Voluntary Principles on Security and Human Rights
ConocoPhillips annual report for 2025

2025 annual report

Commitment to the Voluntary Principles

As a participating company, ConocoPhillips is committed to supporting and promoting the Voluntary Principles for Security and Human Rights (VPSHR) in our operations. This commitment is aligned with the company's Human Rights Position and principles for effective stakeholder engagement.

We also actively participate in the Ipieca Social Responsibility Working Group where companies share best practices and lessons learned about implementing human rights policies and frameworks.

Policies, procedures and related activities

The implementation of our Human Rights Position — including our commitment to the VPSHR — is integrated into our business through structured processes at both the project and business unit (BU) levels. These processes support our broader sustainable development (SD) commitments and ensure that human rights considerations are embedded in operational decision making.

Risk assessments

ConocoPhillips identifies and manages key environmental, political and social risks throughout the life cycle of our operations via our Sustainable Development Risk Management Standard. This mandatory, auditable framework guides sustainability-related risk management and incorporates a risk register into operating plans.

As part of this process, operated assets and major projects are evaluated in the context of their physical, social and political environments. Local concerns, long-term risks and cumulative impacts are considered. A diverse group of subject matter experts within each BU identifies and assesses risks using a matrix that evaluates both likelihood and consequence. Consequence assessments include potential sociocultural, economic, environmental, reputational and financial impacts.

Action plans for social risks are typically managed at the BU level. These include ongoing SD performance management and engagement strategies aimed at minimizing or avoiding social and environmental risks. For security and human rights risks, action plans may include:

- Local site security plans.
- Stakeholder engagement strategies, including identification of key stakeholders, their concerns, and tailored engagement approaches.

Our risk assessment framework supports:

- Identification of security and human rights risks stemming from political, economic and social factors.
- Understanding of root causes that may erode security conditions or human rights protections.
- Evaluation of human rights records, policies and reform efforts in areas of potential operation.
- Assessment of the capacity and willingness of legal, judicial and nonjudicial institutions to uphold human rights and contractual obligations.

Security audit and compliance program

The ConocoPhillips security audit and compliance program systematically evaluates company operations at key facilities to assure conformity with government-prescribed security mandates and company-required security policies, procedures and guidelines. This ongoing program identifies and internally reports on, and makes recommendations with respect to, security operation nonconformities including issues associated with security and human rights, if any occur. The company also conducts due diligence investigations of security providers in countries that have been identified as high risk for human rights violations.

Implementation

Human rights training and awareness

In 2025 ConocoPhillips disseminated a VPSHR web-based training course along with human rights training courses. ConocoPhillips key security managers leveraged these courses as part of their broader engagement with international security team members and others on awareness of VPSHR and human rights issues. For 2026, ConocoPhillips security directors and managers will continue to globally promote VPSHR and human rights training, as well as conduct new VPSHR security assessments for high-risk locations. Our regular engagement with security providers in priority countries on security and human rights issues will remain ongoing and, in 2026, will be expanded to our security teams in North America.

Country-level implementation

Our commitment to security and human rights continues where we operate or have a working interest. In addition to specific policies on security and human rights, and the company processes and procedures described above, on-the-ground implementation actions include:

- Training for employees, security contractors and other stakeholders, where appropriate.
- Integration of security and human rights commitments in security-provider contracts and related contract monitoring.
- Stakeholder outreach and engagement, including public security forces, where relevant.

The following are specific examples of how ConocoPhillips, through its affiliates ("ConocoPhillips"), manages security and human rights in its operations in Equatorial Guinea and Libya. ConocoPhillips had no incidents of pertinence to the VPSHR during the year.

Equatorial Guinea/Libya

Security contracts: The contract requirements for our current and future security service providers in Equatorial Guinea and Libya include the management of security and human rights issues. This includes an agreement that security guard services shall comply with ConocoPhillips policies related to implementation of the VPSHR. Those policies are communicated to the security services contractor.