

POTENTIAL HIRE



2025

Benefits Overview

hr.conocophillips.com

At ConocoPhillips, we aim to support our employees at every stage of their career and lives through a competitive and comprehensive benefits package to help them focus on what matters most.

Medical Options

You have two High Deductible Health Plan (HDHP) medical options.

NETWORK FEATURES	HDHP BASE	HDHP
Annual deductible	\$3,000 You Only coverage \$6,000 Other coverage levels	\$1,650 You Only coverage \$3,300 Other coverage levels
Health Savings Account company contribution¹	\$0	\$600 You Only \$1,000 Other coverage levels
Preventive care	100% covered	100% covered
Office visits	20% coinsurance after deductible	20% coinsurance after deductible
Other medical services	20% coinsurance after deductible	20% coinsurance after deductible
Annual out-of-pocket maximum	\$6,000 You Only \$12,000 ² Other coverage levels 100% coverage thereafter	\$4,000 You Only \$8,000 Other coverage levels 100% coverage thereafter

¹ Amount may be prorated based on date of hire.

² No more than \$9,200 for any one person.

Monthly Employee Costs

	YOU ONLY	YOU + CHILD	YOU + SPOUSE	YOU + CHILDREN	YOU + FAMILY*
Medical¹					
HDHP Base	\$0	\$24	\$35	\$43	\$62
HDHP	\$55	\$83	\$129	\$120	\$190
Dental					
Dental	\$8.60	\$17.20	\$17.20	\$30.10	\$30.10
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

¹ Medical costs reflect earning all health incentives.

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](#).

INCENTIVES	MONTHLY PAYROLL CREDITS
Healthy Weight	\$20.84
Blood Pressure	\$20.84
Cholesterol	\$20.84
Mental Well-being	\$12.50
Tobacco Free	\$12.50

Earning all your incentives, including completion of your tobacco free attestation during enrollment, allows you to pay the monthly employee medical costs located on page 3.

Note: The ConocoPhillips Employee Welfare Benefit Plan (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.

Dental

The ConocoPhillips Dental option provides preventive care and comprehensive coverage, such as major dental and orthodontic procedures.

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

¹ 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.



We offer a vision plan with two options. Both the Base and Plus options provide coverage for annual eye exams, eyeglass lenses or contacts, frames and discounts for items like sunglasses and laser eye surgery.

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
Impact-resistant lenses for children	100% covered	100% covered
Impact-resistant lenses for adults	30% average savings	30% average savings
Contact lenses	\$130 allowance ² for contacts/contact lens exam (fitting and evaluation), 15% off exam thereafter.	\$200 allowance ² for contacts/contact lens exam (fitting and evaluation), 15% off exam thereafter.
Frames		
Frames for children and adults	\$130 allowance ² , 20% discount thereafter. Adults every other calendar year; children every calendar year.	\$20 copay ¹ , \$200 allowance ² , 20% discount thereafter. Adults and children every calendar year.

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

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

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



Achieve Balance and Mental Well-Being

ConocoPhillips offers many ways for you to balance work and life, including:

- Flexible hours and alternative work week options.
- Employee Assistance Plan for you and your family with up to eight counseling sessions per person, per issue, per year at no cost.
- Other benefits, like adoption assistance, educational help, volunteerism grants and more.



Paid Time Off

You may receive credit for your relevant industry experience toward your recognized years of experience. Paid Time Off (PTO) may be prorated based on your hire date.

YEARS OF SERVICE	PTO HOURS
0-4	160
5-9	176
10-14	200
15-19	216
20-24	240
25-29	256
30+	280



Family Life Benefits

Balancing work and life can have its challenges, especially when caring for others. We provide benefits that help you take care of what matters most.

Back-up Family Care

To help support you when the unexpected gets in the way of work, you will have access to Back-up Family Care, provided by Bright Horizons. Back-up Family Care provides you with affordable, company-subsidized, short-term back-up care solutions for your children, adult and elderly family members.

- Solutions include Bright Horizons onsite centers and in-home caregivers.
- You will have up to 15 uses per year at a low cost:

Child care center	\$10 per child/day or \$15 per family/day
In-home	\$4 per hour

To learn more about these benefits, please visit hr.conocophillips.com.



Short-Term Disability

The company provides up to 25 weeks of income replacement at 100% of your regular pay if you can't work because of an illness or injury that causes you to miss more than 40 hours of work.



Long-Term Disability (LTD)

You can buy one of two LTD options, which provide 50% or 60% tax-free income replacement if you're unable to work because of a serious illness or injury that lasts longer than 6 months.



Life Insurance

ConocoPhillips provides company-paid life insurance equal to your annual pay.

For added protection, you can purchase Supplemental Life and/or Accidental Death and Dismemberment (AD&D) coverage for yourself and for your spouse and/or dependent children.



Savings

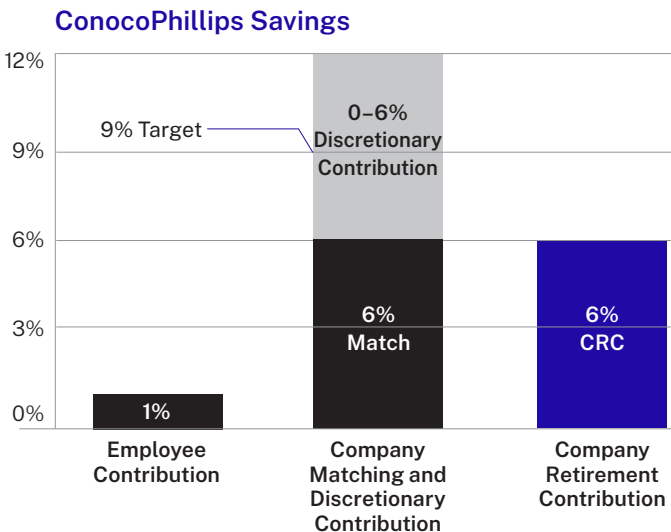
The Savings Plan provides generous savings benefits that help our employees build a strong foundation for the future.

Matching and Discretionary Contributions

- When you contribute 1% of your eligible pay, you will receive a 6% company match with an additional 0% – 6% company discretionary contribution.
- The target for the discretionary contribution is 3%, for a 9% total company contribution and a maximum 12% contribution.
- You are immediately 100% vested in all contributions.
- You are immediately eligible to contribute, but must enroll to participate.

Company Retirement Contribution

- ConocoPhillips contributes 6% of your eligible pay to your ConocoPhillips Savings Plan.
- Eligible pay for the company retirement contributions includes base salary, overtime and the Variable Cash Incentive Program (VCIP/bonus).
- After three years of service with the company, you are 100% vested in any company retirement contribution.
- You are automatically enrolled.





Additional Time-Off Benefits

ConocoPhillips provides the following time-off benefits for eligible employees to accommodate various personal needs:

TIME-OFF POLICY	PURPOSE	DURATION
Paid Time Off	Time off with pay	160 to 360 hours depending on recognized years of relevant experience
Short-Term Disability	Employees non-occupational illness or injury lasting longer than 40 hours	1,000 hours (25 weeks)
Postpartum Leave	Paid medical leave for birth mothers	8 weeks
Parental Leave	Paid time to bond with new child within 12 months of birth/adoption	6 weeks
Family and Medical Leave of Absence (FMLA)	Unpaid job protection for your own illness/ injury, to care of an immediate family member's serious health condition or bonding with a new child. May be combined with paid time-off	12 weeks
Death in Family	Paid time off following the loss of a family member	4 days plus one additional workday for travel in each direction. 30 days for death of spouse or child.
Civil Duty & Community Service	Company sponsored community service events, voting and jury duty	Day of event
Military Leave	Paid or unpaid time off for periods of training or active duty in the uniformed services	Up to 18 months of supplemental benefits and up to five years of unpaid leave
Unpaid Time-off & Personal Leave of Absence	May be requested for personal needs and granted at business unit management discretion	Up to 30 days unpaid time-off; personal Leave is 30 days or more up to one year

You may contact HR Connections at 1-877-812-7547 or your local HRBP if you have any questions.

The Company establishes programs, policies and procedures appropriate to the business needs and requirements of its various operations and organizations (the "Policies"). Different Policies than those shown here may apply to subsidiary company employees based on business needs, local customs, contractual agreement, or legal requirements. The Company reserves the right to change, amend, or terminate any of the Policies at any time, without notice, subject to applicable law and/or the terms of any applicable collective bargaining agreement or contract. The information provided is not intended to supersede applicable local, state or federal law or the terms or provisions of any current collective bargaining agreement. In the event of conflict, the law or collective bargaining agreement shall prevail. If there are any discrepancies or conflicts between this information and the terms of the official Policies or any underlying insurance contracts, the official Policies and insurance contracts will control your actual benefits. Employees should confirm that the Policies accessed here apply to them and/or their organization before taking any actions.





This 2025 Benefits Overview highlights ConocoPhillips Company's benefits for active employees. It is an overview of certain terms and conditions and is for informational purposes only. If there is any discrepancy or conflict between this document (or any other communications) 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 plan has specific eligibility and participation requirements. This document for active employees is intended for employees paid on the direct U.S. dollar payroll. 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 further notice, in its sole discretion, according to the terms of the applicable plan or insurance contract.