



Global Privacy Policy

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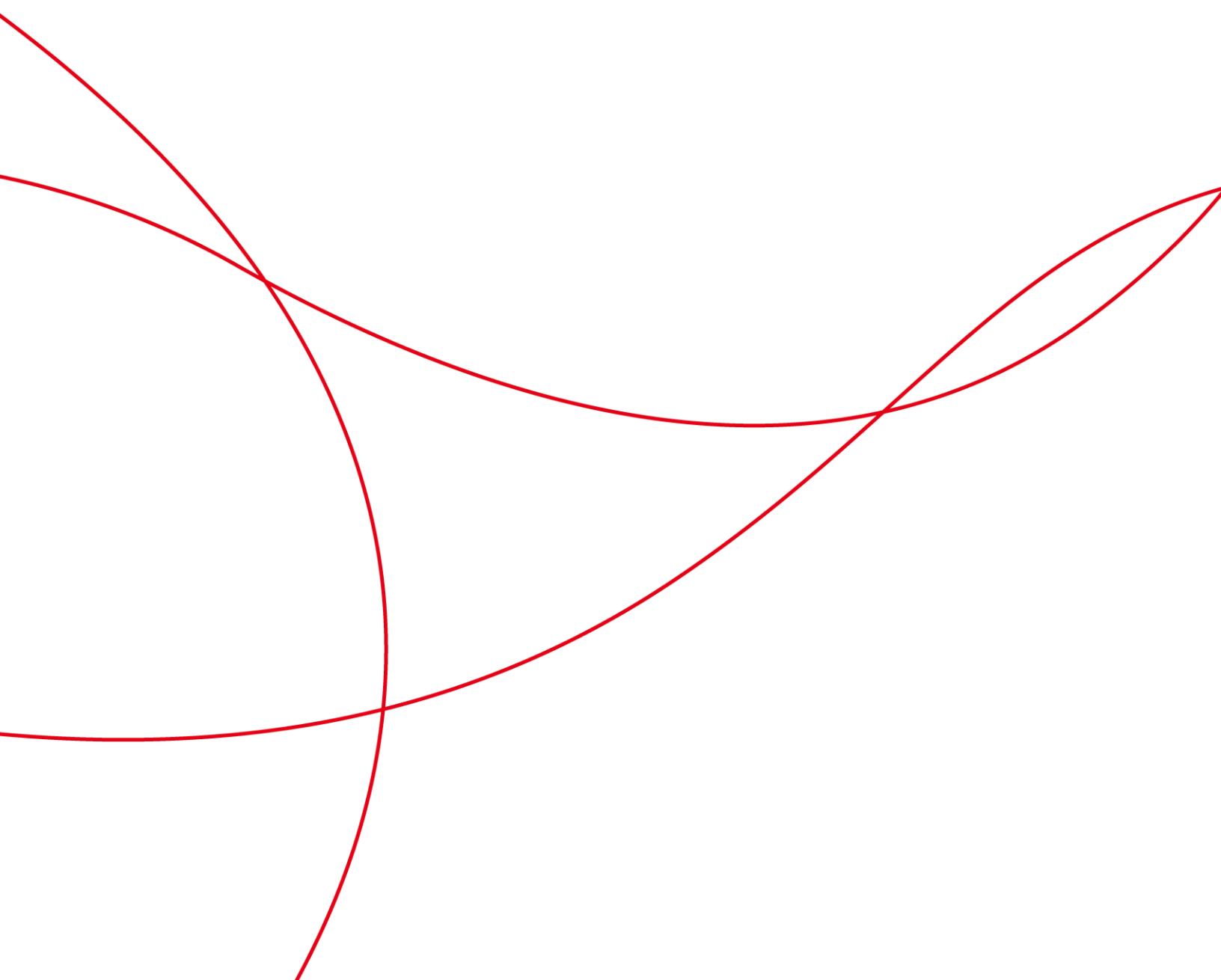




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ConocoPhillips is committed to protecting your privacy. The ConocoPhillips Privacy Policy ("Privacy Policy") describes the information privacy practices of ConocoPhillips and the various affiliates and subsidiaries of ConocoPhillips (referred to collectively herein for convenience as "ConocoPhillips," "we," "us," and "our") as they relate to our websites, platforms, and other services owned, operated, or controlled by us that link to this Privacy Policy (our "Sites"), or when purchasing products from, conducting business with, or otherwise interacting with us (collectively, our "Services"). This Privacy Policy also applies when you communicate with us via email or otherwise through the Internet.

SCOPE OF POLICY

This Privacy Policy covers how ConocoPhillips handles the collection, use, and disclosure of Personal Information/Data and of the rights of individuals regarding their Personal Information/Data. This includes job applicants and visitors to ConocoPhillips' website, recipients of electronic communications from us, individuals that interact with us through social media websites/applications, or in-person (including when visiting our ConocoPhillips' facilities). By accessing our Services linked to this Privacy Policy, you acknowledge that you have read and understood the terms described herein.

If you are a current employee or member of our workforce, please refer to the ConocoPhillips' Global Workforce Policy posted on our internal policy portal for specific information regarding your privacy with respect to Personal Information/Data collected pursuant to your relationship with ConocoPhillips. Former employees may contact us at the [Privacy Mailbox](#) or through the [Privacy Portal](#) for information relevant to your Personal Information/Data.

Please note that some U.S. states provide their residents additional rights regarding the use of their Personal Information/Data. For residents of the U.S., see the U.S. State Specific Privacy Rights section for additional information.

For residents of all other countries, please refer to the International Privacy Rights section and Country Specific Addenda provided.

PERSONAL INFORMATION/DATA WE COLLECT

The types of information we collect depend on which product or service(s) you use.

Categories of Personal Information/Data You Provide To Us

- Identifiers: such as real name, alias or display/username, password, postal address, telephone number, email address, date of birth, company name, and government identifiers.
- Online Activity: such as Internet or other electronic network activity information, including browsing/search history, emails sent to us, information about interactions with websites and applications, IP address, device type, etc.
- Professional or Employment Information: such as your job title, job function, trade or professional associations, skills company/organization name and information, and other information about yourself;



- Education information: such as highest education level, degree attained, and institution(s) attended;
- Demographic Information/Characteristics of Protected Classifications under state or federal law: such as your nationality, race/ethnic origin, political or religious beliefs, country of residence, or otherwise defined according to the laws of your local jurisdiction;
- Identification Numbers: such as your social security number, national/tax identification number, and driver's license number.

You are not required to provide information we may request, but if you choose not to provide it, we may not be able to provide the requested Service(s) or to complete your application. Your state or country of residence may consider some of the information described above, e.g., Demographic Information and/or Identification Numbers, sections to be Special Categories of Data and, as such, may require that you provide additional consent for us to use that information. We will only use this information as allowed by applicable law.

Categories of Personal Information/Data We or Our Service Providers Collect Automatically

- Identifiers: We collect information/data about your browsing behavior on our Site(s), platforms, or applications, such as the date and time you visit, the areas or pages you visit, the amount of time you spend viewing or using our Site(s), the number of clicks on our Site(s), and the number of times you return. We may connect this information with your identity to determine your potential interests in our products and services.
- Internet or Other Electronic Network Activity Information: We collect certain standard information that your browser communicates when you visit websites across the internet, such as your internet protocol ("IP") address, your browser type and capabilities, your preferred language, your operating system, software version, the date and time you access the Site, and the website from which you linked to our Site(s) or application(s), if any. In some cases, we collect this information through cookies, web beacons, and similar technologies. To learn more about these technologies, please see the Cookies and Other Tracking Technology section below.
- Device Information: We collect information about the devices you use to access our Site(s), including your device model, operating system, unique device identifiers, and network operating information.
- Location Information: We may collect location information including the real-time geographic location of your device through data such as your GPS coordinates, IP address, and Wi-Fi.

Categories of Personal Information/Data We Collect from Third Parties

- If you link to us through a third-party service, we may receive information about you, such as the above-listed identifiers, for example from an internet service provider (subject to your privacy settings on those third-party services) or a social media platform.

Cookies and Other Tracking Technology

We and our business partners and third-party providers use cookies and other technologies such as log files, web beacons, and analytic tools and services on our Site(s) and other Services, email communications and



online advertisements to collect information automatically from you. Such information includes your IP address, device type, any unique device identification numbers, type of browser (e.g., Google Chrome or Internet Explorer), operating system (e.g., Windows, Vista, Mac, OS, Android, etc.), your browsing activities (e.g., pages viewed and referring / exit URLs), location information, and other usage information.

Please see below for more information regarding the technologies that we may use.

What is a cookie?

A cookie is a small file placed onto your device when you visit our Site(s) that enables the Site to remember information about you, such as your user preferences or settings or login information.

What cookies and other technologies are used?

Our Site(s) may use cookies to track the number of times you have visited our Site(s), to track the number of visitors to our Site(s), to analyze visitors' experience with our Site(s), to store data that you may provide (such as preferences), and to store technical information related to your interactions with our Site(s), platforms and applications and for marketing and advertising purposes. These cookies may be provided by us or by third parties that we permit to place cookies on our Site(s), as discussed further below. We use session cookies, which are deleted when you close your browser, to facilitate movement around our Site(s), and to collect other information used in administering the session on our Site(s). We may also permit the use of local storage technologies, like ad pixels, to show you our ads as you browse the internet and visit various other websites such as social media websites, search engines and news websites.

Tracking and Opting Out

Most internet browsers automatically accept cookies, but you may be able to adjust your browser, operating system, or mobile device settings to limit certain tracking, decline cookies, or notify you when a cookie is being placed on your computer or device. If you choose not to accept cookies, you may not be able to experience all the features of our Site(s) and related services. You can typically delete existing cookies in your browser settings, although this means that your existing settings, such as stored preferences will be lost. To adjust cookie settings while browsing our Site(s), visit the [Privacy Center](#) here or that can be accessed in the footer of our Site. You can opt-out of each cookie category as defined in the table below, except for Strictly Necessary Cookies. For more information visit (www.conocophillips.com/cookie-policy/).

HOW WE USE PERSONAL INFORMATION/DATA

We may use your Personal Information/Data for the following purposes:

- Providing our Services;
- Processing your transactions;
- Communicating with you;
- Processing your application for employment;
- Responding to your inquiries and communications;



- Customer service and technical support, which may include responding to your requests, resolving issues, and/or troubleshooting problems;
- Improving and customizing our Services, communications, and advertisements;
- For internal operations, such as enhancing our offerings and to conduct research and analysis;
- For marketing purposes;
- To assist in security and anti-fraud measures so we can protect the integrity of our Services as well as safeguard your Personal Information/Data;
- To enforce our Terms of Use, and any other applicable terms and conditions and agreements; and/or
- To comply with applicable laws, regulations, and legal processes.

We may also use your personal information in a lawful manner because it is necessary for the purposes of entering into or for the performance of an agreement with you; to comply with our legal obligations; for our or a third party's legitimate interests; with your consent prior to the point of collection; or in an aggregated and non-specific format (where you cannot be reasonably identified) for analytical and demographic purposes.

HOW WE SHARE PERSONAL INFORMATION/DATA

ConocoPhillips discloses your Personal Information/Data to third parties, for business purposes, as described below:

To Service Providers: We may disclose your Personal Information/Data to our service providers for legitimate business purposes to provide services to us or on our behalf, such as data hosting, cloud services, sending out information and communications, processing transactions, analyzing data, technical support, and other business and professional services. We provide these companies with only those elements of Personal Information/Data they need to provide their services to us. We generally require that services providers use Personal Information/Data only for that purpose, and we also require assurances that they will appropriately protect Personal Information/Data entrusted to them.

As Directed By You: We may also disclose Personal Information/Data to third parties to whom you or your agents authorize us to disclose your Personal Information/Data in connection with Services we provide to you.

Required Disclosures: We may disclose your Personal Information/Data if required to do so by law or regulation or in our good-faith belief that such action is necessary to comply with legal requirements or with legal process served on us, and to protect our or others' rights, property, or safety.

Business, Merger, Sale, or Other Asset Transfers: If we undertake or are involved in any merger, acquisition, reorganization, sale of assets, financing due diligence, bankruptcy, receivership, transition of service to another provider, or other business transfer event, then we may sell, transfer, or share some or all our assets, including your Personal Information/Data, in connection with such transaction or in contemplation of such transaction.



Aggregate Data: We may transfer data to third parties that has been aggregated, de-identified or otherwise can no longer reasonably identify, relate to, describe, be capable of being associated with, or be linked, directly or indirectly, to a particular individual (non-personally identifiable information)

OPERATING GLOBALLY AND INTERNATIONAL TRANSFERS

We may transfer Personal Information/Data to and store Personal Information/Data in countries other than the country where it was collected or where you accessed our Site(s). Those countries may have different data privacy and protection laws than the country in which the Personal Information/Data was collected or from which you accessed our Site(s). To the extent required by applicable law, we will take measures to protect Personal Information/Data so transferred or stored. To the extent permissible under applicable law, by choosing to use our Services, including our Site(s) and submitting Personal Information/Data to us, you consent to the transfer of such Personal Information/Data outside of your country of residence in accordance with this Privacy Policy.

- [*Australia Privacy Addendum*](#)
- [*Canada Privacy Addendum*](#)
- [*China Privacy Addendum*](#)
- [*European Economic Area \(EEA\) / Norway Privacy Addendum*](#)
- [*Japan Privacy Addendum*](#)
- [*Libya Privacy Addendum*](#)
- [*Malaysia Privacy Addendum*](#)
- [*Qatar Privacy Addendum*](#)
- [*Singapore Privacy Addendum*](#)
- [*United Kingdom \(UK\) Privacy Addendum*](#)

HOW WE STORE INFORMATION/DATA

As a general matter, we only retain Personal Information/Data for as long as reasonably necessary to fulfill the purposes for which it was collected, as permitted or required by applicable law (such as to comply with recordkeeping and other legal obligations), in accordance with the provisions of this Privacy Policy. There may also be residual information that will remain within our backup files, databases, and other records, which will not be removed or changed, except in accordance with our records retention policy and schedules.

SECURITY MEASURES

We strive to process your Personal Information/Data securely, in accordance with this Privacy Policy and in accordance with information security requirements imposed by applicable law. To this end, we adopt reasonable technical, administrative, organizational, and security measures designed to protect your Personal Information/Data from the risk of disclosure, destruction, loss or accidental, unlawful, and unauthorized



alteration, access, and use. However, no method of electronically transmitting or storing data is ever completely secure, and therefore, we cannot guarantee that your Personal Information/Data will never be accessed, used, or disclosed in a manner that is inconsistent with this Privacy Policy.

LINKED WEBSITES

Our Site(s) may contain links to other websites, including those of other companies, organizations, and publications. These websites operate independently from our Services and Site(s), and we do not control and are not responsible for the content, security, or data privacy practices used by other entities. You should review the privacy policies of those websites to determine how they protect and use your personal information.

CHILDREN UNDER THE AGE OF EIGHTEEN (18)

Our Services and Site(s) are not directed at children, and we do not knowingly collect any Personal Information/Data of children under the age of eighteen (18) from these Services. If we learn that we collected the personal information of a child under the age of 18, we will use reasonable efforts to delete such information from our systems promptly. Personal information/Data of a child under the age of 18 may be collected via parental consent at a ConocoPhillips wellness center or onsite facility upon registration. Where local laws differ, this policy will follow local legal and regulatory requirements. For further questions please consult the country specific addendum, if applicable.

YOUR CHOICES

You have certain choices about how we use your personal information:

- **You can control if we share information with third parties for their marketing purposes.** To opt out of having us share your information with third parties for their promotional purposes, please send an email to the [Privacy Mailbox](#).
- **You can control certain cookies and tracking tools.** To learn more about the cookies we use and to set your cookie preferences, please visit the "Cookies and Other Tracking Technology" section above or visit our Cookie Policy (www.conocophillips.com/cookie-policy/). Your browser may also give you the ability to control cookies or other tracking tools. How you do so depends on the type of tool. Certain browsers may be set to reject browser cookies. Since flash cookies do not reside in your browser, your browser settings will not affect them.
- **Do Not Track Option.** Some browsers have incorporated "Do Not Track" (DNT) features that can send a signal to the websites you visit indicating you do not wish to be tracked. Because there is not a common understanding of how to interpret the DNT signal, our websites do not currently respond to browser DNT signals. Instead, you can use a range of other tools to control data collection and use. If you are a U.S. resident, see our U.S. Privacy Rights section below for additional information.

Options you select and choices you make are browser, website, and device specific. If you clear your cookies or your browser's cache, you will need to reset your preferences.



PRIVACY RIGHTS

The rights that may be available to you include:

Right to Know and Access

You may have a right to request information about our collection, use, and disclosure of your Personal Information/Data, and ask that we provide you with certain information, such as:

- Categories and specific pieces of Personal Information/Data we have collected about you;
- Categories of sources from which we collect Personal Information/Data;
- Purposes for collecting Personal Information/Data;
- Categories of third parties to whom we disclose Personal Information/Data;
- Categories of Personal Information/Data disclosed about you for a business purpose;
- If applicable, categories of Personal Information/Data sold or shared about you and the categories of third parties to which the Personal Information/Data was sold or shared.

Right to Portability

You may have the right to request that we provide a copy of the Personal Information/Data we have collected about you, in a portable and, to the extent technically feasible, readily usable format that allows you to transmit the data to another entity without hindrance. Once we receive your request and confirm your identity, we will provide to you a copy of your Personal Information/Data as required under applicable laws. We may provide this data to you through email to the email address you have provided with your request.

Right to Delete

You may also have a right to request that we delete your Personal Information/Data, subject to certain exceptions.

Right to Correct

Subject to certain exceptions, you may have the right to request that we correct inaccurate Personal Information/Data that we have collected about you. Once we receive your request and confirm your identity, we will review your request, the nature of the Personal Information/Data and the purposes of the Processing of the Personal Information/Data to see if we can correct the data. We may also request additional information showing that the Personal Information/Data you want to correct is inaccurate.

Right to Non-Discrimination

ConocoPhillips will not discriminate against you for exercising your rights regarding your Personal Information/Data. This includes by denying or providing a different level or quality of goods or services or charging (or suggesting that we will charge) different prices, rates, or by imposing penalties on you.

Right to Opt-out



You may have the right to opt-out of Processing of your Personal Information/Data for the purpose of (i) targeted advertising, (ii) sale or sharing of Personal Information/Data, or (iii) profiling to provide you with tailored content, including suggested advertising. We do not process your Personal Information/Data for the purpose of (i) targeted advertising, (ii) selling or sharing your Personal Information/Data, or (iii) profiling, as those terms are defined under applicable laws.

Special Categories of Data

Our organization strives to limit the collection of Special Categories of Data. However, certain programs accessible through our Site(s) may request some Special Categories of Data to fulfill our business obligations or support certain diversity initiatives. Providing such information is voluntary. To continue to limit the unnecessary collection of sensitive personal information, we request you do not submit any Special Categories of Data to our Site(s) unless requested. We will honor requests to limit sensitive personal information as allowed by applicable law as requested through the [Privacy Portal](#).

Requests Made Through Agents

Your state of residence may allow you to designate, in writing or through a power of attorney, an authorized agent to make requests on your behalf to exercise the rights provided by your state of residence regarding your Personal Information/Data. Before accepting such a request from an agent, we will require the agent to provide proof you have authorized it to act on your behalf, including asking them to submit a statement signed by you designating them as your authorized agent. Additionally, we reserve the right to take all necessary steps permitted by applicable law to confirm your identity, including requesting information directly from you to verify your identity directly with us.

Submitting a Request to Exercise Your Privacy Rights

If you would like to make a data subject request (e.g., request to access Personal Information/Data or to update, correct, or delete any such information), you may submit a request through the [Privacy Mailbox](#), or submit a request through the [Privacy Portal](#). Alternatively, please contact us at our toll-free line, 866-887-7217. We will comply with requests you submit as required by applicable law. However, to the extent permitted by applicable laws, we reserve the right to charge a fee or decline requests that are unreasonable or excessive, where providing the Personal Information/Data would be prohibited by law or could adversely affect the privacy or other rights of another person, or where we are unable to authenticate you as the person to whom the Personal Information/Data relates.

When you make a request, we will take reasonable steps to verify your identity prior to responding to your request. For example, we may ask you to provide certain information so that we can verify your identity and your jurisdiction before fulfilling our request. The verification steps we take may differ depending on your jurisdiction and the sensitivity of the request you make. We will match the information that you provide in your request to information we already have on file to verify your identity. If we can verify your request, we will process it according to applicable law. If we cannot verify that the individual submitting the request is the same individual about whom we have collected information (or someone authorized by that individual to act on their behalf), we may not be able to process that request.



We will respond to your request within the period required by applicable law. However, we may not always be able to fully comply with your request, and we will notify you in that event when required.

We Do Not Sell Your Personal Information/Data

We do not sell your Personal Information/Data for monetary gain or other consideration. We also do not share your personal information with other people or unaffiliated companies for their direct marketing purposes or for targeted or cross-context behavioral advertising.

U.S. STATE SPECIFIC PRIVACY RIGHTS

California Residents

If you are a resident of California, you can also make the following more specific requests with respect to your Personal Information/Data:

Limit the Use/Disclosure of Sensitive Personal Information

You can request that we limit the use or disclosure of your sensitive personal information to those purposes set forth in applicable California law, subject to certain exceptions.

Do Not Sell or Share My Personal Information

You can request that we not sell or share your Personal Information/Data. For purposes of this Section related to rights in California, “sell” means the sale of your Personal Information/Data to an outside party for monetary or other valuable consideration, and “share” means the disclosure of your Personal Information/Data for cross-context behavioral advertising purposes, subject to certain exceptions set forth in applicable California law. We do not sell your Personal Information/Data for monetary gain or other considerations. We also do not share your Personal Information/Data with other people or unaffiliated companies for their direct marketing purposes or for targeted or cross-context behavioral advertising.

Please note that if you make a request to opt out of sale or share and you would like to opt out of cookie-based tracking for behavioral advertising purposes, please visit the Privacy Portal or in the footer of our Site. Your selections are specific to the device, website, and browser you are using. Your selections are deleted whenever you clear your cookies or browser’s cache.

We do not knowingly sell or share the Personal Information/Data of minors under 18 years of age.

Right to Opt-Out

You may have the right to opt-out of Processing of your Personal Information/Data for the purpose of (i) targeted advertising, (ii) sale or sharing of Personal Information/Data, or (iii) profiling to provide you with tailored content, including suggested advertising. We do not process your Personal Information/Data for the purpose of (i) targeted advertising, (ii) selling or sharing your Personal Information/Data, or (iii) profiling, as those terms are defined under applicable laws. To opt-out, please send us an email at the Privacy Mailbox, submit a request through the Privacy Portal, or contact us at our toll-free line, 866-887-7217.



Submitting a Request to Exercise Your Privacy Rights

If you reside in California, you have the right to ask us one time each year if we have shared Personal Information/Data with third parties for their direct marketing purposes. To make a request, please send us an email at the [Privacy Mailbox](#), or submit a request through the [Privacy Portal](#). Alternatively, please contact us at our toll-free line, 866-887-7217. Please indicate that you are a California resident making a “Shine the Light” inquiry.

Virginia Residents

If you are a resident of Virginia, you make the following requests with respect to your Personal Information/Data in accordance with applicable law:

Access Confirmation, Deletion, Correction Requests

Subject to exceptions under the law, you may request that we confirm whether we process your Personal Information/data, and you may further request access to, or deletion of, your information. You may also request that we correct inaccurate information that we maintain about you.

Opt-Out of Sale

You may request to opt-out of the “sale” (as defined in applicable Virginia law) of your Personal Information/Data.

Opt-Out of Targeted Advertising

We may use Personal Information/Data obtained from your activities across unaffiliated sites to send more relevant advertising to you. You can request to opt-out of “targeted advertising” (as defined in applicable Virginia law), by clicking visiting the Privacy Portal. Your selections are specific to the device, website, and browser you are using. Your selections are deleted whenever you clear your cookies or browser’s cache.

Virginia residents can make these requests online through the [Privacy Portal](#), by emailing us at the [Privacy Mailbox](#), or by calling us at 866-887-7217. We will take reasonable steps to verify your identity prior to responding to your requests. The verification steps will vary depending on the sensitivity of the Personal Information/Data. We may deny certain requests, or fulfil a request only in part, based on our legal rights and obligations. If you are not satisfied with the outcome of your request, you may submit an appeal by sending an email to the [Privacy Mailbox](#) with “Virginia Appeal” in the subject line.

Nevada Residents

If you are a resident of Nevada, you have the right to opt-out of the sale of certain Personal Information/Data to third parties who intend to license or sell that Personal Information/Data. You can exercise this right by contacting us at the [Privacy Mailbox](#) with the subject line “Nevada Do Not Sell Request”. Please note that we do not currently sell your Personal Information/Data as sales are defined in Nevada Revised Statutes Chapter 603A.



INTERNATION PRIVACY RIGHTS

We are committed to protecting your privacy and will make reasonable efforts to honor any exercise of your rights as required by applicable law. If you are a resident of one of the below listed countries, you may have additional rights under your local laws. For more information on the additional right provided, please refer to the following addendums:

- [Australia](#)
- [Canada](#)
- [China](#)
- [European Economic Area \(EEA\) / Norway](#)
- [Japan](#)
- [Libya](#)
- [Malaysia](#)
- [Qatar](#)
- [Singapore](#)
- [United Kingdom \(UK\)](#)

COUNTRY SPECIFIC ADDENDUMS

ConocoPhillips Australia Privacy Addendum

This Addendum applies to residents located in Australia. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to resident located in Australia.

Legal Basis for the Processing of Your Personal Information/Data

We will collect Personal Information/Data in a fair and reasonable way and for the purposes set out in the Privacy Policy. Your Personal Information/Data may be collected without your knowledge or consent if permitted by law.

Your Rights

You may have the right to access, correct and delete Personal Information/Data. Under some circumstances, you have the right to object to or restrict Personal Information/Data processing or to withdraw your consent. If you have a right of access, you also have the right to receive data collected on you in a commonly used and machine-readable format. We may not be required to provide you with access to your Personal Information/Data under some circumstances in the Privacy Act (for example, if it would have an unreasonable impact upon the privacy of other individuals). We may not be able to require other entities to provide access to Personal Information/Data. If we decide not to provide you with access to or correct your Personal Information/Data, we will give you reasons for our decision. Where we do not agree that there are grounds for amendment of your Personal Information/Data then we will (if you request) add a note to the personal



information stating that you disagree with it. We will not charge you for making a request for access or for making any corrections to your Personal Information/Data. However, we may in some circumstances charge a reasonable fee to cover our costs of providing you with access to your Personal Information/Data, for example, if you make multiple requests for information, the information requested is voluminous, or we incur third party costs in providing you with access to your Personal Information/Data.

Data Transfers

Several of ConocoPhillips Australia's Personal Information/Data systems are hosted by ConocoPhillips in the US. Data transfer agreements are in place to ensure compliance with Australian legislation.

At times, we may need to transfer or share Personal Information/Data with third-party entities to carry out services, business operations, or fulfill government regulations. Our partners and subcontractors are independently responsible for complying with legal requirements. Some instances where such sharing may occur include government-related matters, share plans, pension funds, and external system suppliers. A summary of where we forward Personal Information/Data to is also found in the Privacy Policy.

Exercising Your Rights

If you have a request regarding your Personal Information/Data, please contact the ConocoPhillips Australia Privacy Officer. The contact details of our Australia Representative are:

Paula Saftig

paula.l.saftig@conocophillips.com

+61-7-3182-7304

Complaints

If you are unhappy with our response, you may lodge a written complaint with the Office of the Australian Information Commissioner ("OAIC") directly. Further instructions may be found at this [link](#).

- Telephone: 1300 363 992 (if calling from outside Australia or from Norfolk Island please call: +61 2 9284 9749
 - National Relay Service: TTY users phone 133 677 then ask for 1300 363 992
 - Speak and Listen users phone 1300 555 727 then ask for 1300 363 992
 - Internet relay users connect to the National Relay Service then ask for 1300 363 992
- Post: Office of the Australian Information Commissioner, GPO Box 5218, SYDNEY NSW 2001
- Fax: +61 2 9284 9666
- Email: enquiries@oaic.gov.au
- Website: <http://www.oaic.gov.au/privacy/making-a-privacy-complaint>



ConocoPhillips Canada Privacy Addendum

This Addendum applies to residents located in Canada. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to resident located in Canada.

Legal Basis for the Processing of Your Personal Information

We may process your Personal Information/Data without your knowledge or consent for the purpose of making a disclosure as required by law or as necessary for completing a business transaction. We may also process your Personal Information/Data without your knowledge or consent to a third party for business purposes under certain circumstances.

Controller of Personal Information/Data

ConocoPhillips is the controller of your Personal Information/Data it collects, however, in accordance with applicable data privacy laws, we have appointed a representative within Canada.

Contact Details of ConocoPhillips Canada Representative

Specific questions regarding the handling of your Personal Information/Data can be directed to the ConocoPhillips Canada Privacy Officer at <mailto:CanadaLegal@ConocoPhillips.com>.

ConocoPhillips China Privacy Addendum

This Addendum applies to residents located in China. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to a resident located in China.

Legal Basis for the Processing of Your Personal Information

We rely on the following legal grounds for the collection, Processing, and use of your Personal Information/Data. Please be advised that your valid informed consent is required prior to the collection, use, or sharing/transfer of your Personal Information/Data:

- Processing is necessary for the contractual agreements (including work agreements) to which you are a party to or prior to entering into a contractual agreement (work agreement);
- Processing is necessary for legitimate business purposes by us or by a third party; except where such interests are overridden by the interests or fundamental rights and freedoms of which you require protection of Personal Information, such as legitimate interests are the fulfillment of the processing purposes described in this Privacy Policy that are not necessary for the performance of a contract or for our compliance with a legal obligation to which we are subject; or
- Processing is necessary based on legal and regulatory requirements to which we are subject to.

Data Transfers

At times, we may need to transfer or share your Personal Information/Data with third-party entities to carry out services, business operations, or fulfill government regulations. Our partners and subcontractors are



independently responsible for complying with legal requirements. Some instances where such sharing may occur include government-related matters, share plans, pension funds, and external system suppliers.

Please note that according to the China Personal Information Protection Law ("PIPL") of the People's Republic of China ("PRC"), a publicly available entity list may be published that list foreign organizations to whom local PRC organizations may not transfer Personal Information/Data to if such transfer may harm national security or public interest. Additionally, the PIPL states that Personal Information/Data stored within the PRC must not be transferred to overseas legal or enforcement authorities unless approval is obtained from a supervisory Chinese authority. However, Chinese authorities may provide your Personal Information/Data within the PRC to overseas legal or enforcement authorities upon request if there are international treaties or regulations in place.

Controller of Personal Information/Data

ConocoPhillips is the controller of your personal information it collects in accordance with applicable data privacy laws. For additional information related to China Privacy Laws, please contact the [Privacy Mailbox](#).

ConocoPhillips European Economic Area (EEA) / Norway Privacy Addendum

This Addendum applies to residents located in the EEA or otherwise when the General Data Protection Regulation ("GDPR") applies. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to residents located in the EEA. For purposes of this Addendum to EEA Residents section, the term "Personal Information/Data shall mean personally identifiable information.

Contact Details of ConocoPhillips' EEA Representative

The contact details of our representative are:

Attn: Data Protection Advisor

Ekofiskveien 35, 4096 Tananger Norway

DPANorge@ConocoPhillips.com

Your Rights

You have several rights pursuant to the GDPR. Please note that there are several exceptions and limitations to these privacy rights that may mean that you will not be able to exercise them.

Right to object: When we process Personal Information/Data based on our legitimate interest, you have the right to object to the processing at any time. If we cannot demonstrate that there are compelling legitimate grounds to continue processing the data, we must cease processing. Objection to processing for direct marketing purposes will be complied with.



Right to withdraw your consent: To the extent a specific element of our processing of your Personal Information/Data relies upon your consent, you may withdraw such consent at any time with future effect. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal.

Right to request erasure (right to be forgotten): You have the right to have your Personal Information/Data erased if we no longer need the Personal Information/Data for the purposes for which it was collected or processed, you withdraw your consent, you object to the processing and there are no compelling and overriding legitimate grounds for further processing, your Personal Information/Data has been processed unlawfully or we are required by law to erase your Personal Information/Data.

Right to request restriction of processing: You have the possibility to request the restriction of the processing of your Personal Information/Data if you have objected to our processing and it has not yet been determined whether our legitimate grounds overrides yours, you have contested the accuracy of the Personal Information/Data, if the processing is unlawful but you want restriction of processing rather than erasure, or if we no longer need the Personal Information/Data for the purpose of processing but you need them for the establishment, exercise or defense of legal claims. Where processing is restricted, we only use such Personal Information/Data (other than storage) with your consent, for the establishment, exercise, or defense of legal claims, for the protection of the rights of another natural or legal persons, or for reasons of important public interest.

Right to access and information: You may request to be informed whether we are processing Personal Information/Data concerning you and, if so, to receive a copy of it, together with some further information on the purposes of the processing, the categories of Personal Information/Data to which the processing relates, the recipients to whom the Personal Information/Data have been or will be disclosed, the retention period and your other rights. You also have the right to be informed of the right to lodge a complaint with the competent data protection supervisory authority and of the source of the Personal Information/Data, together with certain additional information.

Right to data portability: You have the right to obtain your Personal Information/Data in a structured, commonly used and machine-readable format and to transfer it to another controller (data portability), to the extent that you have provided the data to us and where the processing is based on consent or contract, and the processing is carried out by automated means.

Right to rectification: If you believe that the Personal Information/Data concerning you is inaccurate or incomplete, you can request that the data be corrected or completed.

To exercise your rights, please contact the [ConocoPhillips Data Protection Advisor](#). You also have the right to lodge a complaint with the competent data protection supervisory authority.

Legal Basis for the Processing of Your Personal Information

We rely on the following legal bases for the collection, processing, and use of your Personal Information/Data:



- When we process Personal Information/Data in connection with recruitment processes, the legal basis is partly that the applicant has consented to the processing, ref. GDPR Article 6 (1) (a), and that processing is necessary and in our legitimate interest, ref. GDPR Article 6 (1) (f).
- When we process Personal Information/Data in connection with visitors to our webpages, the legal basis is that processing is necessary and in our legitimate interest, ref. GDPR Article 6 (1) (f).
- When we process Personal Information/Data in connection with people visiting or contacting us, the legal basis is that processing is necessary and in our legitimate interest, ref. GDPR Article 6 (1) (f).

To the extent that a legal ground described above would not apply to a specific purpose of Processing of your Personal Information/Data by us, we will seek your consent for such specific purpose(s) in accordance with applicable law.

If you do not provide us with certain Personal Information/Data, we may not be able to fulfill the requested purpose of collection, such as to respond to your queries or provide our website to you. However, unless otherwise specified, not providing your Personal Information/Data will not result in legal consequences for you.

International Data Transfer

The Personal Information/Data that we collect or receive about you may be transferred to and processed by recipients that are located inside or outside the EEA. When we store or transfer your personal information outside of the EEA, we take precautions to ensure that your Personal Information/Data is protected in accordance with the applicable data protection law.

For recipients located outside of the EEA, some may be located in countries with adequacy decisions, and, in each case, the transfer is thereby recognized as providing an adequate level of data protection. With respect to transfers to countries not providing an adequate level of data protection, we will base the transfer on appropriate safeguards, such as standard contractual clauses adopted by the EEA/EU or any other appropriate safeguards as permitted by the applicable data protection law.

ConocoPhillips Japan Privacy Addendum

This Addendum applies to residents located in Japan. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to residents located in Japan.

Identity of Entity That is Handling Personal Information/Data

ConocoPhillips Japan Ltd.

Attn: Akiko Matsushita, Representative Director

Address: Yurakucho ITOCIA 14F, 2-7-1, Yurakucho, Chiyoda-ku, Tokyo, Japan

Akiko.Matsushita@ConocoPhillips.com

Data Transfers



Several of ConocoPhillips Japan's Personal Information/Data systems are hosted by ConocoPhillips in the US. Data transfer agreements are in place to ensure our compliance with Japanese legislation.

At times, we may need to transfer or share Personal Information/Data with third-party entities to carry out services, to perform business operations, or to comply with government regulations. Our partners and subcontractors are independently responsible for complying with legal requirements.

We Use the Following Personal Information/Data:

Categories of Personal Information/Data to be used:	Please refer to the "Personal Information /Data We Collect" section of the Privacy Policy for the full list of Categories of Personal Information/Data that may be used jointly.
Entities/persons who will use the above Personal Information/Data:	ConocoPhillips Japan Ltd. ConocoPhillips Company (US)
Purposes of use:	Please refer to the "How We Use Personal Information/Data" section of the Global Privacy Policy for the full list of purposes for which ConocoPhillips may process your Personal Information/Data.
Entity/person who is responsible for managing such Personal Information/Data:	ConocoPhillips Japan Ltd. Akiko Matsushita, Representative Director Address: Yurakucho ITOCIA 14F, 2-7-1, Yurakucho, Chiyoda-ku, Tokyo, Japan

Your Rights

As the Data Subject, you have the right to access, correct and delete Personal Information/Data. Under some circumstances, you have the right to object to or to restrict Personal Information/Data processing. You also have the right to receive data collected on you in a commonly used and machine-readable format. You may retract your consent at any time.

Exercising Your Rights



If you have a request regarding your Personal Information/Data, please send us an email at the [Privacy Mailbox](#), or submit a request through the [Privacy Portal](#). Alternatively, please contact us at our toll-free line, 866-887-7217.

A Data Subject may lodge complaints regarding the Company's responses or actions with Akiko Matsushita, Representative Director, via email at Akiko.Matsushita@ConocoPhillips.com or +81-3-3216-9332.

ConocoPhillips Libya Privacy Addendum

Contact Details of ConocoPhillips Libya Representative

The contact details of our Libya Representative are:

Attn: Libya Data Protection Officer

Email: Privacy@ConocoPhillips.com

ConocoPhillips Malaysia Privacy Addendum

This Addendum applies to residents located in Malaysia. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to resident located in Malaysia.

Your Rights

You have the right to access, correct and delete your Personal Information/Data. Under some circumstances, you have the right to object to or restrict Personal Information/Data processing and we will provide written notice within twenty-one (21) days of your request stating that we complied or intend to comply with your request. You also have the right to receive your Personal Information/Data collected on you into a commonly used and machine-readable format. You may retract your consent at any time.

Upon receiving a request to access your information, we will initiate a response within twenty-one (21) days. We will complete your request within fourteen (14) days after the response has been initiated. During this period, if your Personal Information/Data is either inaccurate, incomplete, misleading, or not up to date, we will make the necessary corrections to your Personal Information/Data and provide a copy of the correction to your attention.

If your Personal Information/Data has been disclosed to a third party during the twelve (12) months prior to the date we made corrections to your Personal Information/Data; we will take all reasonable steps to supply the third party with a copy of the corrected Personal Information/Data with a notice in writing stating the reasons for the correction.

If we are not able to fully comply with your request to correct your Personal Information/Data within the prescribed period, we will notify you in writing, before the expiration of the period, the reasons on why we were not able to comply with your request and that we complied to your request to the extent of our abilities.



If we decline your request to correct your Personal information/Data, we will notify you in writing, within twenty-one (21) days from the date of receipt of your request, that we decline your request and the reasons as to why we declined such request.

Controller of Personal Information/Data

ConocoPhillips is the controller of your personal information it collects, however, in accordance with applicable data privacy laws, we have appointed representatives within Malaysia.

Contact Details of ConocoPhillips Malaysia Representative

The contact details of our Malaysia Representative are:

Hafiz Hanif

Hafiz.Hanif@ConocoPhillips.com

+60-321-785-723

ConocoPhillips Qatar Privacy Addendum

This Addendum applies to residents located in Qatar. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to resident located in Qatar.

Your Rights

You have the right to access, correct and delete Personal Information/Data. Under some circumstances, you have the right to object to or restrict Personal Information/Data processing. You have the right to be notified of the Processing of your Personal Information/Data and the purposes of such Processing. You have the right to be notified of any disclosure of inaccurate Personal Information/Data. You have the right to receive data collected on you into a commonly used and machine-readable format. You also have the right to obtain a copy of your Personal Information/Data by paying an amount that shall not exceed the service charge. You may retract your consent at any time.

Controller of Personal Information/Data

ConocoPhillips is the controller of your personal information it collects, however, in accordance with applicable data privacy laws, we have appointed representatives within Qatar.

Contact Details of ConocoPhillips Qatar Representative

The contact details of our Qatar Representative are:

Attn: Qatar Data Protection Officer

Privacy@ConocoPhillips.com



ConocoPhillips Singapore Privacy Addendum

This Addendum applies to residents located in Singapore. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail as to resident located in Singapore.

Personal Information/Data Retention

In situations in which an investigation is conducted by the Personal Data Protection Commission, we shall retain records relating to that investigation for one (1) year after the conclusion of the investigation, or any longer period as specified in writing by the Personal Data Protection Commission

Controller of Personal Information/Data

ConocoPhillips is the controller of your personal information it collects, however, in accordance with applicable data privacy laws, we have appointed representatives within Singapore.

Contact Details of ConocoPhillips Singapore Representative

The contact details of our Singapore Representative are:

Yvonne Ong

Yvonne.Ong@ConocoPhillips.com

+65-6233-5307

ConocoPhillips United Kingdom ("UK") Privacy Policy

This Addendum applies to residents located in the UK. This Addendum supplements our Privacy Policy above, however, where this Addendum conflicts with the Privacy Policy, this Addendum will prevail in relation to residents located in the UK. For the purposes of this ConocoPhillips UK Addendum, the term "Personal Information/Data" shall mean personal data as defined under the UK 2018 Data Protection Act.

Controller of Personal Information/Data

ConocoPhillips is the controller of your personal information it collects, however, in accordance with applicable data protection laws, we have an appointed representative within the UK.

Contact Details of ConocoPhillips UK Representative

Anne Willis, UK Data Protection Officer

Anne.Willis@ConocoPhillips.com

+44-1642 541375

Your Rights



Right to object: Under certain circumstances, you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your Personal Information/Data by us and we can be required to no longer process your Personal Information. If you have a right to object and you exercise this right, your Personal Information/Data will no longer be processed for such purposes by us. You may exercise this right by contacting the [Privacy Mailbox](#) or the UK Data Protection Officer. Such a right to object may, in particular, not exist if the processing of your Personal Information/Data is necessary to take steps prior to entering into a contract or to perform a contract already concluded.

Right to withdraw your consent: To the extent a specific element of our processing of your Personal Information/Data relies upon your consent, you may withdraw such consent at any time with future effect. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal.

Right to request erasure (right to be forgotten): Under certain circumstances, you may have the right to obtain from us the erasure of Personal Information/Data concerning you and we may be obliged to erase such Personal Information/Data.

Right to request restriction of processing: Under certain circumstances, you may have the right to obtain from us restriction of processing your Personal Information/Data. In such case, the respective data will be marked and may only be processed by us for certain purposes.

Right to access: Under certain circumstances, you may have the right to request access to your Personal Information/Data.

To exercise your rights, please contact the ConocoPhillips UK Representative as noted above. You also have the right to lodge a complaint with the competent data protection supervisory authority.

Legal Basis for the Processing of Your Personal Information

We rely on the following legal bases for the collection, processing, and use of your Personal Information/Data:

- Processing is necessary for the performance of a contract to which you are a party or to take steps at your request prior to entering into a contract;
- Processing is necessary for compliance with a legal obligation to which we are subject;
- Processing is necessary for the purposes of the legitimate interests pursued by us or by a third party, except where such interests are overridden by your interests or fundamental rights and freedoms. When we rely upon our legitimate interests, we will balance any impact on you and your privacy rights and will not use your Personal Information/Data where the impact on you would override our rights, unless we are otherwise permitted by law to process your Personal Information/Data; or
- Other applicable legal basis for data processing, especially provisions set out by member state law.

To the extent that a legal ground described above would not apply to specific purpose of Processing of your Personal Information/Data by us, we will seek your consent for such specific purpose(s) in accordance with applicable law.



If you do not provide us with certain Personal Information/Data, we may not be able to fulfill the requested purpose of collection, such as to respond to your queries or provide our website to you. However, unless otherwise specified, not providing your Personal Information will not result in legal consequences for you.

International Data Transfer

The Personal Information/Data that we collect or receive about you may be transferred to and processed by recipients that are located inside or outside the UK. When we store or transfer your personal information outside of the UK, we take precautions to ensure that your Personal Information/Data is protected in accordance with the applicable data protection law.

For recipients located outside of the UK, some may be located in countries with adequacy decisions, and, in each case, the transfer is thereby recognized as providing an adequate level of data protection. With respect to transfers to countries not providing an adequate level of data protection, we will base the transfer on appropriate safeguards, such as standard contractual clauses adopted by the UK, or any other appropriate safeguards as permitted by the applicable data protection law.

CHANGES TO OUR PRIVACY POLICY

We reserve the right to amend this Privacy Policy at any time at our discretion and will review and update it as may be necessary and at least annually. When we decide to materially change this Privacy Policy, notice of the change will be posted on our Site(s), platforms and other services that link to this Privacy Policy for a reasonable period or provided to you using other means, and we will revise the effective date at the top of this Privacy Policy. Please revisit this page periodically to become aware of the most recent privacy terms - your use of our Service(s) linked to this Privacy Policy after such changes have been posted constitutes your agreement to such terms.

CONTACT US

Customer questions, comments and feedback are very important to us. If you have questions regarding this Privacy Policy, please email us at the [Privacy Mailbox](#), or call 866-887-7217.