

ConocoPhillips Savings Plan

The ConocoPhillips Savings Plan provides a competitive benefit that gives you the flexibility to reach your future financial goals. You are immediately eligible to participate in the Savings Plan if you are an employee on the direct U.S. payroll of ConocoPhillips.

EMPLOYEE CONTRIBUTIONS AND COMPANY MATCH CONTRIBUTIONS

Participation is voluntary, and you must enroll with Fidelity in order to receive company contributions.

When you contribute a minimum of one percent of eligible pay each pay period, a six percent company match will be deposited to your Savings Plan account.

When you contribute a minimum of one percent of your eligible pay each pay period, you may also be eligible for any additional company discretionary contribution, which may range from zero percent to six percent and is based on factors such as company performance and market conditions. The target for the company discretionary contribution is three percent. The company discretionary contribution will be reviewed twice a year for the January–June and July–December periods and deposited as a lump sum into your account according to your Savings Plan investment choices.

YOU CAN CONTRIBUTE MORE THAN ONE PERCENT

Subject to various IRS limits, you can contribute up to 75 percent of your eligible pay on a before-tax basis, after-tax basis, Roth 401(k) basis, or a combination of all three. Your contributions and the company match will be invested according to your contribution investment election.

To start contributing to the Savings Plan and receiving the company match, please enroll at www.netbenefits.com or call Fidelity at 833-637-4015.

COMPANY RETIREMENT CONTRIBUTION

If participating in the Company Retirement Contribution (CRC), you'll receive 6% of eligible pay each pay period into your Savings Plan account. The CRC does not require any employee contributions.

INVESTMENT OPTIONS

You have flexibility in investment decisions. You can change the way your account balance and future contributions are invested at any time.

VESTING DETAILS

You are always 100% vested in your contributions, Company matching and Company discretionary contributions. After three years of service with the Company, you are 100% vested in any Company retirement contributions.

Learn More

Visit www.netbenefits.com or call Fidelity at 833-637-4015.

For more detailed information about the Savings Plan and other benefit plans, refer to the Summary Plan Description at hr.conocophillips.com, click on Current Employees, Savings, Resources, and select Savings Plan (SPD).

This document is not intended to be a summary plan description; any inconsistencies between the ConocoPhillips Savings Plan and this document shall be governed by the terms of the ConocoPhillips Savings Plan. The company reserves the right to amend, or terminate the ConocoPhillips Savings Plan at any time.