



SUCCESS SHARE FREQUENTLY ASKED QUESTIONS

Q. What is Success Share?

A. Success Share is a discretionary company contribution made to the Savings Plan accounts of eligible participants annually in October. The Success Share contribution is in addition to the company matching contribution Phillips 66 makes each pay period. The target for the Success Share contribution is 2% of pay. However, the Success Share contribution could range from 0% to 6% based on management discretion. The amount of the Success Share contribution is calculated by applying the Success Share contribution percentage on pay for the immediately preceding 12-month period ending September 30.

Q. Are employee contributions to the Savings Plan required to receive a Success Share contribution?

A. No, eligible employees are not required to make contributions to the Savings Plan to receive a Success Share contribution.

Q. How do I know how much my Success Share contribution will be?

A. Assuming the Success Share contribution is 2% and your pay for the immediately preceding 12-month period ending September 30 was \$85,000, the Success Share contribution posted to your Savings Plan account at Vanguard will be \$1,700 ($\$85,000 \times 2\% = \$1,700$). And if Success Share had been awarded at the Plan maximum 6%, the contribution would be \$5,100 ($\$85,000 \times 6\% = \$5,100$).

Q. How will the Success Share contribution be invested?

A. The Success Share contribution will be invested based on your current investment elections. If you have not selected investment options, the contribution will be invested in the Vanguard Target Date Retirement Trust with a target date closest to the year you will turn age 65.

Q. Where do I find the Success Share contribution amount I received?

A. The contribution amount can be viewed on your Vanguard account statement at www.vanguard.com. Log on to your account and click on the Phillips 66 Savings Plan. Select the History, Statements and Taxes option under "Plan Details" in the menu on the home page. You can also get seamless access to your account from the Total Wealth page in My HR Tools.

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Q. Will I receive Success Share if I am no longer an employee?

A. To be eligible to receive a Success Share contribution, you must be actively employed as of the processing date or meet one of the termination exceptions below:

- an employee who retired in the year of the contribution and who, on his termination date, was at least age 55 with at least five years of service;
- an individual who terminated employment in the year of the contribution due to:
 - layoff,
 - long-term disability,
 - death, or
 - transfer between Phillips 66 companies or joint venture affiliates.

Any other individual, who is not actively employed by Phillips 66 on the Success Share processing date will not receive a Success Share contribution. Interns are not eligible to receive a Success Share contribution.

Q. What is the Savings Plan Number at Vanguard?

A. The Phillips 66 Savings Plan number is 099066. This number is used for both the Thrift and the Success Share.