

U.S. CONOCOPHILLIPS EMPLOYEES



2026

Annual Benefits Enrollment Guide

Annual Benefits Enrollment opens Oct. 17
and closes at 7 p.m. Central time on Nov. 7, 2025

hr.conocophillips.com

This guide provides you with information on how to make the most of your ConocoPhillips benefits during annual enrollment.

2026 Headlines

At ConocoPhillips, we aim to provide you with competitive, sustainable and supportive benefits to help keep you and your loved ones healthy. Review this guide and attend a Benefits Road Show to help you get the most out of your benefits.

Medical and dental costs will increase¹.

- Recognizing the impact of medical inflation, premiums in our Medical and Dental Plans will increase.
- Medical deductibles and out-of-pocket maximums will increase.
- Details of these changes are on pages 4 and 5 of this guide.

You will have expanded vision coverage at the same affordable premium.

- All employees enrolled in the Vision Plan will have expanded coverage for ultraviolet lenses (100%) and an increased allowance for eyeglass frames and contact lenses.

Vendor changes will provide you with cost savings and convenience.

- Life and Long-Term Disability insurance will transition to MetLife.
 - Life insurance premiums will decrease by an average of 17% and Long-Term Disability premiums by an average of 8%.
 - Dependent life insurance coverage will increase, but rates will remain the same.
 - If you have previously waived coverage, or have less than 4x coverage, you have a one-time opportunity this annual enrollment to select up to 4x coverage without completing a medical questionnaire.
- Administration of our Health Savings Account (HSA) will transition from Bank of America to Fidelity.
 - You will be able to conveniently manage your HSA, Savings Plan and any equity award balances in one place. The IRS annual HSA contribution limit will increase.

You will have access to additional financial protection through new supplemental benefits.

- New coverage options will be available through MetLife. Designed to provide affordable protection for unexpected events, these benefits are offered at lower premiums than market rates, with no pre-existing condition exclusions:
 - Hospital indemnity insurance
 - Legal plans
 - Accident insurance
 - Identity theft protection
 - Critical illness insurance

¹ Medical costs in this guide reflect earning all health incentives available through the U.S. Health Improvement Incentive Program (HIIP). The total incentive amount is \$1,050 for 2026. See monthly employee medical costs and incentive payroll credits on page 5.

💰 Health Savings Account Transition

Beginning Jan. 1, 2026, Health Savings Account (HSA) administration will transition to Fidelity. Fidelity HSAs will provide a variety of investment options and allow users to view retirement, savings, equity and HSA balances together on one platform.

Key things to know:

2025		2026
October – November <ul style="list-style-type: none">• Annual Enrollment opens Oct. 17 and closes Nov. 7• Consider increasing HSA contributions for 2026• Consent to automatic transfer*	December <ul style="list-style-type: none">• You will receive an email to activate your Fidelity HSA account*• New Fidelity HSA cards sent	Mid-February <ul style="list-style-type: none">• Current investments liquidated• Balances transferred• Make investment elections in new Fidelity HSA account*

You can learn more about Fidelity’s HSA by visiting the [Fidelity HSA Resource Center](#).

More updates will follow during the transition.

***Employee action needed**



Medical Costs

Your medical plan options are not changing. You continue to have two High Deductible Health Plan (HDHP) options with BlueCross BlueShield of Texas (BCBSTX) and prescription drug coverage with CVS Caremark.

NETWORK FEATURES	HDHP BASE	HDHP
Annual deductible	\$3,500 You Only coverage \$7,000 Other coverage levels	\$1,750 You Only coverage \$3,500 Other coverage levels
Annual out-of-pocket maximum	\$7,000 You Only coverage \$14,000¹ Other coverage levels	\$4,500 You Only coverage \$9,000 Other coverage levels
	Medical and Rx combine to meet out-of-pocket max; includes deductible (100% coverage thereafter)	
Health Savings Account (HSA)		
Company contribution	\$0	\$600 You Only \$1,000 Other coverage levels
Employee maximum contribution	\$4,400 You Only coverage \$8,750 Other coverage levels	\$3,800 You Only coverage \$7,750 Other coverage levels
Total annual contribution	\$4,400 You Only coverage \$8,750 Other coverage levels Note: If you are age 55 or older, you can make an additional contribution of \$1,000.	
Medical Services		
Preventive care	100% covered	100% covered
Medical services	20% coinsurance ²	20% coinsurance ²
Prescription Drugs		
Generic preventive prescription drugs	20% coinsurance ²	100% covered
Other prescription drugs	20% coinsurance ²	20% coinsurance ²

Changes for 2026 are shown in **bold**.

¹ No more than **\$10,600** for any one person.

² Coinsurance occurs after the deductible is met (where mentioned in this guide).

Did you know?

Beginning Jan. 1, 2026, individuals enrolled in the Medical Plan will have access to the Maven Clinic's Fertility and Family Building app, which offers 1:1 dedicated care advocates, personalized plans and online educational classes to support the journey to parenthood.

Wellness Program

If you participate in the ConocoPhillips Medical Plan, you can earn up to \$1,050 in incentives through our voluntary **U.S. Health Improvement Incentive Program**.

If you earned incentives by Sept. 30, 2025, they will appear as payroll credits on your paychecks in 2026. As a reminder, we announced the Financial Well-being incentive as part of our commitment to support holistic well-being.

INCENTIVES	MONTHLY PAYROLL CREDITS
Healthy Weight	\$20.84
Blood Pressure	\$20.84
Cholesterol	\$20.84
Mental Well-being	\$12.50
Financial Well-being	\$12.50
Earning all your incentives, including completion of both the mental and financial well-being attestations, allows you to pay the monthly employee medical costs located below¹.	

Note: The Medical Plan is committed to helping you achieve your best health status. Incentives for participating in the U.S. Health Improvement Incentive Program are generally available to employees enrolled in the Medical Plan. If you think you might be unable to meet a standard for an incentive under this program, you may qualify for an opportunity to earn the same incentive by different means. Contact the Benefits Center at 800-622-5501 or 718-354-1344, and we will work with you (and, if you wish, your doctor) to find a reasonable alternative with the same incentive that is right for you in light of your health status.

¹ U.S. Health Improvement Program incentives will be paid as a payroll credit in 2026 and are available to employees enrolled in the 2026 ConocoPhillips Medical and Dental Assistance Plan (Medical Plan). See the [Frequently Asked Questions](https://hr.conocophillips.com) on hr.conocophillips.com for program details. Employees hired or repatriated on or after June 1, 2025 are not required to complete a biometric screening and will automatically receive the Health Improvement Incentive Program credits.

Monthly Employee Costs

	YOU ONLY	YOU + CHILD	YOU + SPOUSE	YOU + CHILDREN	YOU + FAMILY
Medical					
HDHP Base	\$0	\$26	\$38	\$47	\$68
HDHP	\$63	\$95	\$147	\$137	\$216
Dental					
CP Dental	\$9	\$19	\$19	\$33	\$33
Vision					
Vision Base	\$7.66	\$13.92	\$13.92	\$21.29	\$21.29
Vision Plus	\$16.69	\$30.42	\$30.42	\$46.59	\$46.59





Supplemental Benefits

You will have access to voluntary financial protection through new supplemental insurance options.

You and your eligible dependents can enroll in supplemental coverage that offers extra financial protection beyond the core high deductible health plans. Attend a Benefits Road Show to learn more about this new benefit offering.

	HOSPITAL INDEMNITY	CRITICAL ILLNESS	ACCIDENT
Product Overview	These three coverages offer extra financial protection beyond the core high deductible health plans by providing a direct lump sum payment for covered events with no pre-existing condition exclusions.		
Covered Services	Coverage for hospitalization due to covered accidents and illnesses such as admission to a hospital, intensive care unit stays and inpatient rehab unit stays for accidents.	Over 30 covered conditions including cancer, heart attack and stroke. Additionally, the plan pays at initial occurrence and at recurrences for certain conditions.	Over 150 covered events and services such as fractures, dislocations, second- and third-degree burns and medical treatments or tests resulting from an accident.
Cost of Coverage	\$6.32–\$39.49/mo. based on plan and coverage tier	Rates vary based on age and coverage tier	\$3.08–\$15.02/mo. based on plan and coverage tier

If you enroll in the above coverage, you can opt into MetLife’s medical claim integration for automatic claims filing. You will receive an email from MetLife after Annual Enrollment closes with more information.

	LEGAL
Product Overview	Access an experienced attorney to help with estate planning, home sales, adoption and more through the monthly rate.
Cost of Coverage	\$15.70/month

	IDENTITY THEFT AND FRAUD PROTECTION	
Product Overview	Identity theft protection provides a robust digital security plan to help protect you and your family from financial and identity fraud.	
Cost of Coverage	Individual Coverage	Family Coverage
	\$8.95/month	\$14.95/month
	Protection for the employee only	Add up to 10 additional adults and unlimited minors to the plan



Other Valuable Benefits

BENEFIT	WHAT DO I USE IT FOR?	WHEN DO I USE IT?	WHAT WILL I PAY?
Onsite Clinics: Houston, Midland and Artesia	Primary care, wellness needs	Urgent care, annual exams, screenings, immunizations, preventative care	\$70 Before deductible \$0 After deductible
MDLIVE	24/7 Telemedicine	Allergies, colds, flu, traveling, avoid visiting a doctor's office	\$48 Before deductible \$9.60 After deductible
	Therapy	Talk therapy and strategy sessions	\$90 Before deductible \$18 After deductible
	Psychiatry	Assessment and medication management	\$250 Before deductible \$50 After deductible
BCBSTX Health Advocates	Personalized healthcare guidance	Personal assistance, understanding a diagnosis, seeking quality, lower cost care alternatives	\$0 - Company provided
2nd.MD	Expert second opinions	Significant medical diagnosis, chronic condition, possible surgery, critical mental health diagnosis	\$0 - Company provided
Employee Assistance Plan (EAP)	Professional support and guidance	Grief/loss, stress, work-related issues, relationship issues, parent coaching	\$0 - Company provided
Back-up Family Care	Back-up care for your children, adult and elderly family members	When your primary care is unavailable	Child care center: \$10 per child/day or \$15 per family/day In-home care: \$4 per hour

To learn more, please visit hr.conocophillips.com.

Did you know?

We offer comprehensive benefits to support your mental well-being. Visit [Understanding Your Mental Health Benefits](#) on hr.conocophillips.com for more information.

Your dental benefits are not changing; rates are raising slightly. Visit [MetLife](#) to see if your dentist is in-network.

	YOU ONLY	YOU + 1	YOU + 2 OR MORE
Rates	\$9	\$19	\$33

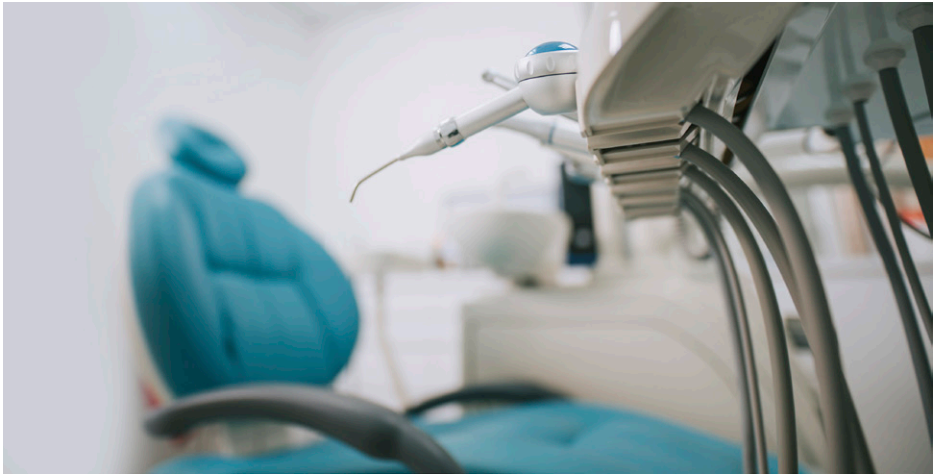
	NETWORK	NON-NETWORK	OUT-OF-AREA DENTAL BENEFITS ¹
Annual deductible	\$50 individual, \$150 family	\$100 individual, \$300 family	\$50 individual, \$150 family
Diagnostic and preventive services	100% covered	100% covered ²	100% covered
Basic services	20% coinsurance ³	40% coinsurance ³	20% coinsurance ³
Major services	50% coinsurance ³	50% coinsurance ³	50% coinsurance ³
Annual maximum benefit	\$2,000 per person (network and non-network combined)		\$2,000 per person
Orthodontia	50% coinsurance; \$2,000 per person lifetime maximum (network and non-network combined)		50% coinsurance; \$2,000 per person lifetime maximum

Changes for 2026 are shown in **bold**.

¹ The out-of-area dental benefit is available only to those without access to at least two network dentists within 10 miles of their home zip code.

² Non-network charges are reimbursed similar to network charges in the geographic area. Your dentist may bill you for the difference between the approved network charge and the billed amount.

³ Coinsurance occurs after the deductible is met (where mentioned in this guide).





Your vision costs are not changing. There are enhancements to your lens allowances and coverage in 2026.

NETWORK FEATURES	VISION BASE	VISION PLUS
Well vision exam	100% covered; One per calendar year	100% covered; One per calendar year
Eyeglass Lenses or Contact Lenses		
Single, bifocal, trifocal lenses	100% covered	\$20 copay ¹
Photochromic lenses	30% average savings	\$30 copay
Anti-reflective coating and progressive lenses	30% average savings	\$40 copay
Ultraviolet lenses	100% covered	100% covered
Impact-resistant lenses for children	100% covered	100% covered
Impact-resistant lenses for adults	30% average savings	30% average savings
Contact lenses	\$150 allowance ² for contacts/contact lens exam (fitting and evaluation), 15% off exam thereafter	\$210 allowance ² for contacts/up to \$50 allowance for contact lens exam (fitting and evaluation).
Frames		
Frames for children and adults	\$150 allowance ² ; 20% discount thereafter. Adults every other calendar year; children every calendar year	\$20 copay ¹ ; \$210 allowance ² , 20% discount thereafter. Adults and children every calendar year
Match retail frame allowance at Walmart/Sam's	\$150 allowance ²	\$210 allowance ²

Changes for 2026 are shown in **bold**.

Note: Your well vision exam is covered under the vision plan. If you want vision benefits, you must enroll in a vision option.

¹ One copay required when purchasing either frames or lenses or both.

² Allowances for frames (if eligible for frames) or contacts but not both.

Did you know?

Eyeconic is an in-network online eyewear store, offered by VSP, that can help you capture additional savings.
Visit www.eyeconic.com



Flexible Spending Account (FSA)

2026 Contribution Limits

- Health Care Flexible Spending Account — **\$3,300¹**
- Dependent Day Care Flexible Spending Account — **\$7,500**

Your FSA enrollment does not carry over year to year, so you need to enroll for 2026. If you contribute to both an HSA and Health Care FSA, your FSA reimbursements will be limited to dental, vision and some preventive expenses until after you meet your HDHP annual deductible.

Changes for 2026 are shown in **bold**.

¹ The 2026 IRS Flexible Spending Account maximum contribution limit has not been released yet. Should the limit increase, we will provide the updated amount during annual enrollment.



Income Protection Benefits

Life and Long-Term Disability insurance will transfer to MetLife.

Annual Benefits Enrollment is a great time to review your benefits and determine if you have the right amount of disability and life insurance. These coverages provide valuable security for your family in the event that life takes an unexpected turn.



Long-Term Disability (LTD)

Long-Term Disability premiums will decrease by an average of 8%. LTD is optional coverage to provide tax-free income replacement if you are unable to work due to an illness or injury that lasts more than six months. Coverage options include: Basic (50% income replacement) and Enhanced (60% income replacement).





Life Insurance

Supplemental life insurance rates will decrease by an average of 17%. These insurance benefits provide your family with valuable financial protection in the event of your death or a dependent death.

BENEFIT	WHAT DOES IT PROVIDE?	WHAT MONTHLY PREMIUM WILL I PAY?
Basic Life Insurance	1x your annual salary	\$0 – Company provided
Occupational Accidental Death	\$500,000	\$0 – Company provided
Supplemental Life	Up to 8x your annual salary; maximum of \$14,000,000	\$0.028–\$1.036 (based on age range) per \$1,000 coverage
Dependent Life	\$50K spouse/\$15K child(ren) \$100K spouse/\$25K child(ren)	\$8.95 for low coverage \$14.92 for high coverage
Accidental Death and Dismemberment	You: Up to \$1 million or 12x your annual salary Spouse: Up to \$500,000 or the value of your coverage (whichever is less) Dependent: Up to \$50,000 or the value of your coverage (whichever is less) Other financial benefits: <ul style="list-style-type: none">• Child education allowance• Spouse education allowance• Daycare benefit coverage	\$0.018 per \$1,000 coverage

Changes for 2026 are shown in **bold**.

You can learn more about Annual Benefits Enrollment, find online resources and access *My Benefits* to enroll at hr.conocophillips.com.

Savings

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 and you can enroll directly with Fidelity.

- When you contribute a minimum of 1% of eligible pay each pay period, you will receive a 6% company match.
- Twice a year, you may receive an additional company discretionary contribution, which may range from 0-6%.
- You are always 100% vested in your contributions, company match and discretionary contributions.

Employees who joined ConocoPhillips after Dec. 31, 2018, are automatically enrolled in the [ConocoPhillips Company Retirement Contribution](#) (CRC).

- You will receive 6% of your eligible pay (this includes base salary, overtime and variable cash incentive plan/bonus) each pay period in your account at Fidelity.
- It does not require any employee contributions; ConocoPhillips provides 100% of these contributions.
- After three years of service with the company, you are 100% vested in any company retirement contributions.

Starting in 2026, employees turning age 50 or older earning more than \$145,000 in FICA (Social Security) wages in the previous year must make catch-up contributions as Roth 401(k) contributions due to SECURE 2.0 Act requirements. Participants with FICA (Social Security) wages \$145,000 or less in the prior year can make their catch-up contributions as either Before-tax or Roth 401(k).

Action Checklist

- ☐ Attend a [Benefits Road Show](#).
- ☐ Go to hr.conocophillips.com.
 - ☐ When you are ready to enroll, click on [My Benefits](#).
 - ☐ Consider an increase to your HSA contribution to take advantage of higher IRS tax limits.
 - ☐ You will be required to confirm your personal information and beneficiaries.
As a reminder, be sure to also review and confirm your beneficiaries for your [savings/retirement plans](#).
 - ☐ Evaluate your life and disability insurance needs and consider supplemental coverage if appropriate.
 - ☐ Consent to HSA asset transfer.
 - ☐ Review new [Supplemental Benefits](#) options.
 - ☐ Review, print and save your benefits summary after you complete your enrollment.

Annual Benefits Enrollment opens Oct. 17
and closes at 7 p.m. Central time on Nov. 7, 2025.



Note: This 2026 Annual Benefits Enrollment Guide (Guide) highlights ConocoPhillips Company's health and welfare benefits for active employees. The Guide is an overview of certain terms and conditions of the health and welfare benefits and is for informational purposes only. If there is any discrepancy or conflict between this Guide (or any other enrollment materials) and the terms of the official plan documents and any underlying insurance contracts, as applicable, the official plan documents and insurance contracts, as applicable, will control. Each health and welfare benefits plan has specific eligibility and participation requirements. This Guide for active employees is intended for U.S. paid employees. It is not intended for employees covered by collective bargaining agreements, unless those agreements specify participation. Nothing in this document creates an employment contract between ConocoPhillips Company or its subsidiaries and affiliates and any employee. ConocoPhillips Company reserves the right to amend, change or terminate the plans or any underlying insurance contract at any time and without notice, at its sole discretion, according to the terms of the applicable plan or insurance contract.