

# How much can you contribute to the ConocoPhillips Savings Plan?



Now may be the ideal time to evaluate short- and long-term financial goals and make the most of the savings opportunity that the ConocoPhillips Savings Plan offers.

While the ConocoPhillips Savings Plan provisions allow you to contribute as much as 75% of your eligible pay in any given pay period, your contributions are still subject to annual Internal Revenue Code (IRC) limits.

Keep these limits in mind when you decide how much to contribute to the plan from each paycheck. Remember, you must make a contribution each pay period to receive the full ConocoPhillips match and any discretionary contribution.

The IRC contribution limits for 2025 are shown in the following table:

Limit type	2025 limit	Limit description	After limit is reached
Before-tax and/or Roth 401(k) employee	\$23,500	Limit on combined total of before-tax and/or Roth 401(k) employee contributions. IRC § 402(g)	Employee contributions continue on an after-tax basis.
Catch-up contributions for additional before-tax and/or Roth 401(K)	\$7,500	Employees who will be age 50-59 or 64+ by the end of the year.	Employee contributions continue on an after-tax basis.
	\$11,250	Employees who will be age 60, 61, 62, and 63 by the end of the year. IRC § 402(g)	
Annual Additions Limit	\$70,000	Maximum amount of employee and Company contributions that can be contributed to your plan account. Note: This limit does not apply to catch-up contributions. IRC § 415(c)(1)	Excess contributions will be refunded.
Annual Compensation Limit	\$350,000	Maximum amount of compensation able to be considered as basis for contributions. IRC § 401(a)(17)	All employee and Company contributions into the Savings Plan stop for the remainder of the plan year.

## A closer look at each limit

Limit type	2025 limit	Limit description	After limit is reached
Before-tax and/or Roth 401(k) employee contributions	\$23,500	Limit on combined total of before-tax and/or Roth 401(k) employee contributions. IRC § 402(g)	Employee contributions continue on an after-tax basis.

This limit applies to the combined total of your before-tax and Roth 401(k) employee contributions.

If your total before-tax and/or Roth 401(k) contributions reach the limit before the year's end, any additional contributions will automatically be converted to traditional after-tax contributions for the remainder of the year. Your before-tax and/or Roth 401(k) contributions will automatically continue at the same level starting with your first paycheck in January of the following year unless you make a change.

**Note:** You must make a contribution each pay period to receive the full ConocoPhillips match and any discretionary contribution. If you stop your contributions to your account during the current year, you will have to contact Fidelity to restart your contributions the following year. In this case, your contributions would not resume automatically the following January.

Limit type	2025 limit	Limit description	After limit is reached
Catch-up contributions for additional before-tax and/or Roth 401(K)	\$7,500	Employees who will be age 50-59 or 64+ by the end of the year.	Employee contributions continue on an after-tax basis.
	\$11,250	Employees who will be age 60, 61, 62, and 63 by the end of the year. IRC § 402(g)	

If you will be age 50 or older at the end of 2025, you may make additional before-tax and/or Roth 401(k) contributions through catch-up contributions during 2025.

## HOW TO SAVE BEYOND BEFORE-TAX AND ROTH 401(K) LIMITS

You can also save beyond the limits on before-tax and Roth 401(k) contributions by making traditional after-tax contributions to your plan account. Your plan allows you to contribute 1% to 75% of your eligible pay on a before-tax, Roth 401(k), or traditional after-tax basis, or any combination of the three, up to the Annual Additions Limit of \$70,000.

Limit type	2025 limit	Limit description	After limit is reached
Annual Additions Limit	\$70,000	Maximum amount of employee and Company contributions that can be contributed to your plan account. Note: This limit does not apply to catch-up contributions. IRC § 415(c)(1)	Excess contributions will be refunded. <b>Note:</b> Catch-up contributions are not included in the Annual Additions Limit. Therefore, these amounts will not be refunded.

Contributions that count toward this limit include employee before-tax, Roth 401(k), and after-tax contributions, Company matching contributions, any Company discretionary contributions received in July 2025 or January 2026, and the Company Retirement Contribution.

Limit type	2025 limit	Limit description	After limit is reached
Annual Compensation Limit	\$350,000	Maximum amount of compensation able to be considered as basis for contributions. IRC § 401(a)(17)	All employee and Company contributions into the Savings Plan stop for the remainder of the plan year.

If you reach the Annual Compensation Limit at some point during the year, all contributions — including employee before-tax, Roth 401(k), and after-tax contributions, Company matching contributions, Company discretionary contributions, and the Company Retirement Contribution — cease for the remainder of the plan year.

Your participation in the ConocoPhillips Savings Plan will automatically resume at the same contribution rate as before your contributions stopped, starting with your first paycheck in January of the next year, unless you make a change.

## DETERMINE YOUR CONTRIBUTION RATE

If you have reached the maximum limit in prior years, you may need to adjust your 2025 contribution election to take full advantage of the ConocoPhillips match. Remember, you must contribute a minimum of 1% each pay period to get the full match and any discretionary contributions.

To change your contribution rate, log on to your account at [www.netbenefits.com](http://www.netbenefits.com).

## Questions

Contact Fidelity at 833-637-4015, weekdays from 7:30 a.m. to 7:30 p.m., Central time.