

## ConocoPhillips (COP) and Phillips 66 (P66) Retirement Plan Interest Rate Information

Table 1. (updated quarterly)

### Post-Pension Protection Act (PPA) - Lump Sum *Corporate Bond Segment* Interest Rates (quarterly)

<u>Quarter</u>	<u>1st Segment</u>	<u>2nd Segment</u>	<u>3rd Segment</u>
4 <sup>th</sup> Qtr. 2025	4.43%	5.46%	6.13%
3 <sup>rd</sup> Qtr. 2025	4.50%	5.33%	5.86%
2 <sup>nd</sup> Qtr. 2025	4.65%	5.28%	5.63%
1 <sup>st</sup> Qtr. 2025	4.17%	4.76%	5.25%
4 <sup>th</sup> Qtr. 2024	5.09%	5.28%	5.52%

The rates in Table 1 are used for lump sum calculations of the benefit accrued on or after January 1, 2009, in the Phillips Retirement Income Plan, Retirement Plan of Conoco and the Final Average Earnings (FAE) Component plan of the Burlington Resources Inc. Pension Plan. There are three segment rates. The 1st segment is used in determining the lump sum value of the single life annuity payments that would otherwise be made in the first 5 years after benefit commencement. The 2nd segment is used for the period after the first 5 years up through 20 years and the 3rd segment is used for periods after 20 years.

Table 2. (updated quarterly)

### Pre-Pension Protection Act (PPA) - Lump Sum *30-year TSR* (quarterly) Interest Rates

<u>Quarter</u>	<u>Interest Rate</u>
4 <sup>th</sup> Quarter 2025	4.89%
3 <sup>rd</sup> Quarter 2025	4.60%
2 <sup>nd</sup> Quarter 2025	4.58%
1 <sup>st</sup> Quarter 2025	4.04%
4 <sup>th</sup> Quarter 2024	4.44%
3 <sup>rd</sup> Quarter 2024	4.36%

The 30-year Treasury Securities Rate (TSR) in Table 2 is the Effective annual interest rate from which the monthly interest credit rate is determined for the ConocoPhillips Cash Balance Account. The 30-year TSR is also used in the lump sum calculations for 1) the benefit accrued through 12/31/08 under the Phillips Retirement Income Plan, 2) the benefit accrued from 1/1/00 through 12/31/08 Under the Retirement Plan of Conoco and 3) the benefit accrued through 12/31/08 under the Burlington Resources Inc. Plan-FAE Formula.

The quarterly TSR listed above is based on the monthly TSR per the following schedule:

September monthly rate:	1st quarter of the <u>following</u> year	(BCD for 1/1, 2/1, 3/1)
December monthly rate:	2nd quarter of the following year	(BCD for 4/1, 5/1, 6/1)
March monthly rate:	3rd quarter of the <u>same</u> year	(BCD for 7/1, 8/1, 9/1)
June monthly rate:	4th quarter of the same year	(BCD for 10/1, 11/1, 12/1)

Table 3. (updated monthly)

**<sup>1</sup> Pension Benefit Guaranty Corp (PBGC) - Lump Sum  
(monthly) Interest Rates**

<u>BCD</u>	<u>Interest Rate</u>
Aug 1, 2025	2.50%
July 1, 2025	2.75%
June 1, 2025	2.50%
May 1, 2025	2.50%
Apr 1, 2025	2.50%
Mar 1, 2025	2.75%
Feb 1, 2025	2.50%
Jan 1, 2025	2.25%
Dec 1, 2024	2.25%
Nov 1, 2024	1.75%

The rates in Table 3 are used for Retirement Plan of Conoco calculations for benefit accruals prior to January 1, 2000. This rate is published monthly. As you must request your pension paperwork by the 15<sup>th</sup> of the month before you want to start your pension benefit (BCD), using the PBGC interest rate for planning purposes is very difficult, as the PBGC interest rate is most oftentimes published on the 15<sup>th</sup> of the month, or later.

<sup>1</sup> Prior to 2021, PBGC used an immediate and deferred interest rate structure (i.e., the “legacy 4022 rates”) to determine lump sums. After 2020, PBGC will use IRS 417(e)(3) interest rates for this purpose, and, as a result, will no longer publish the legacy immediate and deferred rates.

Individuals seeking information about the interest rates that their plans use to determine lump sums should contact their plan directly as PBGC does not have access to that information.

The Phillips 66 Retirement Benefits Center can be reached at (800) 965-4421 or (646) 254-3467 (international callers), Monday – Friday, 8:00 a.m. to 6:00 p.m. Central time. The U-Point website can be accessed at <https://digital.alight.com/phillips66> or through your employee My HR Tools portal.

*Effective 1/1/2020*, Fidelity (formerly Alight/YBR) became the administrator of the ConocoPhillips Retirement Plan.

The ConocoPhillips Retirement Center can now be reached at (833) 637-4015, Monday-Friday, 7:30 a.m. to 7:30 p.m. Central time. The Fidelity Net Benefits website can be accessed at [www.netbenefits.com](http://www.netbenefits.com) or through your employee HR Express portal.

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