



December 2019

**PHILLIPS 66 HEALTH & WELFARE PLANS AND SAVINGS PLAN
SUMMARY ANNUAL REPORTS
FOR THE PLAN YEAR ENDING DECEMBER 31, 2018**

Dear Plan Participants and Beneficiaries,

Enclosed are Summary Annual Reports of the Phillips 66 Health & Welfare Plans and Savings Plan (Plans or Plan). They are provided for information only. **No action is required by you.** The information provided in this document does NOT pertain to the 2020 Benefits Annual Enrollment.

The enclosed Summary Annual Reports are also available at hr.phillips66.com.

For questions about your Health and Welfare Plan benefits, please contact the Phillips 66 Benefits Center at 800-965-4421 between 8:00 a.m. and 6:00 p.m. Central time, Monday through Friday. For questions about your Savings Plan benefits, please contact Vanguard at 800-523-1188 between 7:30 a.m. and 8:00 p.m. Central time, Monday through Friday.

Sincerely,

A handwritten signature in black ink that reads "Alex".

Alex Shabet
Manager, Total Rewards

This communication may contain information regarding certain Phillips 66 compensation & benefits. The summary plan descriptions for the various benefit plans and other relevant terms and conditions provide more detailed information. Receipt of this communication does not guarantee eligibility for benefits or any other form of compensation. Phillips 66 reserves the right to correct any errors. If the information provided by this communication conflicts with the plan documents, the plan documents will prevail. Phillips 66 also reserves the right to amend, change or terminate its plans, any underlying contract or any other policy or program, at any time without notice, at its sole discretion. This communication applies only to non-represented employees, as well as represented employees where provided for under the terms of an applicable collective bargaining agreement.



To Plan Participants and Beneficiaries:

These are the Summary Annual Reports of the Phillips 66 Health & Welfare Plans and Savings Plan (Plans or Plan). These reports are furnished for your information and do **not** require any action on your part. Some of the Plans may not apply to you and some Plans in which you participate may not be included. Receipt of this summary does not guarantee participation in the Plans. You must meet the eligibility requirements of each Plan in order to participate. In accordance with regulations under the Employee Retirement Income Security Act of 1974 (ERISA), these reports contain only the information prescribed by those regulations for the following Plans:

- Phillips 66 Medical and Dental Assistance Plan (Medical & Dental)
- Phillips 66 Group Life Insurance Plan (Group Life)
- Phillips 66 Disability Plan (Disability)
- Phillips 66 Flexible Spending Plan (FSP)
- Phillips 66 Employee Assistance Plan (EAP)
- Phillips 66 Savings Plan (Savings)

This booklet does not include a Summary Annual Report for the Phillips 66 Retirement Plan as it is not required under ERISA because information for that Plan was provided in the Annual Funding Notice distributed earlier this year.

Your Rights to Additional Information

You have the right to receive a copy of the full Annual Report, or any part thereof, on request. The items listed in the table below for each Plan are included in that Plan's report.

	Item	Group Life, Disability, FSP, EAP	Medical and Dental	Savings
1	An accountant's report			X
2	Financial information and information on payments to service providers		X	X
3	Assets held for investment			X
4	Fiduciary information, including non-exempt transactions between the Plan and parties-in-interest (that is, persons who have certain relationships with the Plan)			X
5	Transactions in excess of 5 percent of Plan assets			X
6	Insurance information including sales commissions paid by insurance carriers	X	X	X
7	Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the Plan participates			X

To obtain a copy of the full Annual Report for any or all of these Plans, or any part of an Annual Report, or for specific questions about information in these Summary Annual Reports, write or call the office of Alex Shabet (Savings Plan) or Matt Epperson (all other Plans listed), Plan Administrator, c/o Total Rewards Department, P.O. Box 421959, Houston, TX 77242-1959, phone 832-765-1877. There will be no charge for an Annual Report or any part thereof. For general questions about your benefits, please contact the Benefits Center at 800-965-4421, Monday-Friday from 8:00 a.m. to 6:00 p.m. Central time. For questions about the Savings Plan, please contact Vanguard at 800-523-1188, Monday-Friday from 7:30 a.m. to 8:00 p.m. Central time.

You also have the right to receive from the Plan Administrator, on request at no charge, a statement of the assets and liabilities and accompanying notes (for any Plans that have such "assets held for investment"), or a statement of income and expenses of these Plans and accompanying notes, or both. If you request a copy of the full Annual Report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have a legally protected right to examine the Annual Reports at the main office of the Plans (Phillips 66, 2331 CityWest Blvd., Houston, TX 77042-2862) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration (EBSA), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.



Phillips 66 Medical and Dental Assistance Plan (Medical and Dental)

This is a summary of the Annual Report of the Phillips 66 Medical and Dental Assistance Plan, Employer Identification No. 37-1652702, Plan No. 501, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA. Phillips 66 Company has committed itself to pay certain claims incurred under the terms of the Plan.

Insurance Information

The Plan has contracts with CIGNA Health and Life, and Kaiser Permanente, to pay certain health claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2018 were \$11,972,508.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.

Phillips 66 Group Life Insurance Plan (Group Life)

This is a summary of the Annual Report of the Phillips 66 Group Life Insurance Plan, Employer Identification No. 37-1652702, Plan No. 502, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA. Phillips 66 Company has committed itself to pay certain claims incurred under the terms of the Plan.

Insurance Information

The Plan has contracts with Hartford Life and Accident and Zurich American Life Insurance to pay certain life and accidental death and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2018, were \$10,804,289.

Because they are so-called “experience-rated” contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the Plan year ending December 31, 2018, the premiums paid under such “experience-rated” contracts were \$10,804,289.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.

Phillips 66 Disability Plan (Disability)

This is a summary of the Annual Report of the Phillips 66 Disability Plan, Employer Identification No. 37-1652702, Plan No. 503, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA. Phillips 66 Company has committed itself to pay certain disability claims incurred under the terms of the Plan.

Insurance Information

The Plan has a contract with Hartford Life and Accident to pay certain disability claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2018 were \$4,285,423.

Because it is a so-called “experience-rated” contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the Plan year ending December 31, 2018, the premiums paid under such “experience-rated” contract were \$4,285,423.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.

Phillips 66 Flexible Spending Plan (FSP)

This is a summary of the Annual Report of the Phillips 66 Flexible Spending Plan, Employer Identification No. 37-1652702, Plan No. 504, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA. Phillips 66 Company has committed itself to assisting employees and their families in achieving tax savings under the terms of the Plan.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.



Phillips 66 Employee Assistance Plan (EAP)

This is a summary of the Annual Report of the Phillips 66 Employee Assistance Plan, Employer Identification No. 37-1652702, Plan No. 506, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA.

Insurance Information

The Plan has a contract with CIGNA Health and Life to pay certain employee assistance claims incurred under the terms of the Plan. The total premiums paid for the Plan year ending December 31, 2018, were \$1,340.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.

Phillips 66 Savings Plan (Savings)

This is a summary of the Annual Report of the Phillips 66 Savings Plan, Employer Identification No. 37-1652702, Plan No. 002, for the Plan year ending December 31, 2018. The Annual Report has been filed with the EBSA, as required under ERISA.

Basic Financial Statement

Benefits under the Plan are provided by insurance and a trust fund. Plan expenses were \$620,325,788. These expenses included \$1,543,891 in administrative expenses, \$617,627,072 in benefits paid to participants and beneficiaries, and other expenses of \$1,154,825. A total of 15,541 persons were participants in or beneficiaries of the Plan at the end of the Plan year.

The value of Plan assets, after subtracting liabilities of the Plan, was \$4,871,835,198 as of December 31, 2018, compared to \$5,275,944,484 as of January 1, 2018. During the Plan year the Plan experienced a decrease in its net assets of \$404,109,286. This decrease includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$216,216,502, including employer contributions of \$149,804,818, employee contributions of \$273,766,993, realized gains of \$46,383,190 from the sale of assets, and earnings from investments of (\$253,883,574), and other income of \$145,075.

The Plan has a contract with Massachusetts Mutual Life Insurance Company, which allocates funds toward separate account investments. The total premiums paid for the Plan year ending December 31, 2018, were zero.

Your Rights to Additional Information – See “Your Rights to Additional Information” on page 2.