

PRE-65 RETIREES



2027

Annual Benefits Enrollment Guide

Annual Benefits Enrollment opens Oct. 16
and closes at 7 p.m. Central time on Nov. 6, 2026

hr.conocophillips.com

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

Understanding the transition to Express Scripts, Inc. (ESI)

We will be shifting our prescription drug administrator from CVS Caremark to Express Scripts, Inc. (ESI). Employees will have a robust formulary of covered brand and generic drugs, and access to over 56,000 network pharmacies for both short-and long-term prescription needs. With ESI, you will have expanded access to pharmacies for eligible 90-day prescriptions, making it easier to choose the pharmacy that works best for you. A small number of employees will find that a current medication is no longer covered.



To ensure continuity of care, all current prior authorizations will be honored and excluded medications will continue to be covered through April 1, giving employees time to work with their provider and pharmacy on exceptions or therapeutic alternatives.

Learn more about the transition at <https://hr.conocophillips.com/current-employees/express-scripts-transition/>

What does this mean for me?

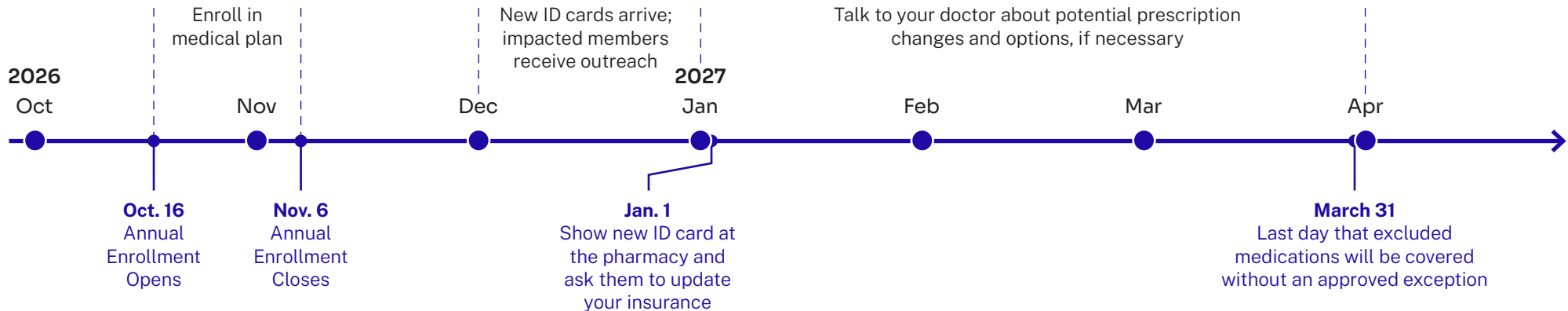
- You will receive a new prescription drug ID card in December.
- Most employees can continue using their current pharmacy and receive in-network benefits.
- You will have access to a broad network of participating pharmacies to fill eligible long-term medications.
- PillPack by Amazon Pharmacy will be an in-network pharmacy¹.
- Specialty medications will be covered by ESI's specialty pharmacy, Accredo.

¹ Amazon PillPack currently fills 90-day prescriptions in 30-day increments.

How do I fill prescriptions starting January 1?

DISTRIBUTION CHANNEL	WHERE TO GO
Retail pharmacy	Eligible medications can be filled at any in-network pharmacy, up to a 90-day quantity.
Mail order	Fill long-term medications through ESI's mail order pharmacy or Amazon PillPack.
Specialty pharmacy	Fill through ESI's specialty pharmacy, Accredo.

Transition Timeline



⊕ Medical Options

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

Effective Jan. 1, 2027, we are adopting BCBSTX Select Networks where available in California, DC/Maryland, Florida, Illinois, New Hampshire, Oklahoma and Virginia.

These networks include a preferred group of doctors, specialists, and hospitals while maintaining the same medical coverage and access to quality care to help manage increased health care costs for both you and the company.

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 \$14,000 ¹ 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

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

📅 2027 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)	\$673	\$1,345	\$1,558	\$885	\$212
80	80 to 84 Points (90% Subsidy)	\$724	\$1,449	\$1,674	\$950	\$224
75	75 to 79 Points (80% Subsidy)	\$775	\$1,551	\$1,790	\$1,015	\$238
70	70 to 74 Points (70% Subsidy)	\$826	\$1,653	\$1,907	\$1,081	\$253
65	65 to 69 Points (60% Subsidy)	\$877	\$1,755	\$2,023	\$1,146	\$267

Changes for 2027 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)	\$791	\$1,579	\$1,830	\$1,039	\$249
80	80 to 84 Points (90% Subsidy)	\$847	\$1,689	\$1,957	\$1,110	\$268
75	75 to 79 Points (80% Subsidy)	\$903	\$1,801	\$2,085	\$1,182	\$284
70	70 to 74 Points (70% Subsidy)	\$960	\$1,915	\$2,212	\$1,252	\$297
65	65 to 69 Points (60% Subsidy)	\$1,016	\$2,027	\$2,340	\$1,324	\$313

Changes for 2027 are shown in **bold**.

Post-65 Retiree Medical and Prescription Coverage

If you or a dependent are turning age 65 or are under age 65 and Medicare eligible, you continue to have access to custom UnitedHealthcare® Group Medicare Advantage (PPO) options, ConocoPhillips Core and ConocoPhillips Plus.

Effective Jan. 1, 2027, UnitedHealthcare® Group Medicare Advantage (PPO) plan will transition from a combined Medicare Advantage prescription drug plan to two separate plans effective January 1, 2027. The UnitedHealthcare Group Medicare Advantage plan will provide your medical coverage, and a stand-alone UnitedHealthcare Group Medicare Part D Plan (PDP) will provide your prescription drug offering the same benefits as well continued access to extra programs and features.

Your Group Medicare Advantage Plan combine all the benefits of Medicare Part A (hospital coverage) and Medicare Part B (doctor and outpatient care) while your standalone Group Medicare Part D plan will provide your prescription drug coverage.

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.

As a reminder, if you or your eligible dependents drop coverage after enrolling in the Post-65 Retiree Medical Plan, you will not be able to re-enroll.

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.

Health Savings Account (HSA)

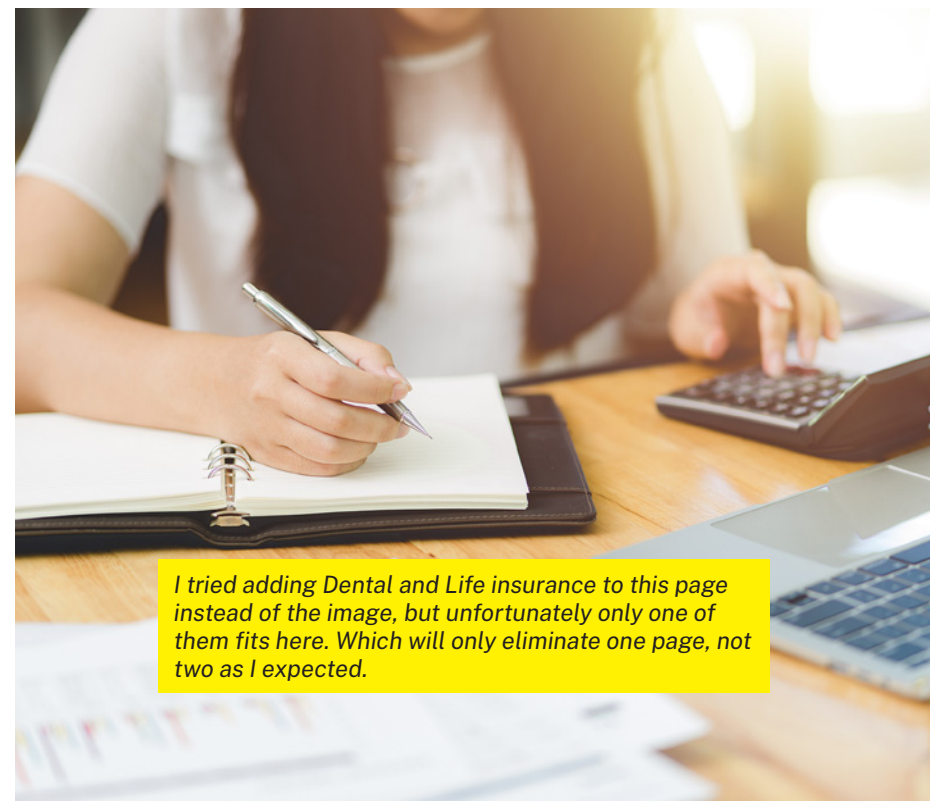
If you participate in an HDHP medical option and are not covered by another medical plan outside of an HDHP, you can contribute to an HSA by making a direct contribution. If you're age 55 or older, you can contribute an additional \$1,000 per year.

The IRS has increased HSA contribution amounts for 2027.

2026 Contribution Limits	You Only Coverage	Other Coverage Levels
HSA limits	\$4,500	\$9,000
Age 55+ allowance	\$5,500	\$10,000

Changes for 2027 are shown in **bold**.

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



I tried adding Dental and Life insurance to this page instead of the image, but unfortunately only one of them fits here. Which will only eliminate one page, not two as I expected.

Since we deleted the sections that had these two footnotes, are these still applicable, or do we need to add footnote numbers somewhere else in the text?

Dental

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.

As a reminder, if you or your eligible dependents drop coverage after enrolling in the Retiree Dental Plan, you will not be able to re-enroll.

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 1-844-263-8336².



Do I remove the first footnote and make the second one a number one instead?

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

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 (2026) 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.



I had to add these two pages to make the amount of pages divisible by 4, for saddle stitching (12 pages).



Annual Benefits Enrollment opens Oct. 16 and closes at 7 p.m. Central time on Nov. 6, 2026.

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 2027 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.