

RETIREE MEDICAL

Summary of Material Modifications



This is a summary of material modifications (“SMM”) to the retiree medical benefit provided under the **Phillips 66 Medical and Dental Assistance Plan** (“Plan”). This SMM, the “Retiree Medical” chapter and “Other Information” chapter of the Phillips 66 Health and Well-Being Handbook (“Handbook”) together serve as the summary plan description (“SPD”) for retiree medical benefits provided under the Plan. The SMM, when combined with the “Retiree Medical” chapter and “Other Information” chapter of the Handbook, summarizes the Plan’s retiree medical benefit, including amendments through January 1, 2019, and advises you of a change to your SPD.

Please read this SMM in conjunction with the Handbook.

UPoint (formerly Your Benefit Resources or YBR) Web Address Change

- Your Benefit Resources (YBR) website has changed to UPoint and all information related to benefit elections can be viewed at <https://digital.alight.com/phillips66>

Blue Cross Blue Shield of Texas (“BCBS”) and Aetna Coverage Change

- BCBS is the medical carrier for all retirees whose home address on record with the Company is within the State of Texas
 - Retirees whose home address on record with the Company is within the State of Texas and who were previously covered by Aetna, transition from Aetna to BCBS effective January 1, 2019

Kaiser HMO Coverage Option – Washington

- Kaiser HMO is a medical coverage option for all retirees whose home address on record with the Company is within a Kaiser service area in the State of Washington

Infertility Benefit Change – HDHP option and PPO option

- Infertility benefits increase to:
 - \$20,000 lifetime maximum for medical coverage
 - \$10,000 lifetime maximum for prescription drug coverage

Occupational Therapy, Physical Therapy, Speech Therapy Change – HDHP option and PPO option

- Occupational therapy, physical therapy and speech therapy are subject to a combined annual maximum of 120 visits
- Speech therapy for birth defects and autism are not subject to the above visit limitation

Prescription Drug Benefit Change – HDHP option and PPO option

- Mail order is required after:
 - 2 retail fills of non-specialty maintenance prescriptions
 - 1 retail fill of a specialty prescription
- As an alternative to the above, a 90-day supply can be obtained at a CVS Pharmacy through its Maintenance Choice program

Prescription Drug Benefit Change – HDHP option

- Brand preventive prescription drugs:
 - Participant pays 20% (\$150 maximum at retail; \$300 maximum by mail order)
 - No deductible

Prescription Drug Benefit Change – PPO option

- Preferred Brand prescription drugs:
 - Participant pays 35% (\$150 maximum at retail; \$300 maximum at mail)
 - No deductible
- Non-preferred Brand prescription drugs:
 - Participant pays 50% (\$300 maximum at retail; \$600 maximum at mail)
 - No deductible

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Retiree Portion of Monthly Premium Change:

Medical benefit	You or spouse only	You + spouse/ domestic partner	You + spouse/ domestic partner + child(ren)	You or spouse/ domestic partner + child(ren)	Child(ren) only
Non-Medicare eligible					
HDHP option	\$ 840.00	\$1,681.00	\$1,933.00	\$1,093.00	\$ 252.00
PPO option	\$1,451.00	\$2,902.00	\$3,337.00	\$1,886.00	\$ 435.00
Kaiser HMO option (CA only)	\$1,017.55	\$2,147.02	\$2,971.25	\$2,147.02	\$1,017.55
Kaiser HMO option (WA only)	\$1,235.42	\$2,606.74	\$3,607.43	\$2,606.74	\$1,235.42
Medicare eligible (Under age 65)					
PPO option	\$1,160.00	\$2,321.00	\$2,669.00	\$1,509.00	\$1,160.00
PPO — No Rx option	\$ 464.00	\$ 928.00	\$1,067.00	\$ 603.00	\$ 464.00

Retiree Medical Account (“RMA”) Change

- Effective January 1, 2018, participants who terminate employment with Phillips 66 Company, or a subsidiary or affiliated company, and are eligible for retiree medical benefits under the Plan, may use their RMA credits to pay Phillips 66 COBRA dental premiums and vision premiums under the Plan
- Participants who terminate employment with Phillips 66 Company, or a subsidiary or affiliated company, and are eligible for retiree medical benefits under the Plan, may use their RMA credits to pay Medicare premiums under the Plan
- Participants who terminate employment with Phillips 66 Company, or a subsidiary or affiliated company, and are eligible for retiree medical benefits under the Plan, may use their RMA credits to pay medical premiums for coverage obtained outside of the Plan

Receipt of this information does not guarantee eligibility. Please refer to the summary plan description (SPD) and any summaries of material modifications (SMMs) for details, including information regarding eligibility, benefits provided under the plan, when coverage begins and ends, claims procedures and your legal rights. Phillips 66 reserves the right to amend, change or terminate the plan, any underlying contract or any other program, at any time without notice, at its sole discretion, according to the terms of the plan.