

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID G056933			EMPLOYER NAME CONOCO PHILLIPS												
ADDRESS 925 North Eldridge Parkway						CITY/TOWN HOUSTON				STATE TX		ZIP CODE 77079			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 010562944															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): Not Applicable															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 551114 - Corporate, Subsidiary, and Regional Managing Offices															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	2	50	1	4	0	0	2	20	1	3	0	0	2	86
First/Mid-Level Officials and Managers	123	28	738	30	43	2	25	7	245	27	26	1	9	5	1309
Professionals	409	212	2023	111	280	4	53	50	929	79	151	0	39	33	4373
Technicians	25	12	71	4	0	0	1	1	25	3	3	4	1	1	151
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	16	65	52	15	2	0	5	2	163	38	1	2	18	2	381
Craft Workers	56	0	139	2	2	0	4	1	5	0	0	0	0	0	209
Operatives	386	13	674	31	14	3	23	15	26	1	0	0	1	2	1189
Laborers and Helpers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Service Workers	1	2	7	5	3	0	0	1	12	5	0	0	0	0	36
CURRENT 2024 REPORTING YEAR TOTAL	1017	334	3754	199	348	9	111	79	1427	154	184	7	68	45	7736
PRIOR 2023 REPORTING YEAR TOTAL	840	259	3276	174	287	9	99	70	1290	121	139	7	75	40	6686
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															