

IMPORTANT HEALTH COVERAGE TAX DOCUMENTS

Notice of Availability of Form 1095-C

If you or your dependents were enrolled in health coverage through ConocoPhillips at any time during 2025, you may access your Form 1095-C (“1095-C”) by logging into [My Benefits](#) and navigating to *My Personal Documents*. You may also request a copy of your 1095-C by following the instructions below.

The 1095-C provides important information about the health coverage you had through ConocoPhillips, including the months you were enrolled in minimum essential coverage. While the IRS no longer requires these forms to be filed with your federal tax return, you may still need them to verify your coverage, respond to questions from a tax advisor, or substantiate health coverage.

A copy of your tax statement (Form 1095-C) is available upon request.

How to Request Your Form

You may request a copy of your 1095-C at any time by contacting us using any of the following methods:

Email: HRhelp@conocophillips.com

Mailing Address:

ConocoPhillips Company

P.O. Box 4783

Houston, TX 77210

Phone: 800-622-5501

Please include your full name, mailing address, the tax year for the form you are requesting, and (if applicable) your employee ID or last four digits of your Social Security Number.

How We Will Respond

Once we receive your request, we will furnish your form within 30 days, as required by federal regulations.

Your form may be provided electronically, if permitted, or by mail.

About This Notice

This notice is posted in accordance with IRS Notice 2025-15 and Treasury Regulation § 1.6055-1(g)(4)(ii)(B), which allows employers to furnish the 1095-C upon request instead of automatically mailing them. If your medical coverage is fully insured, your insurance carrier is responsible for any Form 1095-B that reports actual minimum essential coverage. This notice will remain available on our website through October 15 (or the first business

day after October 15 if October 15 falls on a Saturday, Sunday, or a legal holiday) of the year following the reporting year, as required by federal law.