

## **SUMMARY ANNUAL REPORT**

### **For ConocoPhillips Employee Welfare Benefit Plan**

This is a summary of the annual report of the ConocoPhillips Employee Welfare Benefit Plan, EIN 73-0400345, Plan No. 502, for period January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

ConocoPhillips Company has committed itself to pay certain claims incurred under the terms of the plan.

### **Insurance Information**

The plan has contracts with Cigna Health and Life Insurance Company, Hartford Life and Accident, Metropolitan Life Insurance Company and Vision Service Plan to pay health, dental, vision, life insurance, long-term disability and AD&D claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$15,493,715.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- financial information; and
- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of ConocoPhillips Company Benefits Committee in care of CHRISTINE HUNT who is the Plan Administrator at PO Box 4783, Houston, TX 77210, or by telephone at (918) 661-6199. There will be no charge for an annual report or any part thereof.

You also have the legally protected right to examine the annual report at the main office of the plan (ConocoPhillips Company Benefits Committee, PO Box 4783, Houston, TX 77210) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website [www.efast.dol.gov](http://www.efast.dol.gov).