

Independent Assurance Statement to ConocoPhillips

ERM Certification and Verification Services, Inc. (ERM CVS) was engaged by ConocoPhillips to provide limited assurance in relation to selected data and information in ConocoPhillips' 2021 Sustainability Report (the Report) as set out below.

Engagement summary	
Scope of our assurance engagement	<p>Whether:</p> <ul style="list-style-type: none"> • the following sections of the Report are fairly presented, in all material respects, in accordance with the reporting criteria <ul style="list-style-type: none"> ○ Sustainable Development Governance ○ Our People ○ Managing Climate-Related Risks • the 2021 data for the metrics listed at Appendix 1, below, and shown in the Performance by Year section of the Report, are fairly presented, in all material respects, in accordance with the reporting criteria. • the 2021 data, in million tonnes CO₂e, for the Scope 3 greenhouse gas (GHG) emissions disclosed on page 70 of the Report are fairly presented, in all material respects, in accordance with the reporting criteria.
Reporting criteria	<p>Sustainability Report Global Reporting Initiative (GRI) Standards IPIECA Sustainability reporting guidance for the oil and gas industry Task Force on Climate-related Financial Disclosures (TCFD)</p> <p>Greenhouse gas emissions IPIECA's Petroleum Industry Guidelines for reporting GHG emissions (2nd edition, 2011) American Petroleum Institute Compendium of Greenhouse Gases Emissions Methodologies for the Oil and Natural Gas Industry (2009) US EPA Mandatory Greenhouse Gas Reporting Rule</p> <p>Energy use, water, biodiversity and workforce data ConocoPhillips' internal reporting criteria and definitions</p>
Assurance standard	<p>ISO14064-3:2019 Specification with guidance for the verification and validation of greenhouse gas statements, for the greenhouse gas emissions</p> <p>ERM CVS's assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised), for all other data and information.</p>
Assurance level	Limited assurance.
Respective responsibilities	<p>ConocoPhillips is responsible for preparing the data and information, and for its correct presentation in its reporting, including disclosure of the reporting criteria and boundary.</p> <p>ERM CVS' responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, nothing has come to our attention to indicate that:

- the following sections of the Report are not fairly presented, in all material respects, in accordance with the reporting criteria:
 - Sustainable Development Governance
 - Our People
 - Managing Climate-Related Risks
- the 2021 data for the metrics listed at Appendix 1, below, and shown in the Performance by Year section of the Report, are not fairly presented, in all material respects, in accordance with the reporting criteria.
- the 2021 data, in million tonnes CO₂e, for the Scope 3 GHG emissions disclosed on page 70 of the Report are not fairly presented, in all material respects, in accordance with the reporting criteria.

Our assurance activities

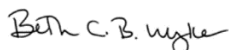
We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusion. A team of assurance professionals undertook the following activities:

- Interviews with ConocoPhillips corporate personnel to understand ConocoPhillips' sustainability strategy and policies, and to evaluate the data management systems and processes (including internal review procedures) used for collecting, consolidating, reviewing and reporting the data for the metrics in the scope of our assurance;
- A review of the internal metric definitions;
- An analytical review of the 2021 data for the metrics in scope of our assurance, to assess the completeness of the data and understand data trends;
- A check on the completeness of the 2021 data for the metrics in scope and the data consolidation at the ConocoPhillips corporate level;
- Virtual site visits to three selected ConocoPhillips operations in the United States of America, Canada and Norway, to review evidence at the operational level for the 2021 data for the greenhouse gas, methane, energy, flaring and water metrics in scope of our assurance, and to assess the data management procedures at the operational level;
- A review of the calculations of the Scope 3 GHG emissions from underlying activity data, including the conversion factors and emission factors used, and the accuracy of the consolidation of the Scope 3 GHG data at the corporate level;
- A review of samples of documentary evidence, including internal and external documents, relating to the 2021 data for the water intensity, biodiversity and workforce metrics in scope of our assurance;
- A review of samples of documentary evidence, including internal and external documents, relating to the content of the Sustainable Development Governance, Our People and Managing Climate-Related Risks sections of the Report.
- A review of the Sustainable Development Governance, Our People and Managing Climate-Related Risks sections of the Report against the requirements of the selected reporting frameworks; and
- A review of the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured data is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusion in this context.

Due to travel restrictions as a result of COVID-19 our assurance work for the 2021 reporting period was conducted remotely (desk-based and virtual interviews) with the ConocoPhillips corporate reporting team and the operations selected for virtual visits. We did not undertake any in-person visits to ConocoPhillips operations.



Beth Wyke
Partner
26 July 2022

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ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS and the ERM staff that have undertaken this engagement work have provided no consultancy related services to ConocoPhillips in any respect.

Appendix 1: Metrics in scope of ERM CVS' Limited Assurance of ConocoPhillips' 2021 data.

Metric	Unit of measure
GHG Intensity	
Total Greenhouse Gas Intensity	Kg CO ₂ e/BOE
Target-related GHG Intensity	Kg CO ₂ e/BOE
Greenhouse Gases	
CO ₂ from Imported Electricity (Scope 2)	Thousand tonnes
Methane (CO ₂ equivalent)	Thousand tonnes
Total Scope 1 Emissions	Thousand tonnes CO ₂ e
Methane	
Methane Intensity	Kg CO ₂ e/BOE
Methane Emitted as Percent of Natural Gas Production	%
Methane Emitted as Percent of Total Hydrocarbon Production	%
Flaring	
Routine Flaring Volume	Million cubic feet
Total Flaring Volume	Million cubic feet
Energy Use	
Total Energy	Trillion BTUs
Water	
Fresh Water Withdrawn	Million cubic meters
Fresh Water Consumed	Million cubic meters
Fresh Water Withdrawn in Regions with High Baseline Water Stress	Million cubic meters
Fresh Water Consumed in Regions with High Baseline Water Stress	Million cubic meters
Non-Fresh Water Withdrawn	Million cubic meters
Total Produced Water Recycled or Reused	Million cubic meters
Hydrocarbons in Overboard Discharges	tonnes

Metric	Unit of measure
Water Intensity	
Unconventional Fresh Water Consumption	Barrels per BOE
Conventional Fresh Water Consumption	Barrels per BOE
Biodiversity	
Percent of Operated Area Overlapping With IUCN Protected Areas	%
Number of IUCN Protected Areas Near Operated Assets	Number
Habitat Areas Protected or Restored by ConocoPhillips	Acres
Habitat Areas Protected or Restored by Supported Partnerships	Acres
Number of Operated Assets with IUCN Red List Species	Number
Global Workforce	
Employees at Year-End	Number
Part Time Employees	%
Employees - Women	%
All Leadership - Women	%
Top Leadership - Women	%
Junior Leadership – Women	%
Professional - Women	%
Petrotechnical - Women	%
Non-U.S. Employees	%
All Non-U.S. Leadership	%
Non-U.S. Top Leadership	%
Non-U.S. Junior Leadership	%
Avg. Years of Service	Number of Years
Avg. Years of Experience	Number of Years
Employees by age group	
Under 30	%
30 – 50	%
51+	%

Metric	Unit of measure
U.S. Workforce Demographics	
Employees - POC	%
All Leadership – POC	%
Top Leadership - POC	%
Junior Leadership - POC	%
Professional - POC	%
Employees covered by a collective bargaining agreement	%
Veterans	%
Employees with disabilities	%
Employees by race/ethnicity and gender	
%White Women	%
%White Men	%
%Hispanic Women	%
%Hispanic Men	%
%Asian Women	%
%Asian Men	%
%Black/African American Women	%
%Black/African American Men	%
%American Indian or Alaskan Women	%
%American Indian or Alaskan Men	%
%Pacific Islander Women	%
%Pacific Islander Men	%
%Two+ races Women	%
%Two+ races Men	%
Hiring (Global unless identified as U.S.)	
University Hires	%
Diversity Hiring - Women	%
U.S. Hiring	
Diversity hiring - U.S. POC	
%White	%
%Hispanic	%
%Asian	%
%Black/African American	%
%American Indian or Alaskan	%
%Pacific Islander	%
%Two+ races	%
%Undisclosed	%
External hire acceptance rate	
%University hire acceptance (U.S.)	%
%Interns acceptance (U.S.)	%
%Conversions from Interns to Hires	%
Interns - U.S. Minorities	%
Attrition rate	
Total Attrition Rate	%
Voluntary Attrition	%

Metric	Unit of measure
Voluntary Attrition – Women	%
Voluntary Attrition - Men	%
Voluntary Attrition - U.S. POC	
%White	%
%Hispanic	%
%Asian	%
%Black/African American	%
%American Indian or Alaskan	%
%Pacific Islander	%
%Two+ races	%
Voluntary attrition less than 5 years of tenure	%
Training, Development & Promotions	
Training of Petrotechnical employees	Hours of training per employee
D&I Training courses completed by employees	Number
Average spent on training per employee (in dollars)	US \$
Promoted - Women	%
Promoted - U.S. POC	
%White	%
%Hispanic	%
%Asian	%
%Black/African American	%
%American Indian or Alaskan	%
%Pacific Islander	%
%Two+ races	%
%Undisclosed	%
Promoted to Top Leadership - Women	%
Promoted to Top Leadership - U.S. POC	%
Board	
Independent Members	%
Women	%