

PRE-65 RETIREES



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.

Medical Options

You have two High Deductible Health Plan (HDHP) options with BlueCross BlueShield of Texas (BCBSTX) and prescription coverage with CVS Caremark.

In the HDHP medical option, annual deductibles will increase slightly to meet the IRS deductible requirements.

As a reminder, your BCBSTX health advocate continues to be a valuable resource to help you with your benefit questions and health care needs. You can call toll-free 24/7 at 1-800-343-4709.

You continue to have access to valuable medical and mental health benefits, such as MDLIVE, 2nd.MD and BCBSTX mental health and substance use disorder coverage.

NETWORK FEATURES	RETIREE HDHP BASE	RETIREE 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 Medical and Rx combine to meet out-of-pocket max; includes deductible (100% coverage thereafter)	\$4,500 You Only coverage \$9,000 Other coverage levels
Medical Services		
Preventive care	100% covered	100% covered
Medical services	20% coinsurance ¹	20% coinsurance ¹
Prescription Drugs		
Generic preventive prescription drugs	20% coinsurance ¹	100% covered
Other prescription drugs	20% coinsurance ¹	20% coinsurance ¹

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

¹ Coinsurance occurs after the deductible is met (where mentioned in this guide).



2026 Monthly Pre-65 Retiree Medical Costs

PRICING FACTOR	OPTION DESCRIPTION	RETIREE HDHP BASE COST				
		YOU ONLY OR SPOUSE ONLY	YOU + SPOUSE	YOU, SPOUSE & CHILD(REN)	YOU + CHILD(REN) OR SPOUSE + CHILD(REN)	CHILD(REN)
85	85 to 89 Points (100% Subsidy)	\$623	\$1,245	\$1,443	\$820	\$198
80	80 to 84 Points (90% Subsidy)	\$673	\$1,346	\$1,557	\$884	\$210
75	75 to 79 Points (80% Subsidy)	\$723	\$1,446	\$1,672	\$949	\$225
70	70 to 74 Points (70% Subsidy)	\$774	\$1,548	\$1,787	\$1,013	\$238
65	65 to 69 Points (60% Subsidy)	\$824	\$1,648	\$1,902	\$1,078	\$253

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

PRICING FACTOR	OPTION DESCRIPTION	RETIREE HDHP COST				
		YOU ONLY OR SPOUSE ONLY	YOU + SPOUSE	YOU, SPOUSE & CHILD(REN)	YOU + CHILD(REN) OR SPOUSE + CHILD(REN)	CHILD(REN)
85	85 to 89 Points (100% Subsidy)	\$732	\$1,462	\$1,694	\$962	\$231
80	80 to 84 Points (90% Subsidy)	\$787	\$1,570	\$1,820	\$1,033	\$250
75	75 to 79 Points (80% Subsidy)	\$843	\$1,682	\$1,946	\$1,103	\$264
70	70 to 74 Points (70% Subsidy)	\$899	\$1,794	\$2,072	\$1,173	\$278
65	65 to 69 Points (60% Subsidy)	\$955	\$1,906	\$2,199	\$1,244	\$293

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

Post-65 Retiree Medical and Prescription Coverage

IMPORTANT - Effective Jan. 1, 2026, if you did not enroll when you and/or your eligible dependents first met the eligibility requirements for Post-65 Retiree Medical Plan¹, you and/or your eligible dependents will not be able to enroll at a later date. If you and/or your dependents are currently eligible for the Post-65 Retiree Medical Plan but have not yet enrolled, you **must enroll** during this year's Annual Benefits Enrollment for coverage to begin Jan. 1, 2026. Otherwise, you and/or your eligible dependents will not be able to enroll in the future.

Additionally, you will not be able to enroll a new dependent² in the Post-65 Retiree Medical Plan on or after Jan. 1, 2026. If you or your eligible dependent drop coverage after enrolling, you and your eligible dependents will not be able to re-enroll.

If you or a dependent are turning age 65 or are under age 65 and Medicare eligible, you continue to have access to two custom UnitedHealthcare® Group Medicare Advantage (PPO) options, ConocoPhillips Core and ConocoPhillips Plus, which include both medical and prescription drug coverage. These options combine all the benefits of Medicare Part A (hospital coverage), Medicare Part B (doctor and outpatient care) and Medicare PDP (prescription drug plans), as well as offer extra programs and features.

About 90 days before your 65th birthday, you will receive an enrollment kit from UnitedHealthcare®. You and/or your eligible dependent must enroll in Medicare Parts A and B before you can enroll in ConocoPhillips Core or ConocoPhillips Plus. Your Medicare coverage begins on the first day of the month of your 65th birthday (or the first day of the prior month if your birthday is on the first day of the month). Your pre-65 retiree medical and prescription drug coverage ends the day before you become eligible for Medicare.

To enroll in the ConocoPhillips Core or ConocoPhillips Plus option for coverage or to learn more, please call UnitedHealthcare at 1-855-323-1665, TTY 711, 8 a.m. - 8 p.m. local time, seven days a week. You can also find more information on uhcretiree.com/conocophillips.

¹ The "Post-65 Retiree Medical Plan" is a reference to the "ConocoPhillips Retiree Medical Age 65 and Over Plan", which is also known as the "Retiree Medical Age 65 and Over Plan".

² Eligible and/or enrolled dependents in the Pre-65 Retiree Medical Plan will have the opportunity to join the Post-65 Retiree Medical Plan when they first become eligible.

Special note to heritage Marathon Oil pre-65 participants

Effective Jan. 1, 2026, your retiree eligibility will transition to ConocoPhillips. You will have the opportunity to participate in the 2026 ConocoPhillips Annual Benefits Enrollment this fall. You **must take action** to enroll during the Annual Benefits Enrollment period to receive retiree benefits for the 2026 plan year.



Health Savings Account (HSA)

If you participate in an HDHP medical option and are not covered by another medical plan outside of an HDHP, you can contribute to an HSA by making a direct contribution. If you're age 55 or older, you can contribute an additional \$1,000 per year.

The IRS has increased HSA contribution amounts for 2026.

2026 Contribution Limits	You Only Coverage	Other Coverage Levels
HSA limits	\$4,400	\$8,750
Age 55+ allowance	\$5,400	\$9,750

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

Note: Remember to ensure your beneficiary designation is up-to-date by directly contacting your HSA provider.





Effective Jan. 1, 2026, if you did not enroll when you or your eligible dependents first met the eligibility requirements for the Retiree Dental Plan¹, you and your eligible dependents will not be able to enroll at a later date. If you and/or your eligible dependents are currently eligible for the Retiree Dental Plan but have not yet enrolled, you **must enroll** during this year's Annual Benefits Enrollment for coverage to begin Jan. 1, 2026. Otherwise, you and/or your eligible dependents will not be able to enroll in the future.

Additionally, you will not be able to enroll a new dependent in the Retiree Dental Plan on or after, Jan. 1, 2026. If you or your eligible dependent drops coverage after enrolling, you and your eligible dependents will not be able to re-enroll.

As a ConocoPhillips retiree, you can enroll yourself and your eligible dependents in a group retiree dental program insured by UnitedHealthcare® (UHC). You pay 100% of the cost for the program. For more information on this dental program, call UHC at 800-996-7563, or go to hr.conocophillips.com.

MetLife and other dental carriers offer individual dental benefits, which may be an affordable alternative for you. Additional information is available at hr.conocophillips.com. You can also find out more about MetLife's TakeAlong Dental options at metlifetakealongdental.com or by contacting MetLife at 1-844-263-8336.²

¹ Eligible and/or enrolled dependents in the Pre-65 Retiree Medical will have the opportunity to join Post-65 Retiree Medical when they become newly eligible.

² The TakeAlong Dental program is not sponsored by ConocoPhillips. Any questions should be directed to MetLife at 1-844-263-8336.

Life Insurance

Effective Jan. 1, 2026, MetLife will become the new policy administrator for your life insurance benefit.

If you'd like to change your life insurance selections, you can do so at any time at *My Benefits* or by calling the ConocoPhillips Benefits Center at 800-622-5501. If you'd like to continue with your current life insurance benefit amount with MetLife, you do not need to take any action.

Reminder: View your current benefits summary online

To review your current (2025) benefits summary, log in to *My Benefits*. Your elections do carry over each year. If you do not wish to make changes to these elections, no further action is needed. If you do wish to make changes, you can do so online or by calling the Benefits Center. See *Two Ways to Enroll* for more information.



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

When ready, you can log in and enroll via mybenefits.conocophillips.com. If you do not have an account, you will be prompted to create a username and password using the company key: *conocophillips*. If you need enrollment assistance, contact a Benefits Center representative at 800-622-5501, Monday through Friday, from 7 a.m. to 7 p.m. Central time.

Learn more about Annual Benefits Enrollment and find online resources at hr.conocophillips.com.

Two Ways to Enroll



Go to *My Benefits* at mybenefits.conocophillips.com.
Use company key: *conocophillips*.



Call **800-622-5501** and select the “Annual Enrollment” option to speak with a Benefits Center representative from 7 a.m. to 7 p.m. Central time, Monday through Friday.



Note: This 2026 Annual Benefits Enrollment Guide (Guide) highlights ConocoPhillips Company's health and welfare benefits for Pre-65 retirees. The Guide is an overview of certain terms and conditions of the health and welfare benefits and is for informational purposes only. Each health and welfare benefit plan has specific eligibility and participation requirements. 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. This Guide is intended for U.S. retirees. 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.