fees:** None

#### Footnotes:

The investment option is a collective investment trust. It is managed by Vanguard Fiduciary Trust. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

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**Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

In the event of a discrepancy between this notice and the terms of the Plan, the Plan document will govern.

A mutual fund expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. For other types of investments, the figure in the expense ratio field reflects similar information, but may have been calculated differently than for mutual funds. Mutual fund data comes from the fund's prospectus. For non-mutual fund investment options, the information has been provided by the Plan Sponsor, the investment option's manager or the trustee. When no ratio is shown for these options, it is because none was available. There may be fees and expenses associated with the investment option. Expense information changes periodically. Please consult NetBenefits® for updates.

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## Participant Disclosure Notice

### SECTION 1:

### Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

### Accessing Your Plan Account Statement

On the NetBenefits® mobile app or at **www.netbenefits.com** you can access your online Fidelity statement, which is continuously available. You may also obtain a paper version (free of charge) by calling **833-637-4015**.

Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.

For additional assistance and resources to help you make informed decisions, including more detailed information on the Plan's investment options, access the NetBenefits® mobile app, log on to **www.netbenefits.com** or call **833-637-4015**.

### Your Communication Preferences

**Prefer Email?** If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Simply access the NetBenefits® mobile app or visit **www.netbenefits.com** and access the *Profile* link at the top of the page. From there, select the *Personal & Contact Information* tab to provide your email address and the *Preferences* tab to provide consent for Required Disclosures.

Access the NetBenefits® mobile app or visit

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194>

for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

## SECTION 2: Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. Please refer to your Plan's Summary Plan Description.

### Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions summarized below. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, access the NetBenefits® mobile app or log on to **www.netbenefits.com** or call **833-637-4015**.

### Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

### Investment Managers

Strategic Advisers LLC, a registered investment advisor and Fidelity Investments company, has been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice.

Utilizing the investment manager(s) or service(s) identified in this Notice may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, un-enroll, or request additional information, please contact Fidelity at (877) 401-5762.

### Restrictions

There may be certain restrictions on how investment directions may be made in the Plan, summarized as follows:

- Exchanges into ConocoPhillips Leveraged Stock Fund are not allowed.
- Investment elections for ConocoPhillips Leveraged Stock Fund are not allowed.
- Exchanges into Phillips 66 Stock Fund are not allowed.
- Investment elections for Phillips 66 Stock Fund are not allowed.
- Exchanges into Phillips 66 Leveraged Stock Fund are not allowed.
- Investment elections for Phillips 66 Leveraged Stock Fund are not allowed.

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

### Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds
- ConocoPhillips Leveraged Stock Fund
- ConocoPhillips Stock Fund
- Phillips 66 Leveraged Stock Fund

- Phillips 66 Stock Fund

### Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

#### Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

#### Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, the following Plan administrative fee(s) may be deducted from Plan accounts. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in some circumstances.

Type of Plan Administrative Fee	Amount
Recordkeeping Fee	\$33.00 per year deducted quarterly.

**If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.**

#### Individual Fees and Expenses

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.



If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee	Amount
Loan Setup Fee	\$35.00 per loan
Personalized Planning & Advice	If you utilize this service, the advisory fee is estimated not to exceed 0.35% per year of your average daily managed account balance and is deducted quarterly.
Overnight Mailing Fee	\$25.00 per transaction
ESOP Cash Dividend - EFT Fee	\$3.00 per transaction
Qualified Domestic Relations Order (QDRO) Fee	\$300.00 per standard Fidelity web-generated order or \$1,200.00 per modified Fidelity web-generated or custom order
ESOP Cash Dividend - Check Fee	\$6.00 per transaction

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

**If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.**



SECTION 3:

Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of October 28, 2024, except for performance data, which is as of December 31 of the prior year. To help you better understand the Plan’s investment options, information is available at

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194>, including a glossary of investment terms available online at <https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails>. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at Fidelity Investments, P.O. Box 770003, Cincinnati, OH 45277-0065 or call 833-637-4015.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor’s Web site at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees> for an example of the long-term effect of fees and expenses.

Variable Return Investments

The chart below lists the Plan’s investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194> along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated. To learn more or to obtain the most recent month-end performance, go to <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194>.

Investment Name <i>Benchmark(s)</i>	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
ALL-IN-ONE INVESTMENTS				
Asset Class: Blended Funds				
Vanguard Target Retirement 2020 Trust Plus	12.56%	6.67%	5.61%	06/22/2007
MSCI US Broad Mkt (G)	26.21%	15.32%	11.57%	
Vanguard Retirement 2020 Composite Index	12.64%	6.98%	5.81%	

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.055%	\$0.55	N/A	Yes <sup>5</sup>	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Blended Funds (cont'd)</b>				
<b>Vanguard Target Retirement 2025 Trust Plus</b>	14.57%	7.67%	6.21%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2025 Composite Index</i>	14.74%	8.02%	6.43%	
<b>Vanguard Target Retirement 2030 Trust Plus</b>	16.06%	8.47%	6.69%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2030 Composite Index</i>	16.23%	8.82%	6.92%	
<b>Vanguard Target Retirement 2035 Trust Plus</b>	17.22%	9.30%	7.17%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2035 Composite Index</i>	17.43%	9.64%	7.40%	
<b>Vanguard Target Retirement 2040 Trust Plus</b>	18.40%	10.09%	7.62%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2040 Composite Index</i>	18.60%	10.44%	7.87%	
<b>Vanguard Target Retirement 2045 Trust Plus</b>	19.55%	10.84%	8.00%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2045 Composite Index</i>	19.76%	11.22%	8.26%	
<b>Vanguard Target Retirement 2050 Trust Plus</b>	20.26%	11.02%	8.08%	06/28/2007
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2050 Composite Index</i>	20.45%	11.37%	8.34%	

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Blended Funds (cont'd)</b>				
<b>Vanguard Target Retirement 2055 Trust Plus</b>	20.24%	11.02%	8.08%	08/31/2010
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2055 Composite Index</i>	20.45%	11.37%	8.34%	
<b>Vanguard Target Retirement 2060 Trust Plus</b>	20.24%	11.04%	8.09%	03/23/2012
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	11.57%	
<i>Vanguard Retirement 2060 Composite Index</i>	20.45%	11.37%	8.34%	
<b>Vanguard Target Retirement 2065 Trust Plus</b>	20.24%	11.04%	9.07%*	07/24/2017
<i>MSCI US Broad Mkt (G)</i>	26.21%	15.32%	12.25%*	
<i>Vanguard Retirement 2065 Composite Index</i>	20.45%	11.37%	--	
<b>Vanguard Target Retirement 2070 Trust Plus</b>	20.28%	N/A	3.83%*	04/06/2022
<i>MSCI US Broad Mkt (G)</i>	26.21%	N/A	5.09%*	
<i>Vanguard Retirement 2070 Composite Index</i>	20.45%	N/A	--	
<b>Vanguard Target Retirement Income &amp; Growth Trust Plus</b>	13.99%	N/A	0.40%*	01/21/2022
<i>MSCI US Broad Mkt (G)</i>	26.21%	N/A	5.66%*	
<i>Target Retirement Income and Growth Composite Idx</i>	14.09%	N/A	--	
<b>Vanguard Target Retirement Income Trust Plus</b>	10.72%	4.88%	4.16%	06/22/2007
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<i>Vanguard Retirement Income Composite Index</i>	10.80%	5.13%	4.32%	

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A
0.055%	\$0.55	N/A	Yes <sup>§</sup>	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>CORE INVESTMENTS</b>				
<b>Asset Class: Stocks</b>				
<b>BlackRock Equity Index Fund</b>	26.29%	N/A	6.33%*	09/30/2021
<i>S&amp;P 500</i>	26.29%	N/A	6.33%*	
<b>BlackRock Russell 2000 Index</b>	17.08%	N/A	-2.12%*	09/30/2021
<i>Russell 2000</i>	16.93%	N/A	-2.24%*	
<b>BlackRock S&amp;P MidCap 400 Index</b>	16.42%	N/A	3.99%*	09/30/2021
<i>S&amp;P MidCap 400</i>	16.44%	N/A	4.04%*	
<b>Spartan® Total Market Index Pool Class E</b>	26.10%	15.05%	12.09%*	07/14/2017
<i>DJ US Total Stk Mkt</i>	26.06%	15.05%	12.08%*	
<b>State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II</b>	15.93%	7.48%	4.24%	04/05/2010
<i>MSCI ACWI ex US IMI (N)</i>	15.62%	7.18%	3.97%	
<b>Asset Class: Bonds</b>				
<b>Stable Value Fund</b>	2.75%	2.43%	2.36%	12/31/1978
<b>State Street U.S. Bond Index Securities Lending Series Fund Class XIV</b>	5.61%	1.11%	1.81%	10/01/1997
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<b>U.S. Treasury Inflation Protected Securities Fund M</b>	3.98%	3.19%	2.49%	07/30/2002
<i>BBg US TIPS</i>	3.90%	3.15%	2.42%	
<b>Vanguard Total International Bond Index Fund Institutional Shares</b>	8.85%	0.91%	2.45%	05/31/2013
<i>BBg Ag xUSD FIAd RIC C</i>	8.75%	1.02%	2.59%	

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
0.009%	\$0.09	N/A	N/A	N/A
0.021%	\$0.21	N/A	N/A	N/A
0.015%	\$0.15	N/A	N/A	N/A
0.010%	\$0.10	N/A	Yes§	N/A
0.055%	\$0.55	N/A	N/A	N/A
0.252%	\$2.52	N/A	N/A	‡‡
0.022%	\$0.22	N/A	N/A	N/A
0.027%	\$0.27	N/A	N/A	N/A
0.070%	\$0.70	N/A	Yes§	N/A

Investment Name <i>Benchmark(s)</i>	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Short-Term</b>				
<b>Vanguard Treasury Money Market Fund Investor Shares £</b>	5.05%	1.82%	1.19%	12/14/1992
7-Day Yield % as of 12/31/2023: 5.32				
<i>FTSE 3-Mo Treasury Bill</i>	5.26%	1.91%	1.26%	
<b>SUPPLEMENTAL INVESTMENTS</b>				
<b>Asset Class: Stocks</b>				
<b>Vanguard International Growth Fund Admiral Shares</b>	14.81%	10.62%	7.09%	09/30/1981
<i>MSCI AC Wld ex US (N)</i>	15.62%	7.08%	3.83%	
<b>Vanguard International Value Fund Investor Shares</b>	16.15%	7.77%	3.78%	05/16/1983
<i>MSCI AC Wld ex US (N)</i>	15.62%	7.08%	3.83%	
<b>Vanguard PRIMECAP Fund Admiral Shares</b>	28.18%	14.76%	13.07%	11/01/1984
<i>S&amp;P 500</i>	26.29%	15.69%	12.03%	
<b>Vanguard Windsor™ II Fund Admiral™ Shares</b>	21.07%	14.96%	10.14%	06/24/1985
<i>Russell 1000 Value</i>	11.46%	10.91%	8.40%	
<b>Asset Class: Bonds</b>				
<b>PIMCO Total Return Collective Trust Class I</b>	6.27%	1.13%	1.83%	11/30/2009
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
0.090%	\$0.90	N/A	N/A	N/A
0.310%	\$3.10	N/A	Yes <sup>§</sup>	N/A
0.390%	\$3.90	N/A	Yes <sup>§</sup>	N/A
0.310%	\$3.10	N/A	Yes <sup>§</sup>	N/A
0.260%	\$2.60	N/A	Yes <sup>§</sup>	N/A
0.450%	\$4.50	N/A	N/A	N/A

Investment Name <i>Benchmark(s)</i>	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>SINGLE-STOCK INVESTMENTS</b>				
<b>Asset Class: Stocks</b>				
<b>ConocoPhillips Leveraged Stock Fund</b>	1.96%	17.37%	8.64%	01/21/1972
<i>S&amp;P 500</i>	26.29%	15.69%	12.03%	
<b>ConocoPhillips Stock Fund</b>	1.96%	17.37%	8.64%	01/21/1972
<i>S&amp;P 500</i>	26.29%	15.69%	12.03%	

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
N/A	N/A	N/A	N/A	‡
		Commission on stock trades: no more than \$0.029 per share.  The Securities and Exchange Commission (SEC) assesses a fee on sell order of between \$0.01 and \$0.03 per \$1,000 of principal (in addition to commission)		
N/A	N/A	N/A	N/A	N/A
		Commission on stock trades: no more than \$0.029 per share.  The Securities and Exchange Commission (SEC) assesses a fee on sell order of between \$0.01 and \$0.03 per \$1,000 of principal (in addition to commission)		

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Stocks (cont'd)</b>				
<b>Phillips 66 Leveraged Stock Fund</b> S&P 500	33.13% 26.29%	13.86% 15.69%	9.45% 12.03%	04/12/2012
<b>Phillips 66 Stock Fund</b> S&P 500	33.13% 26.29%	13.86% 15.69%	9.45% 12.03%	04/12/2012

N/A = Not Applicable/None

-- = Not Available

^ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

#### Investment Restrictions

‡ Closed to new investments, including contributions and exchanges.

‡‡ You are not permitted to make a direct exchange from Stable Value Fund into the following fund(s), which are considered "competing fund(s)":

- Vanguard Treasury Money Market Fund Investor Shares

Before exchanging from Stable Value Fund into the competing fund(s), you must first exchange to a non-competing fund for 90 days. These requirements are typically imposed by issuers such as

Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
As a %	Per \$1,000			
N/A	N/A	N/A  Commission on stock trades: no more than \$0.029 per share.  The Securities and Exchange Commission (SEC) assesses a fee on sell order of between \$0.01 and \$0.03 per \$1,000 of principal (in addition to commission)	N/A	‡
N/A	N/A	N/A  Commission on stock trades: no more than \$0.029 per share.  The Securities and Exchange Commission (SEC) assesses a fee on sell order of between \$0.01 and \$0.03 per \$1,000 of principal (in addition to commission)	N/A	‡

insurance companies, banks, or other approved financial institutions as a condition for issuing investment contracts to retirement plans.

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

#### Additional Investment Information

\* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees



are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

The current yield reflects the current earnings of the fund, while the total return refers to a specific past holding period. The 7-Day Yield is the average income return over the previous seven days, assuming the rate stays the same for one year. It is the Fund's total income net of expenses, divided by the total number of outstanding shares and includes any applicable waiver or reimbursement.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

### **Expense Ratio**

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194>.

## Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

Vanguard Target Retirement 2020 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2020 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/22/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2025 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2025 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2030 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2030 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2035 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2035 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2040 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2040 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to

reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2045 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2045 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2050 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2050 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/28/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2055 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2055 Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/30/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 08/31/2010, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement 2060 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2065 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement 2070 Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement Income & Growth Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement Income & Growth Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/17/2022. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 01/21/2022, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Vanguard Target Retirement Income Trust Plus : This investment option is not a mutual fund.

Vanguard Target Retirement Income Trust Plus : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 06/22/2007, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

BlackRock Equity Index Fund : This investment option is not a mutual fund.

BlackRock Russell 2000 Index : This investment option is not a mutual fund.

BlackRock S&P MidCap 400 Index : This investment option is not a mutual fund.

Spartan® Total Market Index Pool Class E : This investment option is not a mutual fund.

Spartan® Total Market Index Pool Class E : The inception date of this Pool was 09/30/2021. The earliest share class of this Pool had an inception date of 07/14/2017. Performance between the inception date of the earliest share class and the inception date of this Pool was calculated by subtracting this Pool's management fee and the Pool's net administrative expenses for that period from the Pool's gross performance.

State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II : This investment option is not a mutual fund.

State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/13/2014. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 04/05/2010, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Stable Value Fund : This investment option is not a mutual fund.

State Street U.S. Bond Index Securities Lending Series Fund Class XIV : This investment option is not a mutual fund.

State Street U.S. Bond Index Securities Lending Series Fund Class XIV : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/30/2011. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 10/01/1997, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

U.S. Treasury Inflation Protected Securities Fund M : This investment option is not a mutual fund.

U.S. Treasury Inflation Protected Securities Fund M : The inception date of this Pool was 7/20/2012. The earliest share class of this Pool had an inception date of 07/30/2002. Performance between the inception date of the earliest share class and the inception date of this Pool was calculated by subtracting this Pool's management fee and the Pool's net administrative expenses for that period from the Pool's gross performance.

Vanguard International Growth Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/13/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 09/30/1981, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard PRIMECAP Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 11/01/1984, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Windsor™ II Fund Admiral™ Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/14/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 06/24/1985, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

PIMCO Total Return Collective Trust Class I : This investment option is not a mutual fund.

ConocoPhillips Leveraged Stock Fund : This investment option is not a mutual fund.

ConocoPhillips Stock Fund : This investment option is not a mutual fund.

Phillips 66 Leveraged Stock Fund : This investment option is not a mutual fund.

Phillips 66 Stock Fund : This investment option is not a mutual fund.

## Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=732502&plan=29194>.

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