



# Sustainability Driven

2023 SUSTAINABILITY REPORT





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▲ On the cover: MPC employees at our El Paso, Texas, refinery.

## MPC at a Glance

**137  
years**

in the energy business,  
innovating and evolving  
since 1887

**~12  
billion**

standard cubic feet  
per day of natural gas  
processing capacity

**~20,000**

miles of pipeline owned,  
leased or with ownership  
interest

**~8,300**

North American branded  
retail fuel locations

**MPLX**

MPC's master limited  
partnership formed to  
own, operate, develop  
and acquire midstream  
energy infrastructure  
assets

**345**

vessels and barges  
owned and operated  
through marine business

**585**

transport trucks owned  
and operated

**2 strong  
brands**

Marathon and ARCO

**~3  
million**

barrels per calendar  
day of crude oil refining  
capacity

**~2.6  
billion**

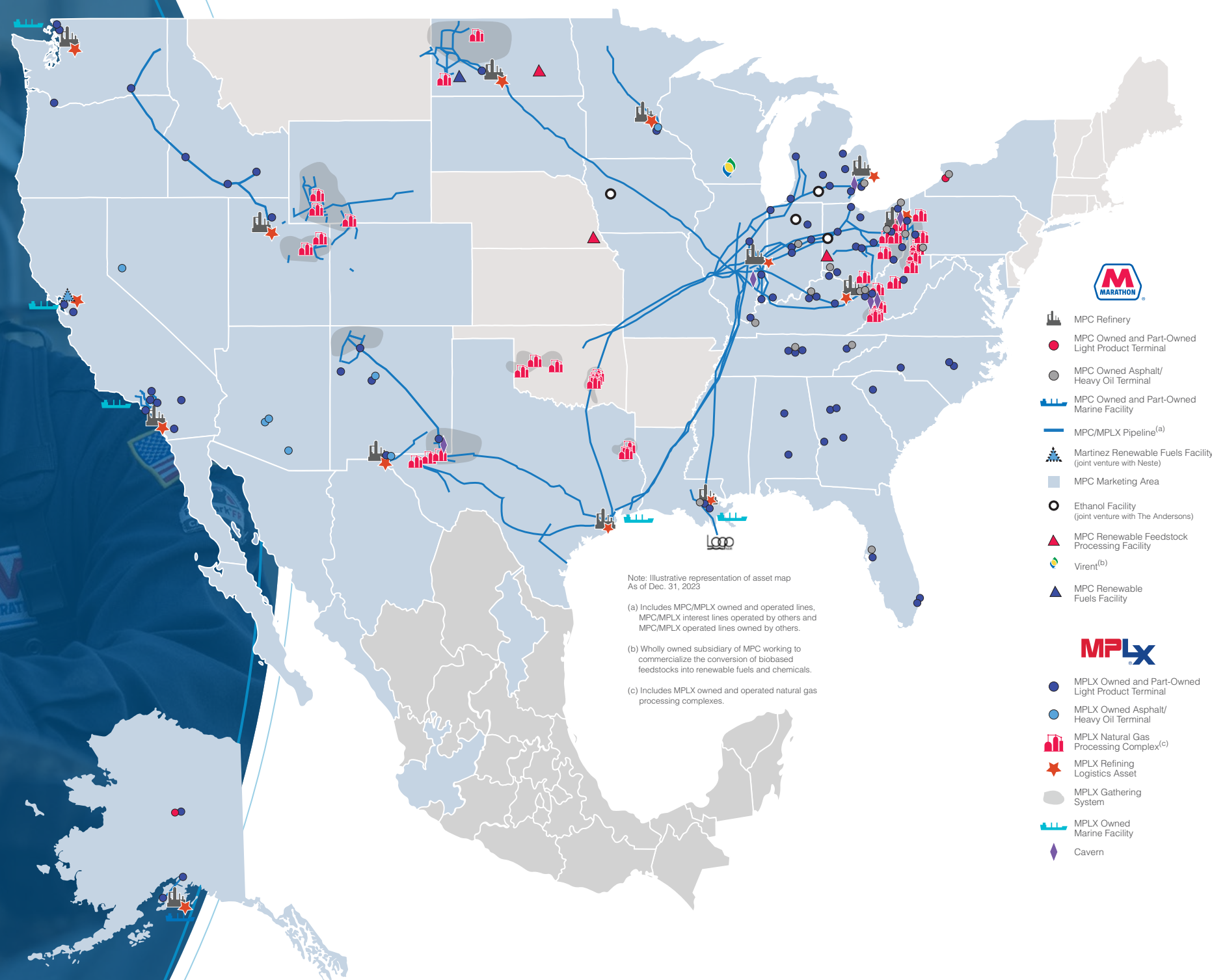
gallons of renewable fuels  
delivered in 2023

**~40.2  
million**

barrels of terminal storage  
capacity

**~13,300**

rail tank cars owned,  
leased and operated





## A Message from Our CEO

At MPC and MPLX, we work to continually progress our efforts in sustainability because it is critical to our long-term success in the evolving energy industry. It guides our approach to personal and process safety, environmental stewardship, community investment and our inclusive culture. We make and measure progress in these areas by strengthening our resilience, innovating for the future and embedding sustainability in our decision-making and in how we engage our many stakeholders.

As we seek to maintain and advance our sustainability efforts, nothing is more important than the safety of our people. In 2023, three new safety programs were implemented in our Refining organization, reaching employees, contractors and business partners. Over the same time period, our rigorous safety focus was recognized by our peers: two MPC refineries earned the American Fuel and Petrochemical Manufacturers highest safety award, and two others were recognized for top-5% and top-10% safety performances. By embedding safety into our daily work, from disciplined planning to careful final execution, we invest in the longevity and sustainability of our industry and enhance the overall efficiency of our operations. We also know that when it comes to safety, our work is never done; our vision is for every facility to be incident free and injury free.

As we manufacture, transport and distribute the energy that fuels communities across the United States and abroad, we always have our responsibility to minimize our environmental footprint in focus. Since 2020, we have been targeting a 30% reduction of Scope 1 and 2 GHG emissions intensity by 2030 from 2014 levels. I'm pleased with the substantial progress we've made, but because we believe we are on track to reach our goal prior to 2030 and because we believe there's more we can achieve, we are extending our target to a 38% reduction from 2014 levels by 2035.

Our Focus on Energy program – a significant contributor to our GHG reduction efforts – has helped us earn industry-leading recognition in energy efficiency. MPC's refineries have earned more U.S. EPA ENERGY STAR® awards than all other refiners in the U.S. combined. The

energy saved through our efforts amounted to over 1.5 billion Btu per hour in 2023 alone, representing more than \$45 million in cost savings. Similar to the success of our Focus on Energy program, our Focus on Methane program has yielded substantial results. We continue to work toward our goal of a 75% reduction of MPLX Gathering and Processing methane emissions intensity by 2030 from 2016 levels. By the end of 2023, we had achieved a 57% reduction.

Our investments in renewable fuels similarly make considerable contributions to the ongoing reduction of our companywide carbon intensity. In 2023, we delivered approximately 2.6 billion gallons of renewable fuels, avoiding approximately 13 million tonnes of GHG emissions. At our renewable fuels facility in Dickinson, North Dakota, and our joint venture facility with Neste in Martinez, California, we produce renewable diesel – a drop-in replacement for petroleum-based diesel – and we have been producing ethanol for gasoline blending through our joint venture with The Andersons for over a decade. Through our investment last year in LF Bioenergy, we are participating in its growing portfolio of dairy-based, lower-carbon intensity renewable natural gas facilities.

We are also holding ourselves accountable for reducing our use of fresh water – especially in water-stressed regions. Through our companywide Focus on Water program, we saved over 600 million gallons of fresh water in 2023 alone and continued to make progress toward our goal of reducing freshwater withdrawal intensity 20% by 2030 from 2016 levels.

Undoubtedly, the passion and dedication of our 18,200 employees is what allows us to sustain the momentum we've built, and one of our highest priorities is attracting and retaining a competitive workforce through our recruitment efforts, health and wellness programs, employee engagement and an inclusive culture. In recognition of our efforts, MPC scored a 100% on the Human Rights Campaign Foundation's Corporate Equality Index for the fourth year. This index evaluates



corporate policies, practices and benefits pertinent to LGBTQ+ employees. Reflecting our work on issues that matter to the American public, MPC earned a place on JUST Capital's 2024 JUST 100 list and was the top-ranked company in the oil and gas industry.

We also recognize that our offices and operations sites are integral parts of the communities where they are located, and we continually look for ways to make a positive, measurable impact where our people live and work. We identify priorities through collaboration with community stakeholders, creating shared value in pursuit of our common goals. In 2023, MPC and our employees invested more than \$29 million in our communities, as well as in the broader causes that united many of us.

Our people have enabled us to accomplish so much, and we have ambitious goals that inspire our continued progress. I'm optimistic about what the future holds for MPC and MPLX, and our sustainability-driven approach supports our relentless commitment to be a better company. Along with our shareholders, our employees, our neighbors and many other stakeholders, I place tremendous importance on the safety of our people and immense importance on the long-term sustainability of our operations and our business. I invite you to read this report to learn more about the progress we're making companywide.

Maryann T. Mannen

President and CEO  
MPC & MPLX

## 2023 Sustainability Highlights

### STRENGTHEN RESILIENCY

**U.S. EPA ENERGY STAR®**  
Partner of the Year – Sustained  
Excellence Award for fifth year  
in a row

**27% reduction** in companywide  
Scope 1 and 2 GHG emissions  
intensity since 2014

**6% reduction** in absolute  
Scope 3 - Category 11  
emissions since 2019

**57% reduction** in methane  
emissions intensity since 2016

**3,267 acres** of pipeline rights of  
way converted to sustainable  
landscapes since 2021

**18% reduction** in freshwater  
withdrawal intensity  
since 2016

### INNOVATE FOR THE FUTURE

**~2.6 billion** gallons of  
renewable fuels delivered  
— making MPC one of  
the largest marketers of  
renewable fuels in the U.S.

**~485 million** gallons of  
renewable fuels produced —  
a company record

**~400,000** tonnes of CO<sub>2</sub>  
captured from operations  
and joint ventures

### EMBED SUSTAINABILITY

**JUST 100** — recognized as  
one of America's most just  
companies by **Just Capital**

**100% on Corporate Equality  
Index** and named a "Best Place  
to Work for LGBTQ+ Equality"  
by **Human Rights Campaign  
Foundation** for the fourth time

**Four refineries** awarded  
**American Fuel &  
Petrochemical Manufacturers**  
safety awards

**American Petroleum Institute**  
**Distinguished Pipeline Safety**  
**Award** presented to **Marathon**  
**Pipe Line LLC**

**\$29.7 million** invested in  
communities by MPC, MPLX,  
our employees and fundraising  
partners





# Our Approach to Sustainability

At MPC and MPLX, our commitment to sustainability means striving to create shared value with our stakeholders — empowering people to achieve more, contributing to progress in our communities and protecting the environment we all share. Our sustainability-driven approach supports our aspiration to be an ever-better company as we contribute to an evolving energy industry. We are working to strengthen the resiliency of our business, innovate for the future and embed sustainability in all we do.



## Strengthen Resiliency

### Strengthening our business for today while building resilience for the future

We operate with an understanding of the potential environmental impacts of our business. This understanding underpins our efforts to reduce our GHG emissions, improve the energy efficiency of our operations and advance practices that conserve natural resources and reduce environmental impacts.

## Innovate for the Future

### Investing in renewables and other lower-carbon technologies

We have a long history of innovation that continues today with investments in renewables, lower-carbon technologies and early-stage developments. These investments reduce our carbon footprint, diversify our product portfolio and capture lasting value.

## Embed Sustainability

### Integrating sustainability in our decision-making and in our engagement with employees and our many stakeholders

We are committed to protecting the health and safety of our employees and the public; cultivating an engaged and energized workforce; responsibly managing our social impacts; and upholding accountable and transparent governance.

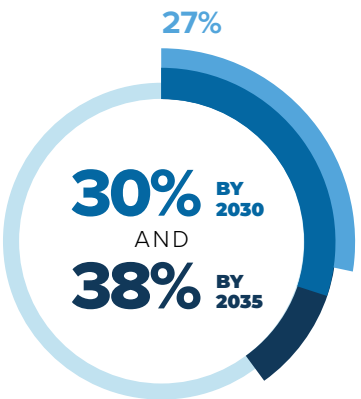
# 2023 Targets

Our suite of targets helps measure our sustainability progress. We assess progress with these targets on an annual basis and may modify them or adopt new metrics as we achieve our goals or new sources of information come to light. Our performance to date has resulted in real, sustainable emissions reductions. For instance, since 2019, we have reduced absolute Scope 1, 2 and 3 GHG emissions by more than 25 million tonnes per year.

→ For more information on the underlying data for our targets see our [Performance Data](#).

## Scope 1 and 2 GHG Emissions Intensity (tonnes CO<sub>2</sub>e/thousand boe input)

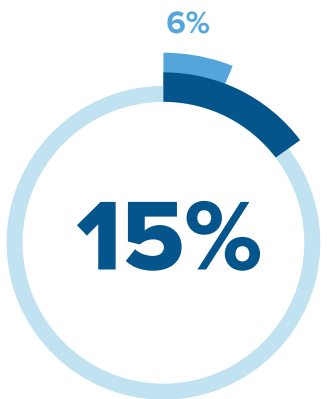
● 2035 Goal ● 2030 Goal ● Progress



**30% REDUCTION** of Scope 1 and 2 GHG emissions intensity by 2030 and **38% REDUCTION** by 2035 from 2014 levels

## Absolute Scope 3 - Category 11 GHG Emissions (tonnes CO<sub>2</sub>e)

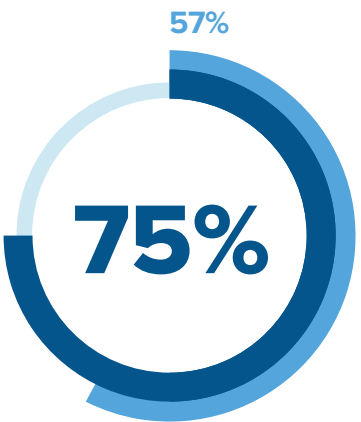
● 2030 Goal ● Progress



**15% REDUCTION** of Scope 3 - Category 11 GHG emissions by 2030 from 2019 levels

## Methane Emissions Intensity (methane-scf/natural gas input-scf)

● 2030 Goal ● Progress



**75% REDUCTION** of MPLX G&P methane emissions intensity by 2030 from 2016 levels

## Biodiversity — Sustainable Landscapes (acres)

● 2025 Goal ● Progress



Apply sustainable landscapes to **~10,000 ACRES (~50%)** of compatible MPL rights of way by the end of 2025

## Freshwater Withdrawal Intensity (megaliters/million boe input)

● 2030 Goal ● Progress



**20% REDUCTION** of freshwater withdrawal intensity by 2030 from 2016 levels



# Stakeholder Engagement and Shared Value

At MPC and MPLX, we strive to build shared value with our stakeholders, including employees, shareholders, customers, business partners, and the communities and government agencies and officials where we live and work. Our sustainability strategy is guided by ongoing dialogue with stakeholders to inform our understanding of the issues and trends facing our company and industry. We consistently seek stakeholder perspectives and incorporate their feedback and insights, as appropriate, into our approach to sustainability.

## 2023 BY THE NUMBERS

Our People	Shareholders	Customers	Business Partners	Communities	Governments
<b>\$4 BILLION+</b>	<b>40% OF SHARES OUTSTANDING</b>	<b>3.6 MILLION+</b>	<b>\$8.1 BILLION</b>	<b>\$29.7 MILLION</b>	<b>\$16.9 BILLION+</b>
paid in wages and benefits to 18,000+ employees	participated in 1:1 stewardship engagements with our company	barrels per day of products sold to 5,700+ customers	paid to 8,800+ suppliers and business partners for goods and services <sup>1</sup>	invested in the communities in which we operate through company contributions, our employees and fundraising partners	paid in taxes contributing to national, state and local economies <sup>2</sup>

## HOW WE ENGAGE

- |   |   |   |  |  |  |
|---|---|---|--|--|--|
| <ul style="list-style-type: none"><li>• Code of Business Conduct</li><li>• Integrity Helpline</li><li>• CEO communications</li><li>• Regular employee communications</li><li>• Performance management</li><li>• Safety meetings</li><li>• Training and career development</li><li>• Employee Network Groups</li><li>• Wellness programs</li><li>• Employee experience surveys</li></ul> | <ul style="list-style-type: none"><li>• Investor presentations and conferences</li><li>• Engagement with analysts and portfolio managers</li><li>• Engagement with investor stewardship teams</li><li>• Annual Shareholder Meeting</li><li>• SEC filings</li><li>• Press releases</li></ul> | <ul style="list-style-type: none"><li>• Global, regional and local industry events, forums and conferences</li><li>• Company events and meetings</li><li>• Working groups to advance best practices</li></ul> | <ul style="list-style-type: none"><li>• Supplier Code of Conduct</li><li>• Business partner reviews</li><li>• Sourcing process</li><li>• Contract management</li><li>• Supplier diversity program</li><li>• Supplier audits</li><li>• Supplier recognition awards</li><li>• Strategic partnership management</li></ul> | <ul style="list-style-type: none"><li>• Websites, news and social media</li><li>• Company and employee contributions, company match programs and company-led fundraisers</li><li>• Community engagement and board representation</li><li>• Employment fairs</li><li>• Landowner events</li><li>• Focus groups</li><li>• Community surveys</li><li>• Facility tours</li><li>• Community hotlines</li><li>• Community Advisory Panels and Councils</li><li>• Facilitation of community events</li><li>• Sponsorships</li></ul> | <ul style="list-style-type: none"><li>• Advocacy</li><li>• Policy development</li><li>• Industry and trade association representation</li><li>• Regulatory and permitting compliance</li><li>• Regulatory audits</li><li>• Collaboration on community investment projects</li><li>• Facility tours</li></ul> |
|---|---|---|--|--|--|

<sup>1</sup> Excludes crude/feedstock purchases and third-party logistics payments.  
<sup>2</sup> Includes sales, use, excise taxes.

# Identification of Sustainability Topics

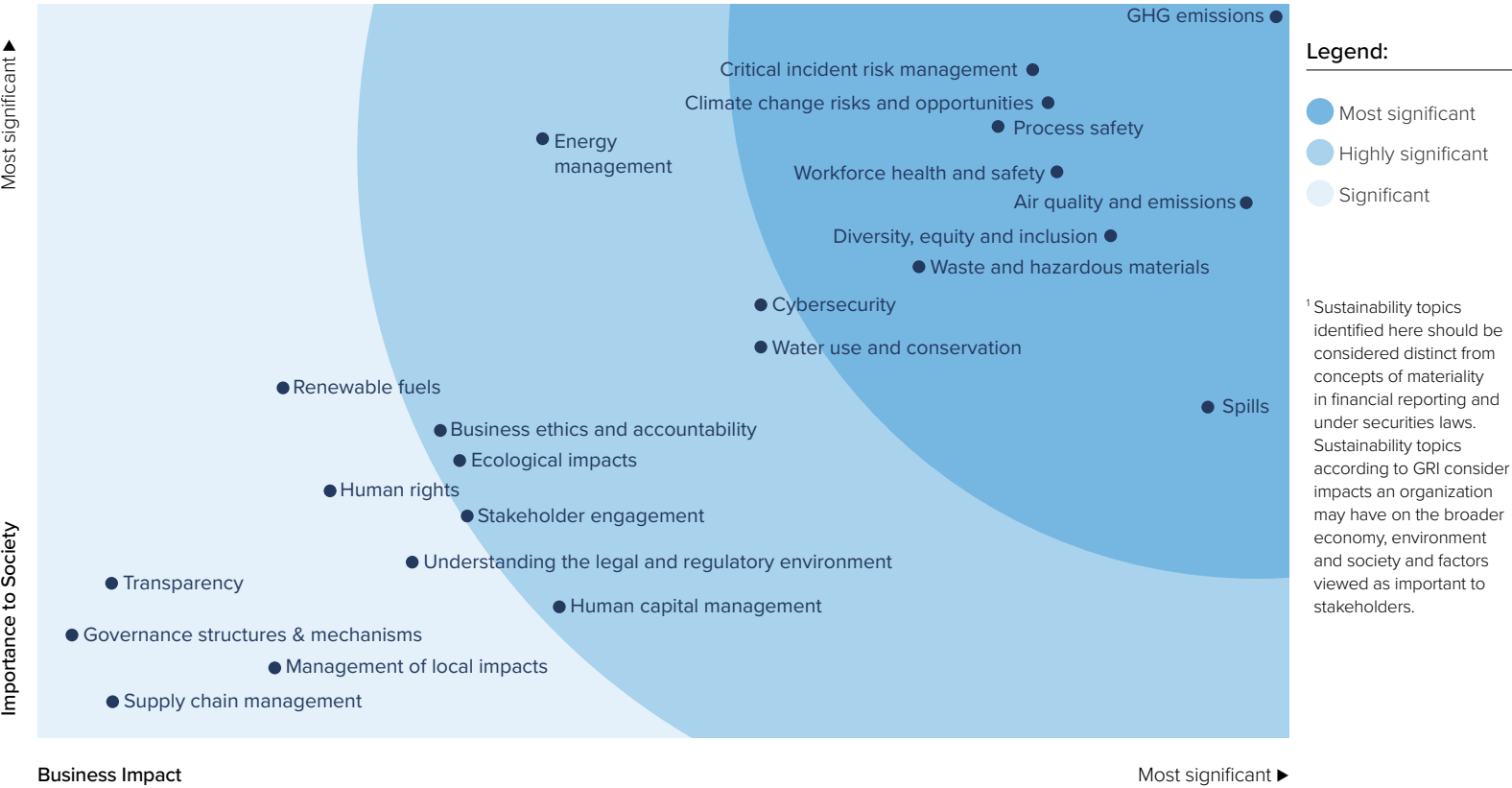
In 2024, we refreshed and updated our sustainability reporting assessment to prioritize environmental, social and governance (ESG) reporting topics based on external developments and stakeholder feedback. Consistent with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Oil and Gas Sector Standard, we continued to focus on topics that reflect significant ESG impacts and enable stakeholders to assess our company performance.

We engaged both external and internal stakeholders to understand their perspectives on a broad range of identified topics. Surveys were conducted with community members, customers, government officials and employees. Communities were also engaged through conversations held with members of our Community Advisory Panels. We had extensive engagement with shareholders, including outreach to shareholders representing 70% of our outstanding shares and one-on-one meetings with shareholders representing 40% of our outstanding shares. Discussions included a wide

range of sustainability topics, such as climate change risks and opportunities, executive compensation, incentivizing ESG goals through compensation, Scope 3 targets and political engagement, including trade associations and climate lobbying.

We combined the updated information gathered from these engagements with insights from industry benchmarking, governmental regulations, voluntary initiatives and analysis of online news and social media trends conducted by Datamaran<sup>®</sup>. The priorities of topics are similar to those of our previous analysis in 2023, with the most significant changes for waste and hazardous materials management and cybersecurity. These two topics increased in importance to external and internal stakeholders. Additionally, ambient pollution — sensory exposure to external factors such as noise, smoke and visual pollution — was analyzed under the management of local impacts topic.

## ESG Reporting Topics<sup>1</sup>





# Strengthen Resiliency

Strengthening our business for today while  
building resiliency for the future

Lowering Our Carbon Footprint	8
Conserving Natural Resources	11



## Lowering Our Carbon Footprint

We are committed to:

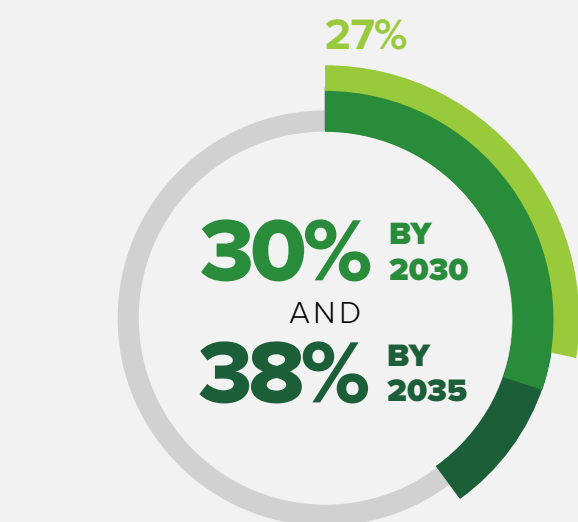
- Reducing the carbon footprint of our operations and the products we manufacture
- Improving the energy efficiency of our operations
- Working with others to improve energy efficiency within the manufacturing, consumer and transportation sectors

## Scope 1 and 2 GHG Emissions

In 2020, we adopted a companywide Scope 1 and 2 GHG emissions intensity reduction target to reduce our intensity 30% below 2014 levels by 2030. The metric is computed by aggregating the Scope 1 GHG emissions — direct emissions from our operations — and Scope 2 GHG emissions — indirect emissions from the electricity and steam we purchase to support our business activities across all our organizations — divided by total manufacturing inputs.

### Scope 1 and 2 GHG Emissions Intensity (tonnes CO<sub>2</sub>e/thousand boe input)

● 2035 Goal ● 2030 Goal ● Progress



**30% REDUCTION** of Scope 1 and 2 GHG emissions intensity by 2030 and **38% REDUCTION** by 2035 from 2014 levels

Because our manufacturing sites entail a wide range of inputs, including but not limited to crude oil, natural gas, natural gas liquids and renewable feedstocks, we normalized these manufacturing inputs on a common energy unit known as barrels of oil equivalent (boe).

Some notable progress related to our 2023 Scope 1 and 2 GHG emissions:

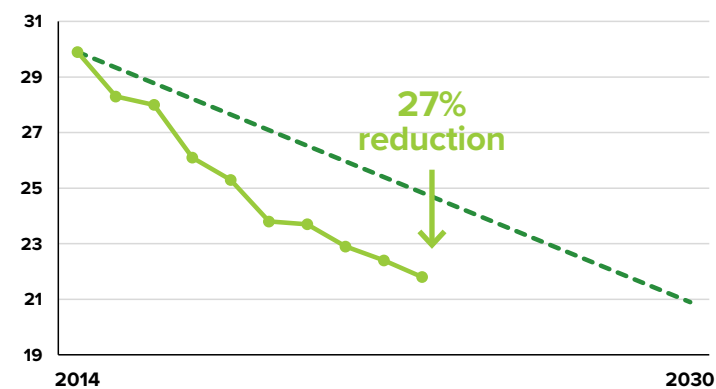
- Since 2014, GHG emissions from our refinery flares have decreased by over 30%.
- Since 2019, our companywide Scope 1 and 2 GHG emissions have decreased by over 10% on an absolute basis.

We have achieved these reductions through multiple initiatives, including our Focus on Energy program, the acquisition and expansion of our MPLX G&P business and our growth in renewable fuels.

Our Scope 1 and 2 GHG emissions intensity reductions are a direct measure of our climate performance. As we are on track to achieve our existing Scope 1 and 2 goal prior to 2030, we are extending the target to a **38% reduction** from 2014 levels by 2035.

### Companywide Scope 1 and 2 GHG Emissions Intensity (tonnes CO<sub>2</sub>e/thousand boe input)

● Actual ● 2030 Goal Trajectory



## Scope 3 Emissions

MPC's Scope 3 GHG emissions reduction target covers Category 11: Use of Sold Products, which entails more than 70% of our total calculated Scope 3 GHG emissions. Informed by guidance from the Science Based Targets initiative (SBTi) and Ipieca, the target is based on refined product yields, as these represent larger emissions than our marketed volumes.

In 2023, we reached an absolute 6% reduction of Scope 3 - Category 11 GHG emissions from our refineries against a 2019 baseline. The reduction each year has varied based on utilization.

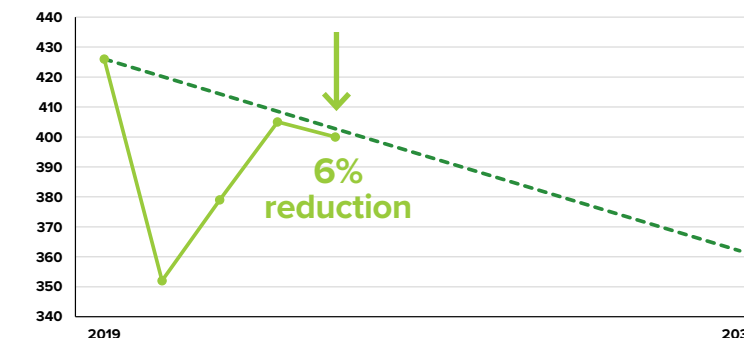
When the target was established in February 2022, we considered the expectations of our shareholders and the overall refining outlook. Since then, the dynamics of both have shifted and regulatory uncertainty has emerged. Oil demand is at a record high globally, and we expect demand to continue to set records into the foreseeable future. There is also uncertainty as to how the world will progress toward the Paris Agreement's objective to limit global warming. Depending on the outcome of these and other factors, future adjustments to our absolute Scope 3 - Category 11 GHG emissions target may be necessary.

Additional details on our evolving view of Scope 3 emissions can be found on Page 33 of our annual [Perspectives on Climate-Related Scenarios report](#).

### Absolute Scope 3 - Category 11 GHG Emissions<sup>1</sup>

(million tonnes CO<sub>2</sub>e)

● Actual ● Goal Trajectory



## Capital Allocation

At MPC and MPLX, we invest to strengthen the competitive position of our assets and increase our resilience as we allocate growth capital between traditional and low carbon investments.

Our risk-based capital allocation strategy is designed to ensure strict capital discipline and long-term competitive returns for our shareholders. We require higher return-on-investment (ROI) thresholds for projects with greater financial and regulatory uncertainty than those with more stable cash flow and lower regulatory risk. The ROI thresholds are highest for refining investments. This has a similar effect to a carbon price because refining projects, with the highest carbon exposure, must overcome a much higher minimum rate of return than, for instance, investments in our MPLX G&P business, with lower carbon exposure. Projects are also individually evaluated against our long-term price forecast, which considers the demand projections from various Paris-aligned scenarios<sup>2</sup> along with our climate-related targets. This process has contributed to the significant shift in our manufacturing outputs.

Our 2024 capital outlook projects approximately 40% of MPC's growth capital<sup>3</sup> is expected to be directed toward renewables and carbon reduction projects.

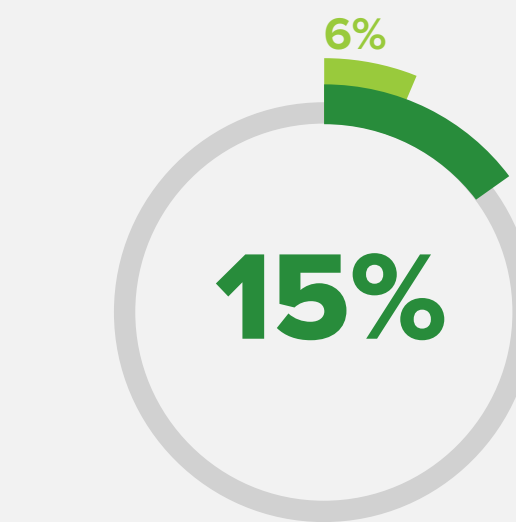
<sup>1</sup> 2020 was not representative of a normal year because production was impacted by COVID-19 lockdowns.

<sup>2</sup> Demand scenarios aligned to the ambition of the Paris Agreement to reduce global GHG emissions and limit global warming to well below 2 degrees Celsius.

<sup>3</sup> Does not include MPLX capital allocation.

### Absolute Scope 3 - Category 11 GHG Emissions (tonnes CO<sub>2</sub>e)

● 2030 Goal ● Progress



**15% REDUCTION** of Scope 3 - Category 11 GHG emissions by 2030 from 2019 levels



## Focus on Energy

We have achieved energy efficiency improvements, GHG reductions and costs savings through our Focus on Energy program, including avoiding the equivalent of over 1.5 billion Btu/hour of energy use and over \$45 million of energy costs in 2023. This is roughly the same amount of energy used by over 90,000 homes or 160,000 gasoline-powered passenger vehicles in one year.

As a part of our Focus on Energy program, we have energy coordinators at our refineries who:

- Identify and track energy operating parameters
- Develop and implement energy conservation road maps
- Consider energy efficiency in every new project scope

### U.S. EPA ENERGY STAR® Partner of the Year – Sustained Excellence Award for the fifth year in a row

This award is the highest level of recognition in the U.S. EPA's ENERGY STAR program.

**Pictured below:** MPC energy team members attending the ENERGY STAR Partner of the Year Award ceremony in Washington, D.C.



## ENERGY STAR® Program

As a five-time EPA ENERGY STAR Partner of the Year – Sustained Excellence Award recipient, we are an active participant in the program, sharing our strategies and successes with other industrial companies.

The Partner of the Year – Sustained Excellence Award is the highest level of recognition in the EPA's ENERGY STAR program. To earn the award, companies must go above and beyond the criteria for Partner of the Year recognition by showing continuous improvement over time in organizationwide energy savings and environmental performance, demonstrating best practices and actively promoting the ENERGY STAR program.

MPC's award recognizes its performance throughout 2023, which includes these achievements:

- Companywide greenhouse gas intensity decreased for the ninth consecutive year.
- The St. Paul Park, Minnesota, refinery completed a three-year project to reinforce insulation across the entire site, which is lowering energy consumption and anticipated to reduce carbon dioxide-equivalent emissions by nearly 16,000 metric tonnes per year.
- MPLX's Bluestone natural gas plant in Pennsylvania reduced its energy intensity by approximately 10% within just one year of establishing a baseline as part of the ENERGY STAR Challenge for Industry.
- Five MPC refineries received 2023 ENERGY STAR certifications, meaning their energy efficiency performance was in the top 25% of peer facilities across the country. Since the certification program began, MPC has earned more certifications than all other U.S. refining companies combined.



### MPC ENERGY STAR® CERTIFIED REFINERIES:

- ★ Anacortes, Washington
- ★ Canton, Ohio
- ★ Garyville, Louisiana
- ★ Robinson, Illinois
- ★ St. Paul Park, Minnesota

## ENERGY STAR® Challenge for Industry

The ENERGY STAR Challenge for Industry is a national call to action to improve the energy efficiency of America's manufacturers by 10% or more. By taking the ENERGY STAR Challenge, manufacturing sites set a goal to reduce their energy intensity by 10% within five years.

MPLX's Bluestone natural gas plant in Pennsylvania entered the ENERGY STAR Challenge for Industry and has reduced its energy intensity by approximately 12% within 24 months, with aspirations to reduce this energy intensity further. This reduction has avoided an estimated 50,000 tonnes of CO<sub>2</sub>e emissions during the 24 months. Additionally, we have 10 MPLX terminals that have previously achieved the challenge.

To build on the success of Bluestone, additional MPLX gas processing facilities have been recently entered into the ENERGY STAR Challenge, namely the Houston, Pennsylvania, facility, which is the largest gas processing facility in Pennsylvania, and the Sherwood, West Virginia, facility, which is the largest gas processing facility in the United States.

As the ENERGY STAR program becomes more established within our midstream operations, the intention is to expand it to additional facilities, which will further reduce company energy use.

## Renewable Energy Use in Operations

### Trucks and Trains Transition to Renewable Diesel

MPC's Vinvale and East Hynes fuel delivery fleets in California's Los Angeles Basin have taken a significant step toward reducing their carbon footprint and contributing to a cleaner future by transitioning both fleets entirely to renewable diesel.

In 2021, we began transitioning our California ARCO retail sites to renewable diesel. The terminals started replacing CARB diesel — a specific grade of diesel fuel required by the California Air Resources Board (CARB), with renewable diesel. MPC's fleets refuel at our load racks and have access to renewable diesel because we are supplying it to our customers.

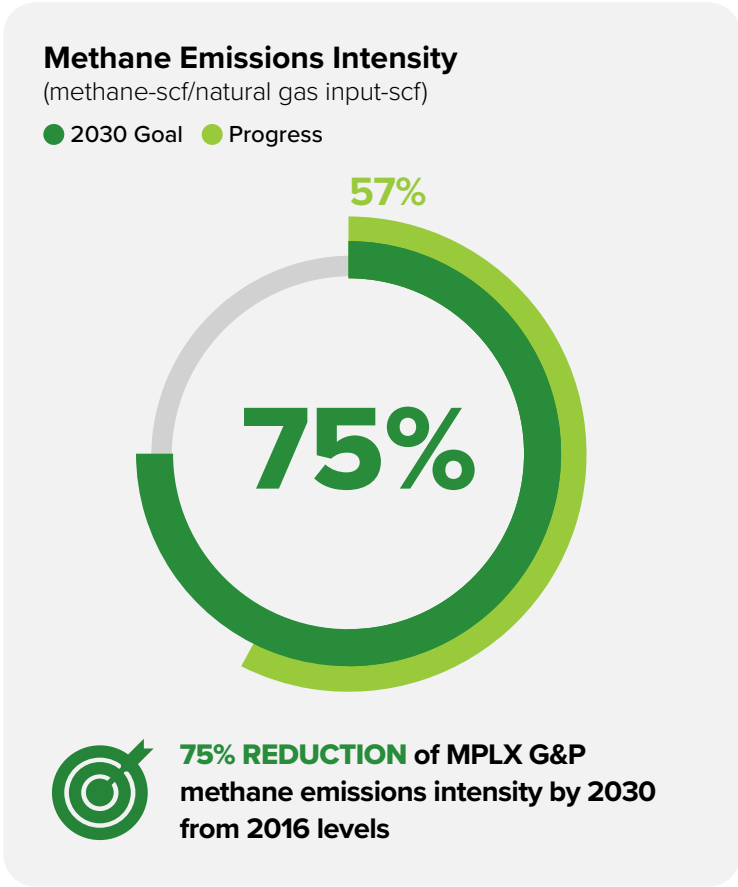
In 2023, two MPC Transport and Rail (T&R) fleets and two locomotives at our Los Angeles refinery switched from using traditional diesel fuel to renewable diesel. Now, 35 MPC fleet trucks are operating on renewable diesel in the Los Angeles area. The rail team began fueling the locomotives at a 50-50 mixture with regular diesel and renewable diesel before completely transitioning to 100% renewable diesel.





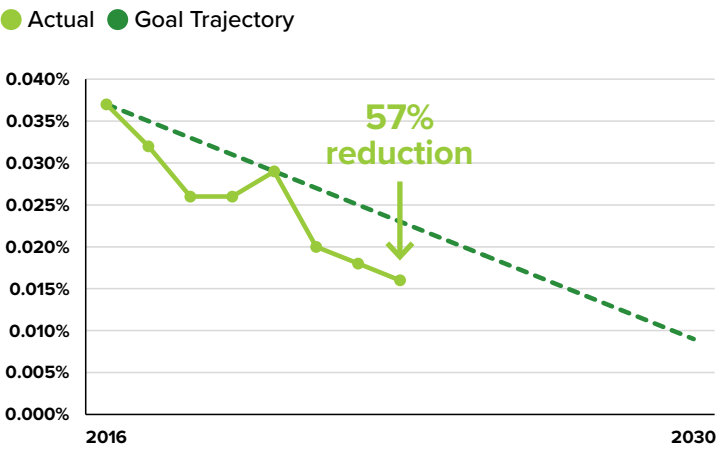
# Methane Emissions

In 2022, we expanded our methane emissions intensity reduction target for MPLX to 75% below 2016 levels by 2030. The reduction target applies to MPLX G&P operations. Through 2023, we have achieved a 57% reduction in our methane emissions intensity from 2016 levels.



We continue to pursue more measurement-based methane emissions data from our MPLX G&P assets to supplement the methane emissions inventory mandated by the U.S. EPA's Mandatory GHG Reporting Rule (40 CFR Part 98). We performed extensive monitoring and verification of methane emissions across our MPLX G&P assets through our involvement in the Environmental Partnership and collaboration with Cheniere Energy, Inc. All commitments were completed with a comprehensive top-down/bottom-up gap analysis. We also installed fenceline monitors at various sites as part of the quantification, monitoring, reporting and verification (QMRV) work to supplement existing emissions data.

MPLX G&P Methane Emissions Intensity (methane-scf/natural gas input-scf)



This enhanced monitoring generally confirmed our methane emissions inventory with one notable exception. Stack testing of nearly half of our large gas-fired compressors revealed methane slip above existing EPA emission factors. Methane slip refers to the natural gas fuel that is not fully combusted in a compressor engine and is released through the exhaust stack. The higher measured concentrations are expected to entail an increase of over 20,000 tonnes per year in our baseline and annual reported methane emissions.

As a result, we are evaluating ways to reduce the methane slip from compressors through potential retrofits and optimization. A new program, ECHO (Equipment and Compression Health and Optimization), was rolled out and tested to optimize engine operation and determine methane slip reduction potential.

We are also implementing some additional methane verification measures across our MPLX G&P assets. These include routine monitoring of our compressor stations using optical gas imaging; pilot testing of continuous fenceline methane monitoring systems; and participation in a West Virginia University study of storage tank emissions within the Marcellus Shale region. In 2023, we also joined the Appalachian Methane Initiative, a coalition of major U.S. natural gas operators collaborating to enhance methane monitoring in the Appalachian Basin and facilitate reductions in the region.

In light of the aforementioned items, the U.S. EPA recently issued updated emissions factors in its Greenhouse Gas Reporting Rule, which are effective for emissions that occur during 2025 to be reported in 2026.

## Focus on Methane

Through MPLX's Focus on Methane program, we have implemented measures that have achieved approximately 12,000 tonnes per year of methane emissions reductions. Even using the revised factors, our performance remains well below the methane intensity target established by the Inflation Reduction Act.

In 2023, we completed installation of low emission packing and test ports on 50% of our reciprocating compressors. LDAR monitoring occurs at 100% of our compressor stations, even those where LDAR is not a compliance requirement. We also deployed Bridger Photonics technology on aircraft and performed data

analysis in collaboration with The Environmental Partnership. This led to a 2024 flight campaign to further improve our understanding of our emission profile and our ability to respond to emissions data.

As a result of new data and revised emissions factors for select equipment, we plan to update our methane targets by the time reporting occurs under the updated rule to reflect changes in the assumptions that were used to set our targets. This additional time will allow us to evaluate options to reduce emissions from a variety of sources. This includes performing further testing of compressor engines and ways to reduce methane slip.

MPLX FOCUS AREAS FOR METHANE REDUCTIONS		Reductions achieved since 2016 (tonnes per year)	Additional potential reductions identified through 2030 (tonnes per year)
<div></div>	<b>Pneumatic Devices</b> <ul style="list-style-type: none"><li>Over 80% of 25,000+ pneumatic controllers are already powered by compressed air</li><li>Eliminate all ~340 high-bleed natural gas-driven controllers from service</li><li>Convert ~3,100 remaining natural gas-driven control valves to compressed air or other zero or near-zero methane emissions technology</li><li>Route emissions from ~1,100 gas-driven pumps to control devices or convert to compressed air or other zero or near-zero methane emissions technology</li></ul>	~3,000	~7,000
	<b>Pipeline Launchers and Receivers</b> <ul style="list-style-type: none"><li>Implemented controls for existing pipeline launchers and receivers that are opened frequently</li><li>Designed new installations with a smaller launcher/receiver chamber</li><li>Modified purging practices to reduce venting events</li></ul>	~1,000	Sharing technology with natural gas industry to reduce others' emissions
	<b>Fugitive Leak Detection and Repair (LDAR)</b> <ul style="list-style-type: none"><li>Implementing LDAR programs at all compressor stations</li><li>Implementing LDAR programs at facility types not expected to be covered by EPA's regulations</li></ul>	~2,000	~1,000
	<b>Control Reciprocating Compressor Emissions<sup>1</sup></b> <ul style="list-style-type: none"><li>Install monitoring ports and complete periodic monitoring on ~1,000 reciprocating compressors to proactively replace rod packing when warranted</li><li>Install low-emissions rod packing and measurement ports on 50% of reciprocating compressors by the end of 2023, 75% by the end of 2024 and 100% by the end of 2025</li><li>Explore ability to reduce methane slip including engine optimization, retrofits and/or electrification</li><li>Eliminate compressor venting at high-emitting facilities</li></ul>	~1,000	up to ~7,000
<div></div>	<b>Maintenance Venting and Other Controls</b> <ul style="list-style-type: none"><li>Optimize necessary maintenance venting and blowdowns to reduce emissions going to the atmosphere, including using vapor recovery units and/or portable flares</li><li>Install additional controls where appropriate (e.g., select tanks)</li></ul>	~5,000	~1,000
<div></div>	<b>Flaring Improvements<sup>1</sup></b> <ul style="list-style-type: none"><li>Make process improvements to reduce flaring</li><li>Achieve enhanced control efficiency</li></ul>	---	up to ~5,000
<div></div>	<b>Advancing Measurement and Quantification Technology</b> <ul style="list-style-type: none"><li>Analyze methane emissions data from Fourier-transform infrared spectroscopy (FTIR) testing</li><li>Employ advanced monitoring technologies, such as satellite imagery, flyovers and drones, to identify leaks and inform emissions calculations</li><li>Pilot continuous measurement systems, such as fenceline monitors, to conduct more frequent and real-time monitoring</li></ul>	---	TBD
TOTAL		~12,000	Up to ~21,000
<sup>1</sup> Estimates based on reductions that may be achieved on the basis of EPA's revised GHG reporting rule.			



# Conserving Natural Resources

To meet society’s current and future energy needs, we must do our part as responsible stewards of the environment we all share. We recognize that our business activities can impact the ecosystems and communities in which we operate and that these potential impacts must be managed and mitigated. Safety and Environmental Stewardship is one of our core values. We are committed to minimizing our environmental impact through advanced technologies, practices and investments that conserve natural resources.

**\$1.4 billion+** invested in 2023 to improve the environmental performance of our assets

## Environmental Management

One hundred percent of our operations are in scope of our Operational Excellence Management System (OEMS), which is third-party reviewed for alignment with the RC14001® standard. This standard incorporates our environmental stewardship policies, which include responsibilities to assess and minimize our environmental impact, train our employees on environmental management best practices and communicate with stakeholders about the environmental impacts of our products and operations.

➔ Learn more about our OEMS in the [OEMS](#) section.

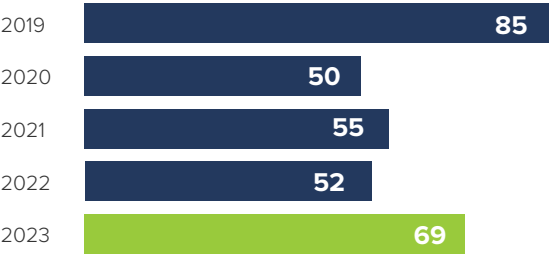
**28,000+** hours of environmental training for MPC employees in 2023

## Accountability

We use the Designated Environmental Incident (DEI) metric to track three categories of environmental incidents: spills to air, land and water; environmental permit exceedances; and agency enforcement actions. We use a four-tiered system to measure DEI severity, with Tiers 1 and 2 being the least severe and Tiers 3 and 4 being more severe.

Our primary objective is to prevent incidents before they occur. We are consistently investing in our response capabilities and preparedness training, which equips us to mitigate and manage impacts to people and the environment should an incident occur. In these instances, we devote ourselves to thoroughly examining and learning from the occurrence to strengthen our processes and practices. We are using findings from our investigations of 2023 DEIs to inform process improvements and other measures designed to address root causes and reduce the number of incidents.

Tier 3 and 4 DEIs (count)



### PRIORITY AREAS TO CONSERVE NATURAL RESOURCES

- ✓ Reducing, reusing and recycling waste
- ✓ Protecting biodiversity
- ✓ Reducing freshwater withdrawal
- ✓ Improving air quality
- ✓ Preventing spills
- ✓ Staying prepared for emergencies

# Biodiversity

We use proactive measures to protect diverse plant and animal species and to preserve their natural habitats in areas where we operate. Our OEMS provides the procedural framework to account for the potential effects of our activities on ecosystems and prepare necessary mitigation procedures.

Our formal Commitment to Biodiversity outlines our approach and practices. Governed by executive leadership and adopted companywide, it emphasizes that we seek first to avoid, then minimize or offset, impacts to biodiversity. We are mindful that operating within communities is a privilege, and we collaborate with tribal and local stakeholders, business partners, and applicable state and federal regulatory agencies, including but not limited to the U.S. EPA, U.S. Fish and Wildlife Service, U.S. Bureau of Land Management and U.S. Army Corps of Engineers.

➔ To view our formal Commitment to Biodiversity, please visit our [website](#).

**800+ acres of WHC-certified habitat land owned and maintained across 16 certified habitats by MPC and MPLX**

Wildlife Habitat Council (WHC) Conservation Certification® is the only voluntary sustainability standard designed for broad-based biodiversity enhancement and conservation education activities on corporate landholdings.



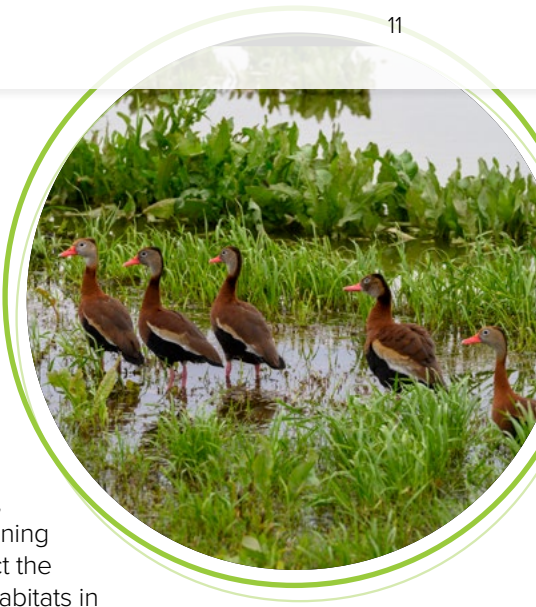
## Protecting Biodiversity throughout the Asset Life Cycle

Our policies and practices for siting, constructing, operating, maintaining and decommissioning assets are designed to protect the environmental quality of the habitats in and adjacent to our operational areas. These policies and practices are aligned with the International Finance Corporation’s Performance Standards on Environmental and Social Sustainability.<sup>1</sup>

Throughout the asset life cycle, we seek first to avoid ecologically sensitive areas. When land disturbance is unavoidable, we use a variety of recognized best management practices and techniques to mitigate our impacts during the asset’s life cycle. In situations where complete restoration presents challenges, we offset impacts to sensitive areas in several ways, including purchasing through the funding of approved conservation mitigation banks or using other mechanisms to provide ongoing protection to similar ecologically sensitive properties.

### At each stage of the asset life cycle we:

- Identify and engage impacted stakeholders to solicit feedback, which becomes part of our decision-making process.
- Conduct location-specific risk assessments as appropriate, including desk and field studies, to evaluate nature dependencies and impact to biodiversity, natural resources and land use.
- Determine mitigation and enhancement initiatives within the project by working with stakeholders, local biologists and other environmental specialists.
- Implement biodiversity management and mitigation plans and assess potential outcomes to drive toward achievement of the intended objectives.



<sup>1</sup> International Finance Corporation’s Performance Standards on Environmental and Social Sustainability include: Performance Standard 1 – Assessment and Management of Environmental and Social Risks and Impacts; Performance Standard 3 – Resource Efficiency and Pollution Prevention; Performance Standard 4 – Community Health, Safety, and Security and Performance; Performance Standard 6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources.



Pipeline Nature Impact Mitigation

Our recent work focuses on identifying and understanding location-specific risks and dependencies<sup>1</sup> of our pipeline operations located within areas of threatened or endangered species habitat. Location-specific risks identified include habitat impacts, species movement and nature dependency-related risks, including regulation of water quality and soil stabilization. To mitigate these risks, we apply best management practices and techniques throughout the pipeline life cycle and have established a target to apply sustainable landscapes to approximately 10,000 acres (50%) of compatible Marathon Pipe Line LLC (MPL) rights of way by the end of 2025.

Best management practices and techniques applied to mitigate impacts to nature:

- Incorporating species preservation into operational approaches, including voluntarily adopting both temporary and permanent changes to prioritize endangered species and their critical habitats.
- Developing our construction schedules to avoid disrupting species migration, spawning, nesting and other activities.
- Being mindful of pesticide and herbicide types, volumes and timing of use to reduce impacts to compatible vegetation that supports pollinators and wildlife.
- Implementing conservation mowing on select pipeline rights of way to avoid disrupting population dynamics such as breeding, feeding and reproductive behaviors.
- Restoring all disturbed areas to pre-construction conditions by seeding/hydroseeding with native seed mixes.
- Adhering to weed management plans to keep previously disturbed areas free of invasive and non-native weeds.
- Conducting post-construction surveys and research to verify sensitive areas have been appropriately restored.
- Monitoring wetland and waterway crossing sites on pipeline rights of way to confirm they are fully restored and functioning.
- Training affected employees and contractors about biodiversity and maintaining assets in sensitive areas.
- Using signage to indicate sensitive areas.

➔ Learn more about our work applying sustainable landscapes to pipeline rights of way in our [Sustainable Landscapes](#) section.

<sup>1</sup> Defined by the Science Based Targets Network as aspects of nature's contributions to people that a person or organization relies on to function.



Avoid

While expanding an existing gathering pipeline system in North Dakota, we engaged a local expert biologist to assess known critical habitat and additional potential habitat of the Dakota skipper, a threatened butterfly species, and the northern long-eared bat, an endangered bat species. As a result of pre-construction engagement and recommendations, we adjusted the proposed pipe route to avoid this high-quality habitat.



Reduce

During a pipeline construction project in Pennsylvania, we implemented stormwater controls designed to decrease stormwater volume and sediment discharge rates, consequently reducing impacts to aquatic habitat.



Regenerate

On a pipeline right of way in Wyoming, a third-party assessment was conducted to measure effectiveness of historic conservation and regeneration practices. Results showed that the areas of the pipeline right of way where regenerative methods were implemented contained 64% more native insects than nearby locations. These insect species are believed to be a primary food source for the greater sage-grouse.



Restore

After completing a pipeline construction project in Utah, we restored the right of way by planting a cold desert habitat mix that contains 28% flowering and shrub species. Plant species chosen for the cold desert mix are shown to stabilize soil, support insect populations and reduce invasive vegetation growth in the high desert of Utah.

COLLABORATION FOR A NEW CONSERVATION PARADIGM

In early 2024, MPLX G&P partnered with Texan by Nature, a nonprofit founded to further environmental conservation in U.S. oil and natural gas fields, to pilot a conservation program. The pilot project aims to drive industrywide change by integrating nature-positive strategies into construction of gathering pipelines in the Permian Basin of West Texas and New Mexico and the Haynesville Basin of East Texas. The objective is to glean best practices that go beyond these two basins that allow for greater conservation impact and shared value for stakeholders.

Through a \$150,000 investment by MPLX G&P, Texan by Nature is assessing current construction projects to determine the most promising conservation approaches to apply. The program's evaluations will continue during 2024, and the long-term effectiveness of each approach will continue to be measured over several years post-construction.

The pilot program is evaluating four types of conservation practices:

- 1 **Using dark-sky lighting** – adding fixtures that direct light downward on specific work areas, reduce glare and create energy savings by allowing lower-wattage bulbs to be used
- 2 **Recycling water** – diverting water used in natural gas gathering processes to treatment plants for subsequent reuse
- 3 **Restoring native vegetation** – using seed mixtures that promote vegetative growth and established root systems that could also reduce soil erosion to protect against pipe exposure
- 4 **Restoring playas** – connecting local landowners with the Texas Playa Conservation Initiative to assist in preserving playas — shallow depressions in clay soil — that hold rainwater and help recharge the Ogallala Aquifer, the largest in the U.S.

In early 2025, together with Texan by Nature, MPLX G&P plans to facilitate an industry roundtable to share lessons learned and obtain feedback from peer companies. The goal of the roundtable is to establish a benchmark for cooperative efforts that advance these conservation practices.

📄 To learn more about our partnership with Texan by Nature, please visit our [website](#).

◀ On the left: Along with gathering pipeline projects in the Texan by Nature initiative, MPLX G&P assets in the Permian Basin of West Texas and New Mexico include facilities such as the Argo Hidalgo natural gas processing plant.





Sustainable Landscapes

MPL, a wholly owned subsidiary of MPLX, is working toward its target to apply sustainable landscapes to approximately 10,000 acres (50%) of compatible rights of way by the end of 2025. Through 2023, 3,267 acres of sustainable landscapes have been applied to pipeline rights of way. As work continues to achieve this goal, MPL is harnessing the power of nature-based solutions — Integrated Vegetation Management (IVM)<sup>1</sup> and Integrated Habitat Management (IHM)<sup>2</sup> plans — through stakeholder partnerships and technology. Together, these practices help MPL to operate its pipelines safely while enhancing habitat for pollinators and wildlife, reducing impact to operations and promoting long-term environmental health.

Biodiversity — Sustainable Landscapes

(acres)

● 2025 Goal ● Progress



Apply sustainable landscapes to ~10,000 ACRES (~50%) of compatible MPL rights of way by the end of 2025

<sup>1</sup> Integrated Vegetation Management (IVM): A flexible, adaptive process of managing plant communities using a variety of methods to promote and protect compatible vegetation while aligning with the intended purpose of the land.  
<sup>2</sup> Integrated Habitat Management (IHM): A process that adheres to IVM principles with the added intention to improve habitat by promoting biodiversity, connecting wildlife corridors to address habitat fragmentation, and providing habitat for migratory insects, birds and various wildlife species.

TANGIBLE PATHWAY TO SUSTAINABLE LANDSCAPES

Applying sustainable landscapes to pipeline rights of way is a multiyear, multistep process.

- 1 Evaluating existing vegetation and setting site-specific goals**  
Landowners and other stakeholders are engaged in the evaluation process to set goals specific to location, land use, habitats, species and other criteria.
- 2 Developing implementation plans**  
Plans consider site-specific goals to promote native species, increase pollinator plants, promote water quality and soil stabilization and connect fragmented habitats. Plans prioritize pollinator and grassland habitats that provide critical habitats for threatened and endangered species.
- 3 Executing the plan**  
Plans are executed in conjunction with contractors and partners and documented using robust mapping technology to track progress and achieve desired outcomes.
- 4 Monitoring the plan**  
Plans are monitored to confirm execution is achieving planned objectives.
- 5 Evaluating success**  
Our partners evaluate success by verifying all criteria have been met within our executed plan.

4,500+ vegetation assessments completed by MPL since 2022



Stakeholder Collaboration

As work continues toward achieving our sustainable landscapes target, MPL has established partnerships with:

- **The Ohio State University School of Environment and Natural Resources (SENR)** to conduct research on pipeline rights of way with a focus on ecology, soil carbon and landowner relations.
- **Pheasants Forever** to support site evaluations, plan development and execution, and monitor outcomes.



▲ The image above is a cross section of the sustainable landscapes concept. The extensive root systems of compatible plants offer numerous benefits, including enhanced soil stability, improved water quality, creation of wildlife habitats and long-term control of incompatible vegetation, such as trees and other woody plants, along the right of way.

Image courtesy of Corteva Agriscience LLC.



## Spill Prevention

Zero is always our goal. Our commitment to safely and responsibly operating our assets is critical to our business and to protecting the public and the environment. We support this commitment through operational practices and technology focused on a goal of zero spills.

### Pipeline Integrity Management

Our extensive Integrity Management Program seeks to identify and respond to integrity threats to pipeline systems. We place additional emphasis where a spill from a pipeline could affect a densely populated area, drinking water, ecologically sensitive areas or a commercially navigable waterway. Our annual risk modeling systematically identifies potential hazards to each pipeline and assesses their relative significance, from which we develop mitigation measures. These risks may include third-party damage, corrosion, cracks, dents, operator error, manufacturing defects, equipment failure, geohazards or weather events.

#### Design and Construction

Inspection and quality control procedures are used to safely build and operate our pipeline assets. Our pipeline construction process involves a series of rigorously controlled steps, including but not limited to route and material selection, welding, testing and site restoration.

#### Preventive Maintenance

We complete periodic inspection, testing and preventive maintenance on our pipelines and associated equipment to confirm they are of sound integrity and functioning properly. When necessary, we make repairs and implement additional risk mitigation strategies to maintain safe operations.

#### Corrosion Control

Coating is applied to the outer surface of our pipelines, and we install cathodic protection systems along our pipeline routes to help prevent external corrosion. Full cathodic protection inspections are conducted annually to verify that our systems are functioning properly. Maintenance tools, along with anti-corrosive chemical injections, help to protect our pipelines against internal corrosion.

#### Inspections<sup>1</sup>

We use multiple inspection methods to assess the integrity and safety of our pipelines, including but not limited to in-line, above-ground and waterway crossing inspections.

- **In-line inspection tools** travel through pipelines, scanning and measuring a pipe's walls for signs of dents, corrosion or cracking. These inspections are conducted at least once every five years for liquid pipelines and at least once every seven years for gas transmission pipelines.
- **Above-ground inspections** involve visually inspecting pipeline routes with air and/or ground patrols to detect land disturbances and pipeline spills. We conduct these at least once every three weeks for liquid pipelines and at least once each calendar year for gas transmission pipelines.
- **Waterway crossing inspections** use high-resolution sonar equipment to inspect underwater pipelines to determine whether erosion and water channel changes could impact the pipe. These are conducted at least once every five years for both liquid and gas transmission pipelines.

**\$13 million+ invested to modernize pipeline assets, including adding permanent means of launching and receiving in-line inspection tools on pipelines in 2023**

#### Pipeline Safety Engagement

We educate landowners, first responders and community partners located near our pipelines about safe digging practices and emergency response.

<sup>1</sup> MPC and MPLX conform to inspection frequency requirements contained in 49 CFR 195 and 192. Listed inspection frequencies apply to regulated pipelines only.

<sup>2</sup> Includes tankers, bulk carriers, gas tankers, tugs, barges and articulated tug and barges (ATBs).

#### Geohazard Management

Our robust geohazard management program is used to monitor, assess, inspect and remediate potential hazards associated with earth movement from both landslides and subsidence in unstable terrain and varied geological conditions. The program includes training on geohazard risks and mitigation techniques for a wide employee base and conducting biannual patrols of select pipeline rights of way. Additionally, our work applying sustainable landscapes to pipeline rights of way reduces soil erosion and increases subsurface stability. In 2023, a third-party audit was conducted on the program. Based on the findings, we increased our use of light detection and ranging (LiDAR) and raised our sensitivity to geohazard threats, increasing the number of potential risks we evaluate for mitigation.

→ Learn more about our work applying sustainable landscapes to pipeline rights of way in our [Sustainable Landscapes](#) section.

#### Monitoring and Detection

Pipeline pressure, flow and volume are monitored 24/7 by highly trained personnel. Sensors and meters on our pipelines detect drops in pressure or changes in flow rate and alert personnel.

### Integrating New Technologies

By evolving our spill prevention and preparedness strategies, we are better equipped to rigorously assess the integrity of our assets, prevent incidents and address releases if they occur. Across MPC and MPLX, we continue to make investments and adopt new technologies that enhance our robust pipeline in-line inspection and assessment technology programs.

In 2023, we invested in Flyscan Systems and began using the technology on select pipeline rights of way. This patented technology uses airplanes equipped with specialized sensors that detect ground elevations, land slips and other threats to the pipeline, while also enabling early detection of hydrocarbon spills.

We also piloted a new in-line inspection technology that explicitly measures strain to pipelines potentially caused by geohazard threats.

Cameras equipped with artificial intelligence technology are now used at 98 remote pipeline facilities. These cameras quickly identify potential crude or highly volatile liquid (HVL) spills and notify our personnel.

## MARINE INTEGRITY MANAGEMENT

Our marine operations take place in both offshore (blue water) and inland (brown water) marine environments, each presenting a unique set of challenges. To meet these challenges, we deploy a comprehensive vetting and inspection program to minimize impacts to the public, wildlife and the environment.

#### Inspections

As a member of the Oil Companies International Marine Forum (OCIMF) and with a seat on its Executive Board, we actively promote the safe and environmentally responsible marine transportation of oil and gas. We lead and engage in OCIMF committees to develop industry best practices that influence International Maritime Organization (IMO) regulations and global Port State Control organizations like the U.S. Coast Guard. Our commitment to safety is demonstrated through rigorous vetting and inspection programs. Vessels<sup>2</sup> are vetted against 43 different sanction regimes worldwide, including the Paris Memorandum of Understanding blacklist. Additionally, vessels are inspected using OCIMF's Ship Inspection Report (SIRE) and Barge Inspection Report (BIRE) programs, as well as Port State Control. Vessels with poor inspection history, poor flag state history or those under sanction are denied from conducting business with MPC.

#### Inspection Report Programs

Every vessel we own, operate or charter that calls upon our terminals, or third-party terminals where we hold tankage, are vetted using either OCIMF's SIRE or BIRE as a starting baseline.

- 1 Accredited third parties conduct inspections of each vessel using questionnaires and onboard inspections that address issues associated with safety and pollution prevention measures.
- 2 Inspection results contribute to risk assessments that determine suitability for use. Results are also uploaded to a database that is accessible by companies that charter vessels or operate terminals and governmental organizations that supervise safety and pollution prevention from oil vessels.

#### Port State Control

Every vessel we own, operate or charter that calls upon our terminals, or third-party terminals where we hold tankage are inspected to verify that their condition, equipment, staffing and operations comply with regulatory requirements.

**\$163 million+**

invested in  
pipeline preventive  
maintenance in 2023





# Emergency Preparedness

Meticulous planning and preparedness is critical to effectively respond in the event of an emergency. Consistently strengthening our response capabilities helps us mitigate and minimize impacts to people and the environment in the event of an incident.

Each of our operating locations have emergency response teams and site-specific emergency preparedness and response plans in place, tailored to the unique risks of each location. Regular drills and exercises are conducted to ensure that our teams can respond with precision and confidence, should an incident occur.

Our response plans are reviewed and approved by several agencies, including the U.S. EPA, the U.S. Coast Guard, the Pipeline and Hazardous Materials Safety Administration (PHMSA) and various state agencies.

MPC's Emergency Preparedness Group (EPG) oversees our response program, which includes companywide guidelines and procedures on how to prepare for and respond to emergencies. The group's continued focus is to strengthen our capability to respond swiftly and effectively to any emergency incident at any of our facilities. The EPG staff coordinates with business components to share best practices and resources across the company.

For incidents that may require resources beyond those available at a local facility, the EPG maintains a Corporate Emergency Response Team (CERT). It is comprised of approximately 250 employees with response expertise and training in the Incident Command System, a globally recognized organizational structure designed to integrate resources across multiple agencies and organizations, should an emergency event occur.

### Tiered Response System:

- TIER 1** Incidents are directed by a local response team
- TIER 2** Incidents are directed by a district/regional response team
- TIER 3** Incidents are larger in scope and complexity and directed by the CERT

### SIMULATED RESPONSE ASSESSMENT

To promote readiness, our CERT members and other emergency response personnel participate in various exercises and work alongside federal, state, local and tribal responders, such as the U.S. EPA, the U.S. Coast Guard, state environmental protection or wildlife agencies, tribal government representatives and local emergency responders, such as law enforcement and firefighters. MPC and MPLX maintain a simulated response program to test and continually improve our response capabilities:

- Our exercises follow the guidelines of the federal government's National Preparedness for Response Exercise Program (PREP), which meets the requirements of the Oil Pollution Act of 1990 and all federal, state and local requirements.
- Exercises help prepare for emergency situations and are used to review, critique and improve our emergency response plans.
- We take a collaborative approach to emergency preparedness. In addition to training our own employees and contractors, we engage federal, state, local and tribal agencies, local fire departments and other first responders, and community leaders who have an interest in the design and development of our plans and exercises.

### CERT Resources and Support

- **Emergency Strike Team** – A stand-alone response management team capable of supplementing, relieving or taking command of a major emergency.
- **Emergency Support Group** – Provides key support functions, such as IT, communications and geographic information system mapping, during an incident.
- **Crisis Management Team** – A group of executive-level advisors prepared to respond to MPC's and MPLX's needs during significant incidents.
- **Business Recovery Team** – Works to meet MPC's, MPLX's and customers' needs during supply disruptions.
- **Threat Assessment Group** – Tasked with determining the potential impact of a threat to MPC or MPLX, informing impacted stakeholders and recommending steps to protect people and assets.
- **International Team** – Determines the potential impact, recommends response strategies and responds to incidents related to the shipment of products outside the United States.

### Strength through Collaboration

Periodically, CERT will travel to different MPC locations across the country to engage with communities, regulatory agencies and other stakeholders to foster collaboration and exercise our emergency response strategies.

In 2023, CERT hosted approximately 200 MPC employees from the Salt Lake City refinery, members of the executive leadership team and local agency partners for a simulated Tier 3 emergency response. MPC teams worked alongside representatives from eight state, federal and local agencies, as well as numerous contractors and consultants. During this exercise, participating teams aligned on objectives and expectations to strengthen our response tactics in the event of an actual emergency.

In addition to working to strengthen our response capabilities, we are sharpening our business continuity and business resiliency plans across our operations to best prepare ourselves to continue to deliver on supply commitments during and following an emergency response. Business continuity coordinators are in place across the business to maintain alignment and help keep our business moving forward.



“It makes me proud to be a part of a team like this and to understand the importance of our commitment as a company to be ready to respond.”

FRITZ KIN  
Director, Refining Personal Safety & Security

◀ On the left: Operations Unit Leader briefs incoming Incident Commander along with CEO, Maryann Mannen and members of the Executive Leadership team at a CERT drill in Salt Lake City, Utah.

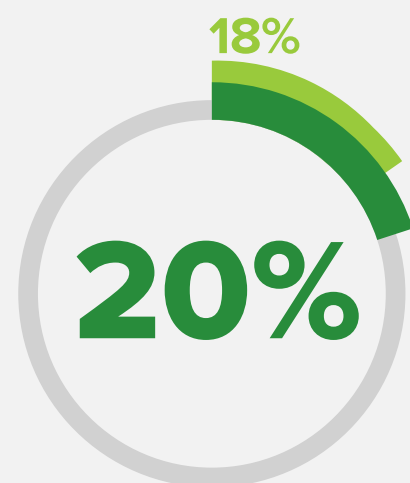


## Water

We actively monitor water utilization throughout all operations, continually looking for ways to reduce our reliance on this shared resource and manage it more efficiently. To further our commitment to water conservation, in 2020 we set a companywide target to reduce freshwater withdrawal intensity 20% by 2030 from 2016 levels. Through 2023, we have achieved an 18% reduction in our freshwater withdrawal intensity from 2016 levels.

### Freshwater Withdrawal Intensity (megaliters/million boe input)

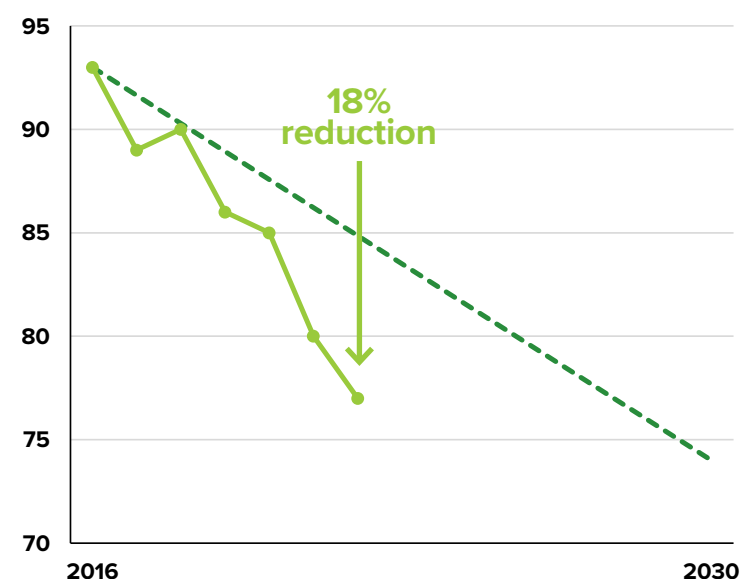
● 2030 Goal ● Progress



**20% REDUCTION** of freshwater withdrawal intensity by 2030 from 2016 levels

### Freshwater Withdrawal Intensity (megaliters/million boe input)

● Actual ● Goal Trajectory



### Water Use in Operations

Water is essential to our company processes. Depending on the location, we may source water from rivers, lakes, wells and municipal water plants and also purchase some recycled water for use in our operations. Most of our companywide water demand comes from refining operations. In contrast, MPLX gas processing plants are designed to use little or no water in their routine operations. Nearly all gas processing plants have air-cooling units that circulate hot product through air-cooled radiators, minimizing the need for water.

#### Refining (99% of companywide water demand)

- Add heat to refining process (as steam)
- Clean equipment during maintenance activities
- Control emissions
- Generate hydrogen
- Protect equipment from corrosion
- Purify products (as stripping steam)
- Remove heat from the process (as cooling water)
- Remove salts and impurities from crude oil

#### MPLX (1% of companywide water demand)

- Clean equipment during maintenance activities
- Create emulsions (asphalt blending)
- Install pipelines (horizontal directional drilling)
- Heat asphalt tanks (as steam)
- Remove impurities from natural gas
- Test pipeline and tank integrity (hydrostatic testing)

### Managing Wastewater

We operate 11 biological treatment plants and four primary treatment facilities across our refineries and renewable fuels facilities. Our Detroit, Michigan, refinery's wastewater treatment plant upgrades treated effluent water using reverse osmosis allowing it to be reused for steam production. Water not reused or consumed in refining activities is collected at these on-site facilities to be treated and recycled back into refining activities, treated and discharged, or treated and sent to a publicly owned treatment works. Water is treated to meet or exceed required state permit effluent limits, which ultimately allows it to be discharged to a surface body of water such as a lake, river or bay, so that the quality of these bodies of water is maintained. To manage water discharges within permit effluent limits, extensive monitoring, sampling, operator rounds and equipment monitoring is performed.





Local Water Conservations

Water availability is a concern throughout much of the world, including parts of the U.S. Currently, three of MPC’s operating refineries — El Paso, Texas, Salt Lake City, Utah, and Los Angeles, California — plus one renewable fuels facility — Martinez, California — are located in water-stressed regions as defined by the Global Reporting Initiative (GRI) and World Resources Institute assessment tools. To help conserve water in these regions and across all MPC refineries, our refining teams create site-specific plans that use aspects of a nine-element guidance framework. The guidance framework is designed to assess water use, understand and mitigate water risks, and identify opportunities to reduce water use. Every refinery has designated engineers who serve as water coordinators, have established baselines for assessing water use, and maintain robust transparency with site leadership on how water is used through standardized water monitoring and reporting.

To help mitigate local water risks, we engage community members, government agencies and key water supply organizations. This engagement includes tracking and monitoring the local water supply and planning for future changes in water quality, availability, pricing and regulation. We support water supply organizations through membership, board membership and committee participation.

Water Supply Stakeholder Organizations We Support:

- American Petroleum Institute’s Clean Water Issues Group
- Brazos River Authority (Texas)
- California Council for Environmental and Economic Balance
- Far West Texas Water Planning Group
- Gulf Coast Water Authority (Texas)
- New Mexico Produced Water Resource Consortium
- Utah Petroleum Association Water Work Group
- West Basin Water Association (California)

76% of fresh water withdrawn from nonwater-stressed areas¹

¹ World Resources Institute Aqueduct Water Risk Atlas

Water Framework

- 1 **Water Limits**  
Actual water usage and discharges are tracked against known limits.
- 2 **Accounting**  
Water monitoring programs integrate contractual water volume and cost.
- 3 **Value Chain and Community Engagement**  
Mutually beneficial opportunities are sought to reduce water demands and costs and reliance on single water sources.
- 4 **Impacts**  
Water-related business and compliance issues are tracked, investigated and mitigated.
- 5 **Risks**  
Water-related risks are identified and assessed based on impact to the company and community.
- 6 **Targets and Goals**  
Water targets and goals are set.
- 7 **Opportunities**  
Opportunities are identified and applied to meet water targets and goals and improve performance relative to benchmarking.
- 8 **Monitoring and Performance**  
Water withdrawals are measured to benchmark water demands and understand consumption.
- 9 **Commitment and Engagement**  
Expectations of water targets and goals are clearly communicated, and resources for successful implementation are assigned.

Water Conservation Results

Through a variety of innovations, we have reduced our freshwater withdrawal intensity by 18% since 2016, which equates to over 3.7 billion gallons of fresh water saved per year. In 2023, we continued our companywide Focus on Water program to further assess water use, understand and mitigate water risks and identify opportunities to reduce water use. As a result, MPC refineries saved over 600 million gallons of fresh water in 2023. Across the company, we continued to further align water management practices to make significant progress toward our 2030 target.

2023 MPLX Water Savings

Hydrostatic tests are used throughout our operations to test storage tank and pipeline integrity. Though effective at identifying defects, these tests require high volumes of water. We have had success reusing fresh water after completed hydrostatic tests, and we are avoiding water use by leveraging alternative technologies and processes in place of hydrostatic tests.



Gathering and Processing saved 2.6 million gallons of fresh water by using and returning uncontaminated hydrostatic test water to local water depots or returning it to the environment.



Marathon Pipe Line LLC saved 416,000 gallons of fresh water by replacing hydrostatic tests on pipelines with the use of highly sophisticated in-line inspection tools.



Terminals saved 17 million gallons of fresh water by replacing hydrostatic tests on storage tanks with the use of phased-array ultrasonic testing, X-ray inspections, magnetic particle examination and volumetric weld testing.

2023 REFINING PROJECTS TO REDUCE FRESHWATER WITHDRAWAL

- ✓ **El Paso refinery**  
~10 million gallons of fresh water saved by replacing tank hydrostatic testing with an alternate method
- ✓ **Los Angeles refinery**  
~99 million gallons of fresh water saved by improving level controls on cooling tower basins  
~328 million gallons of fresh water saved by increasing cooling water iron specification  
~72 million gallons of fresh water saved by increasing cycles of concentration for low-pressure waste heat steam generators
- ✓ **St. Paul Park refinery**  
~38 million gallons of fresh water saved by increasing cycles of concentration for high-pressure and lower-pressure waste heat steam generators
- ✓ **Galveston Bay refinery**  
~68 million gallons of fresh water saved by diverting more reverse osmosis reject water for reuse





# Reducing, Reusing and Recycling Waste

An important aspect of conserving natural resources is actively managing waste. We have systems and processes in place to minimize the waste we generate and to recycle or beneficially reuse as much as possible.

## Waste Management

The volume of waste we generate in any given year varies significantly depending on scheduled maintenance and remediation activities. Waste management and minimization plans are in place across MPC and MPLX operating locations and help manage volumetric cycles. Plans are specific to each operating component and location and include elements to legally and responsibly manage waste.

### Waste management and minimization plan elements include:

- Assessments
- Characterization
- Emergency preparedness
- Employee Training
- Handling
- Labeling
- Manifesting
- Measuring
- Proper disposal
- Record-keeping
- Storage
- Tracking
- Transporting



## Waste Audits

Waste audits are conducted throughout our operations using a combination of record examinations and facility walk-throughs. Audits identify the amount and type of waste being generated and opportunities to minimize waste.

## Waste Management Vendor Approval Program

In addition to our contractor selection requirements and supplier selection process, we maintain a thorough Waste Management Vendor Approval Program. This program assesses health, environment, safety and security (HES&S) performance of waste disposal and recycling vendors before we will conduct business with them. All potential vendors must disclose facility information, including types of waste managed, HES&S practices and compliance with state and federal waste regulations. Based on this information, MPC may conduct vetting activities that include background checks, legal reviews, CHWMEG<sup>\*1</sup> reviews and site audits. Facilities that are approved and we actively utilize are re-vetted on a recurring basis.

## ELECTRONICS RECYCLING

Reducing our electronic waste (e-waste) saves energy and keeps toxins from entering landfills. In 2023, MPC and MPLX recycled over 195,000 pounds of e-waste including mobile devices, computers, monitors and other miscellaneous electronic devices.

<sup>1</sup>A nonprofit organization that conducts comprehensive, independent HES&S reviews of commercial vendor sites/facilities that treat, store, dispose of, recycle or transport waste.

## Methods and Technologies to Minimize Waste

Reducing the amount of waste we generate carries significant environmental benefits. As such, we continue to invest in and deploy methods and technologies aimed at reducing, reusing and recycling waste generated throughout our operations.

**\$24 million+** invested in methods and technologies to reduce, reuse and recycle waste throughout the refining process in 2023

Waste is managed on- and off-site to recover hydrocarbons for reuse in the refining process and minimize the total amount of waste requiring other treatment or disposal. These waste management operations include a combination of:

- Centrifuging to separate water, oil and solids to reduce the volume of material prior to disposal.
- Thermal separation to recapture oil vapors so that they can be condensed back to the liquid phase.
- Thermal desorption to recover and return hydrocarbons to the refining process as feedstocks, remove hazardous characteristics of waste and reduce the total volume of waste.
- Coker injection to recover and recycle oil waste as feedstock and solid waste to become petroleum coke.

**200,000+** barrels of oil reintroduced into the refining process to be turned into fuels or other products in 2023

## ALTERNATIVE METHODS OF DISPOSAL

We deploy alternative methods to recapture waste as a resource to manufacture new materials. Three examples of this are using hazardous waste to fuel cement production, reusing spent caustic to manufacture paper, and recycling spent catalyst for use in steel production.

### Cement Kiln Disposal

Since 2013, nearly 118,000 tonnes of waste from our refineries became an alternative fuel source for the cement industry, which reduces CO<sub>2</sub>e emissions when compared to coal use for cement manufacturing operations.

### Spent Caustic Reuse

In 2023, nearly 19,000 tonnes of spent caustic from our refineries was reused by the paper goods industry, reducing the need for newly manufactured chemical inputs, and the associated emissions, to the paper manufacturing process.

### Spent Catalyst Reuse and Recycling

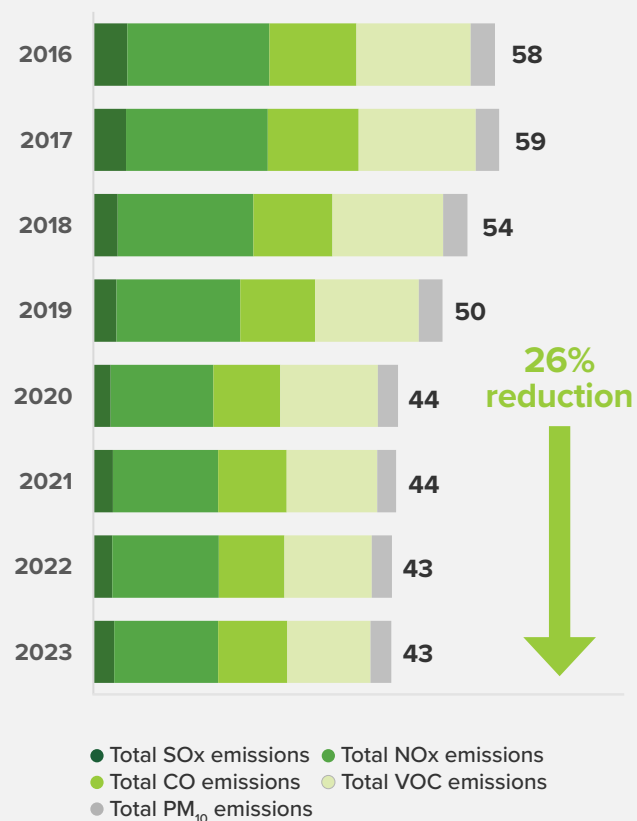
We aim to recycle all spent catalyst discarded from MPC refining hydroprocessing units. If we cannot reuse catalyst within our operations, it is sent to a third party for use by others in the oil and gas industry. When reuse is not possible, spent catalyst is delivered to a business partner that extracts the vanadium, molybdenum and other valuable metals to produce ferrovanadium and metal alloys, which are then used in steel production. In 2023, over 11,000 tonnes, or nearly all, spent catalyst from MPC refining hydroprocessing units were reused or reclaimed.



## Air Quality and Emissions

Air quality is important to MPC and MPLX, our stakeholders and the local communities where we operate. We are committed to continuously improving our programs and strategies that address air quality and implementing them throughout our operations. And we continue to maintain open and ongoing dialogue with stakeholders near our operations on a wide range of topics that are important to them, including air quality. From 2016 through 2023, this approach helped us reduce criteria pollutants by 26%.

**Companywide<sup>1</sup> Criteria Pollutant Emissions**  
(thousand tonnes)



<sup>1</sup> Companywide criteria pollutant emissions include sulfur oxide (SOx), nitrogen oxide (NOx), carbon monoxide (CO), volatile organic compounds (VOCs) and particulate matter (PM<sub>10</sub>)

### Reducing Gas Flaring

Our refineries implement flare reduction programs that help minimize flaring while recovering gases and enabling efficient combustion. In addition, many refineries have flare gas recovery systems that return gas to the refining process instead of flaring, reducing criteria pollutant and GHG emissions.

### Minimizing Fugitive Emissions

Across MPC and MPLX operations, acoustic imaging cameras, also known as FLUKE® Imagers, are used to quickly and accurately locate air, gas and vacuum leaks in compressed air systems and confirm that leak repairs are effective. These devices use highly sensitive microphones to detect sounds characteristic of leaks, even in already noisy environments. Advanced monitoring technologies, such as satellite imagery, flyovers and drones, are also used to identify leaks.

### Lowering VOCs

Through MPLX's Focus on Methane program, we have implemented measures that have achieved significant methane emissions reductions. An additional benefit of this program is a reduction in Volatile Organic Compounds (VOC) emissions. Since 2016, we estimate that our Focus on Methane program has reduced MPLX methane emissions by 12,000 tonnes per year, while also reducing VOC emissions by an estimated 600 tonnes per year.

→ Learn more about MPLX's Focus on Methane program in our [Methane Emissions](#) section.

### Transparent Community Air Monitoring

We've implemented detailed, near real-time, public-facing air monitoring systems for our Detroit, Michigan, and Los Angeles, California, refineries, and Martinez, California, renewable fuels facility. These systems, which can be found on the facilities' websites, provide easy-to-read, color-coded classifications that provide information on overall air quality, emission levels, wind direction, wind speed and temperature, all at a glance. Members of the community can also opt into a system to receive air quality alerts.

## THE ROAD TO REDUCING NOx EMISSIONS



### Anacortes Refinery

Our Anacortes, Washington, refinery completed a project to incorporate selective noncatalytic reduction technology. The project focused on a carbon monoxide (CO) boiler in the refinery's fluid catalytic cracking unit. Waste ammonia from another refining process was rerouted for injection into the CO boiler's firebox. This allows the ammonia to react with oxygen and NOx to instead produce nitrogen and water vapor.

This project has resulted in an approximate 31% reduction of nitrogen oxide (NOx) emissions at the refinery. This is equivalent to the annual emissions of 180,000 light-duty vehicles.

We believe use of ammonia from a specific refinery waste stream for this purpose is a first for the refining industry. This approach is now the basis of the refinery's application for a U.S. utility patent, which is pending.

Awarded best private-sector project of 2023 under \$10 million by the Northwest Construction Consumer Council — recognized for innovative, safe, timely and cost-effective project execution.

🔗 To read more about this NOx reduction project, please visit our [website](#).



### Los Angeles Refinery

Our Los Angeles, California, refinery has significantly reduced its NOx emissions through optimization of operations and other measures. In 2023, a team at the refinery continued work on an initiative to reduce additional NOx by 2026. This initiative replaces and modernizes key utility systems at the refinery, including electrifying select steam turbines, installing an electrical intertie between the refinery's Carson and Wilmington operations and replacing steam production equipment. These improvements are expected to be complete by the end of 2025. Through this work, we aim to reduce NOx emissions by 20%, striving for a total reduction of ~49% from 2017 levels.





# Innovate for the Future

Investing in renewables and other lower-carbon technologies





## Renewables and Emerging Technologies

### KEY OBJECTIVES:

- ✓ Growing our production and delivery of renewable fuels
- ✓ Seeking ways to expand the use of renewable energy in our operations
- ✓ Deploying emerging technologies that reduce environmental impact while enhancing business performance

We have a long history of innovation and utilization of new technologies and apply that momentum as we continue to allocate significant growth capital to lower-carbon projects, particularly around increasing our production of renewable fuels and natural gas. We put tremendous effort and diligence into planning these strategic investments and balancing them with our performance.

MPC has a robust renewable fuels portfolio that delivered approximately 2.6 billion gallons of renewable fuels in 2023, making us one of the largest marketers of renewable fuels in the U.S. One of our goals is to continually lower the carbon intensity of the products we offer to our customers, and this volume of renewable fuel avoided nearly 13 million tonnes of CO<sub>2</sub> transportation emissions last year.

Our joint venture with The Andersons produced over 476 million gallons of ethanol in 2023, and, in total, we blended approximately 2.1 billion gallons into the gasoline we sold to consumers.

We are making significant capital investments that support a lower-carbon future. In 2020, we completed the conversion of our Dickinson, North Dakota, refinery, producing nearly 154 million gallons of renewable fuels in 2023.

Our Martinez Renewable Fuels facility — owned through our 50/50 joint venture with Neste — began producing renewable diesel in the first quarter of 2023.

**~2.6 billion** gallons of renewable fuels delivered in 2023



Avoiding nearly **13 million** tonnes of CO<sub>2</sub> transportation emissions

**~485 million**

gallons of renewable fuels produced in 2023 — a company record





## Renewable Fuels Portfolio

### The Andersons (MPC joint venture)



- Ethanol biofuel
- ~405 million gallons/year capacity<sup>1</sup>

### Beatrice Pretreatment



- Renewable feedstocks
- ~58 million gallons/year capacity

### Martinez Renewable Fuels (Neste joint venture)



- Renewable diesel, naphtha and propane
- ~730 million gallons/year capacity

### Virent BioForming® Technology



- Renewable gasoline, SAF and BioPX®
- ~10,000 gallons/year capacity

### Cincinnati Aggregation



- Renewable feedstocks aggregation

### LF Bioenergy (MPC investment)



- Renewable natural gas
- ~390 million Btu/day capacity at the end of 2023 with three additional facilities coming online in 2024

### Dickinson Renewable Diesel



- Renewable diesel and naphtha
- ~184 million gallons/year capacity

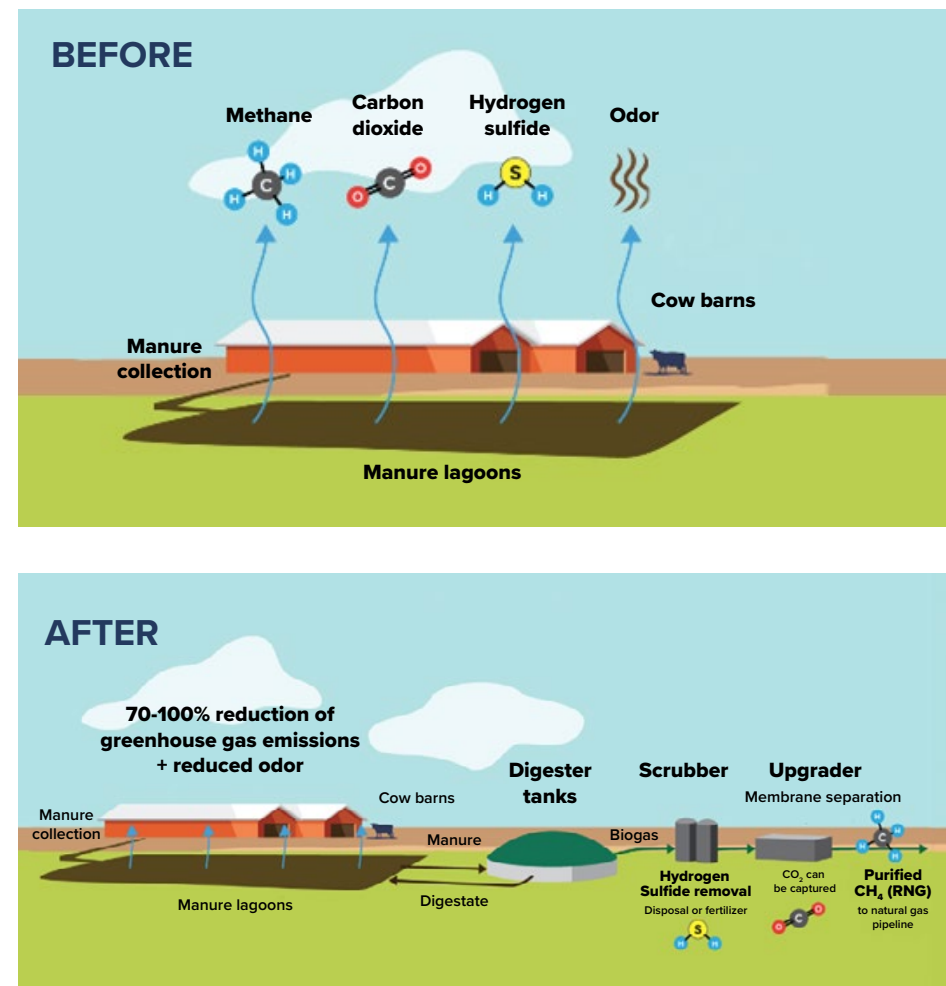
### Green Bison Soy Processing (ADM joint venture)



- Soybean oil and meal
- ~600 million pounds/year capacity

### LF Bioenergy

We recently expanded our renewable fuels portfolio, investing in LF Bioenergy to produce renewable natural gas (RNG) from dairy operations. LF Bioenergy is focused on developing and growing a portfolio of dairy-based, low carbon-intensity RNG projects. The first plant, located in upstate New York, started operating in the first half of 2023, and we are expecting to expand the portfolio with several additional plants in development. Dairy-based RNG has a negative carbon intensity because it captures methane that is currently entering the atmosphere to use as fuel. Dairy-based RNG has a carbon intensity typically in the -150 to -400 grams of CO<sub>2</sub> per megajoule range, as compared to natural gas, which has a carbon intensity of approximately 80 grams of CO<sub>2</sub> per megajoule.<sup>2</sup>



◀ **BEFORE:** Livestock manure emits methane and CO<sub>2</sub> into the atmosphere.

◀ **AFTER:** These gases are captured when manure is processed to make renewable natural gas, which can be injected into existing pipelines to serve the same purposes as fossil natural gas.

<sup>1</sup> These plants have a combined nameplate capacity of 405 million gallons per year but have a history of outperforming the nameplate capacity.

<sup>2</sup> California Air Resources Board, Current Fuel Pathways spreadsheet, available on their [website](#).



Sapphire Technologies

MPC invested in Sapphire Technologies, a developer and manufacturer of energy recovery systems for hydrogen and natural gas applications. Sapphire Technologies’ systems are designed to convert energy wasted in pressure reduction processes into electric power without interrupting operations. By recovering this wasted pressure energy, Sapphire Technologies helps customers maximize efficiencies, improve productivity, reduce carbon emissions, offset electrical costs and achieve substantial financial returns.

Green Bison Soy Processing

Green Bison Soy Processing, a joint venture with ADM, is North Dakota’s first dedicated soybean processing complex, and its production of refined soybean oil is supplied exclusively to MPC as a feedstock for renewable fuels. This new, state-of-the-art processing plant, which began receiving soybeans in September 2023, enhances our ability to source and optimize logistically advantaged feedstock for our renewable fuels business, which includes renewable diesel production at our facility in Dickinson, North Dakota. Green Bison will produce approximately 600 million pounds of refined soybean oil annually, enough feedstock for approximately 75 million gallons of renewable diesel per year.

RENEWABLE FEEDSTOCK  
RESPONSIBLE SOURCING

We implement a risk-based approach to responsibly source feedstocks for our renewable diesel facilities. We evaluate current and prospective suppliers, countries of origin and new feedstock varieties.

Reviews of suppliers are conducted to evaluate their alignment with our Supplier Code of Conduct. This may include an interview to obtain supplier-specific information or to address questions regarding a commodity or its origins.

Before new renewable feedstocks are processed at our facilities, we evaluate a variety of information, including information on environmental, regulatory and human rights topics. We continue to monitor the sustainability of our renewables sourcing practices.

Carbon Capture, Utilization and Sequestration

Carbon Capture, Utilization and Sequestration

Carbon capture, utilization and sequestration (CCUS) is a proven technology used in many industrial applications. The CO<sub>2</sub> generated in an industrial process is captured, compressed and transported to permanent, safe storage deep underground (typically more than a mile below the surface). CCUS could be used to decarbonize “hard-to-abate” sectors, such as petroleum refining and the manufacture of chemicals, steel and cement. In April 2022, the United Nations Intergovernmental Panel on Climate Change (IPCC) reaffirmed the vital role CCUS has in achieving global climate goals and encouraged governments to set clear CCUS policies to advance its deployment.

MPC and MPLX support the continued development and use of CCUS technology as a strategy to reduce emissions of CO<sub>2</sub> and the carbon intensity of the critical products we supply.

MPC and MPLX work with industry coalitions, trade associations and other entities to promote policies and regulations for broad CCUS deployment.

Blue Planet Partnership

MPC is collaborating with Blue Planet Systems Corporation to advance the commercialization of Blue Planet’s patented Geomimetic® technology, which uses mineralization to sequester and permanently store CO<sub>2</sub> in the built environment. Blue Planet’s process stores CO<sub>2</sub> in synthetic limestone aggregate used to make concrete and other building products.

Distinct from other carbon capture approaches, Blue Planet’s patented technology and closed-loop processes mimic the low-energy chemistry in nature responsible for the formation of limestone, which holds a significant amount of Earth’s carbon and is the second most employed natural material after water. Blue Planet’s approach is increasingly recognized as an important additional method for carbon sequestration.

~400,000  
tonnes of CO<sub>2</sub>

captured from MPC and MPLX  
operations and their respective joint  
ventures in 2023 for use in



Los Angeles, California, refinery	~109,000
Albion, Michigan, ethanol plant	~87,000
Greenville, Ohio, ethanol plant	~92,000
Denison, Iowa, ethanol plant	~67,000
Catcher Ranch, Oklahoma, gas plant	~44,000
Total CO <sub>2</sub> captured	~400,000

Note: Total may not equal sum of components due to independent rounding.

2023 Economic  
Development Project  
of the Year awarded to  
Green Bison by the Economic  
Development Association of  
North Dakota





# Embed Sustainability

Integrating sustainability in decision-making and in our engagement with employees and our many stakeholders

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# Engaged and Energized Workforce

Our competitive advantage is our people. We are dedicated to cultivating a safe, collaborative work environment while promoting an inclusive culture. We value differences and encourage employees to bring their full and authentic selves to work. We demonstrate our commitment to attracting, developing and retaining talent by empowering our people, prioritizing accountability, promoting a culture of safety, providing extensive leadership and professional development opportunities, recognizing and rewarding accomplishments, and offering benefits that support the well-being of our employees and their families.

## Diversity, Equity and Inclusion

Fostering a workplace that promotes an inclusive culture is essential to the success of our employees, teams and the company. We strive to create a collaborative and supportive environment where all contributions are valued, and we build on each other's strengths and talents. This enables us to realize the full potential of our teams — embracing our differences while demonstrating each day that we are better together. We aspire for each employee's unique talents to be realized and their perspectives valued.

Our Diversity, Equity and Inclusion (DE&I) program is based on a three-pillar strategy, guided by a dedicated team of subject matter experts and supported by leadership companywide.



### Building a diverse workforce

Position employee network groups to support recruiting strategies



### Creating a more inclusive culture

Build inclusive leadership and employee behaviors and capabilities



### Contributing to our thriving communities

Build connections through active engagement between employee network groups and our community partnerships

### CORE VALUES

Our core values have been and will always be at the heart of our success, guiding the way we treat each other and all our stakeholders. We believe how we perform our work is just as important as the work we perform.

- ✓ Safety and Environmental Stewardship
- ✓ Integrity
- ✓ Respect
- ✓ Inclusion
- ✓ Collaboration

JUST 100

recognized by  
JUST Capital as one of  
America's 2024 most  
just companies<sup>1</sup>

## Building a Diverse Workforce

### Talent Acquisition


At MPC, executing our strategic vision requires us to attract and retain the best talent by offering new employees tools for success and providing opportunities for long-term engagement and career advancement. We strive to be known as an employer of choice. Our Talent Acquisition team consists of three segments: executive recruiting, experienced recruiting and campus recruiting. The specialization within each group allows us to address MPC's broad range of current and future talent needs, as well as devote time and attention to candidates during the hiring process.

Acquiring talent is an opportunity to bring new perspectives into our workforce, and we actively seek candidates with a variety of backgrounds and experience. We are dedicated to enhancing our existing programs and exploring new initiatives to support the retention and recruitment of diverse talent and fostering an inclusive and equitable environment, such as:

- Attending national organization expos:
  - American Indian Science and Engineering Society (AISES)
  - Society of Hispanic Professional Engineers (SHPE)
  - Society of Women Engineers (SWE)
  - North American Process Technology Alliance (NAPTA)
- Veteran recruiting and partnership with United Service Organizations (USO)

Our primary source of full-time, entry-level new hires is our intern and co-op program. Through this program, we offer college students who have completed their freshman year the opportunity to gain hands-on experience in the areas of engineering, IT, accounting, finance, marketing, supply chain and other disciplines.

Named one of the 2023 Top Companies for Women to Work for in Transportation by Women in Trucking Association for the second year in a row.

 To learn more about this recognition, visit our [website](#).



### Campus Partnerships

University partnerships are a key component of MPC's campus recruiting strategy, creating additional opportunities for the company to engage with premier talent and more effectively build our early career pipeline.

As part of our ongoing efforts to find the best talent, we are actively expanding our search by engaging more than 45 universities across 21 states and continuing to partner with campuses.

In addition to university relationships, we also partner with INROADS, an organization that creates pathways to careers for high school and college students across the country. In 2024, our Findlay, Ohio, and San Antonio, Texas, offices were host to spring interns from the INROADS program. We anticipate growth in this partnership as a positive contribution to our intern and co-op program.

MPC demonstrates its commitment to science, technology, engineering and mathematics (STEM) education by actively supporting bridge programs at esteemed partner universities.

### These programs help:

- Prepare students with the tools for a successful transition from high school to university.
- Provide students the opportunity to navigate and adapt to the academic, personal and social challenges they may face.
- Promote a structured environment that facilitates the development of essential skills needed to successfully attain a baccalaureate degree.

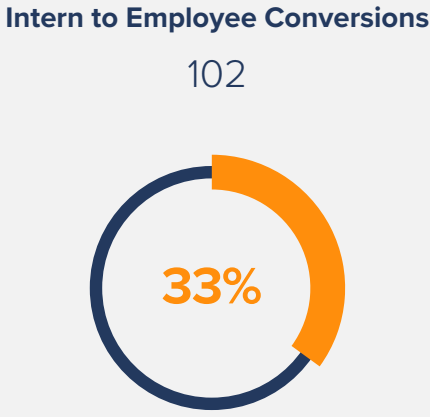
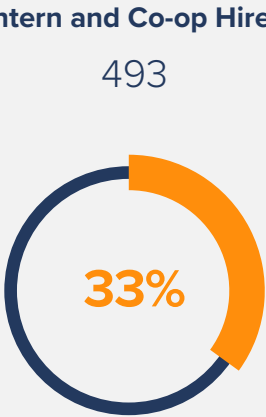
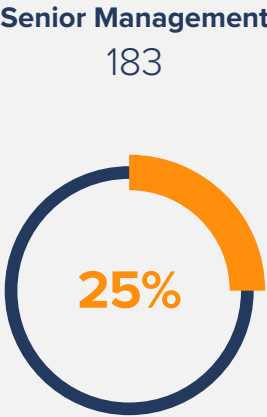
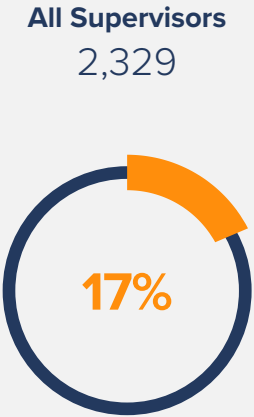
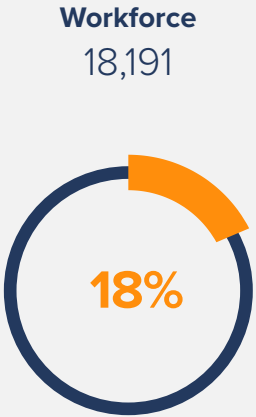


<sup>1</sup> For more information on JUST 100, please visit their [website](#).

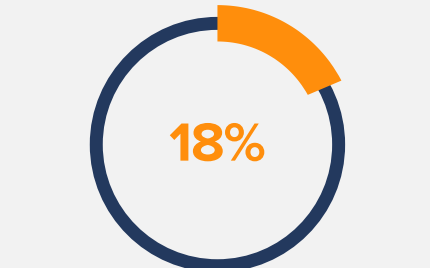
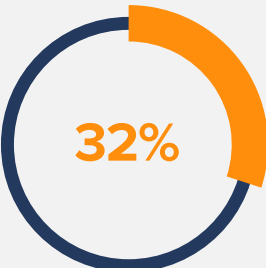
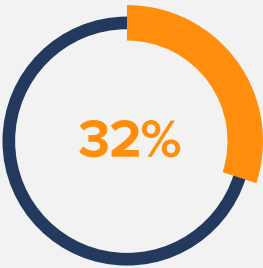
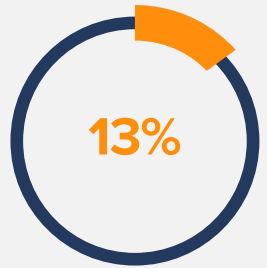
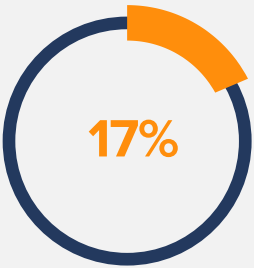
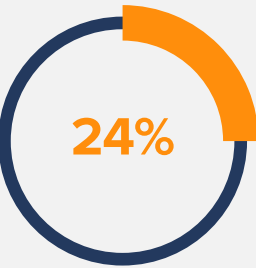


2023 Workforce Metrics

Women



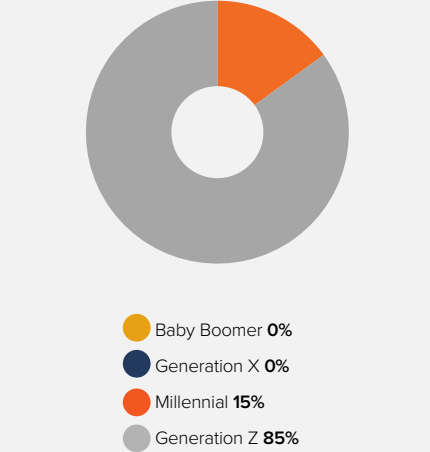
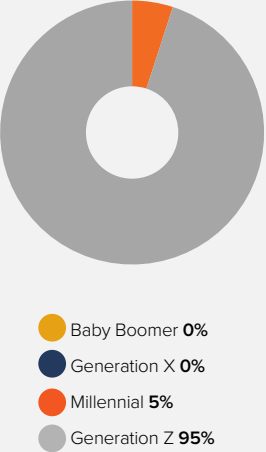
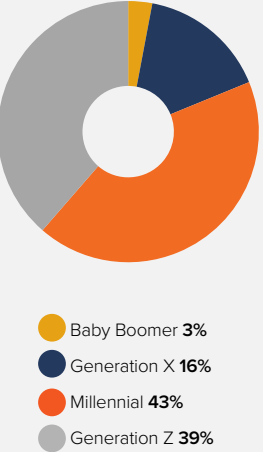
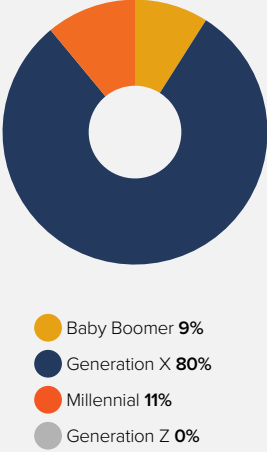
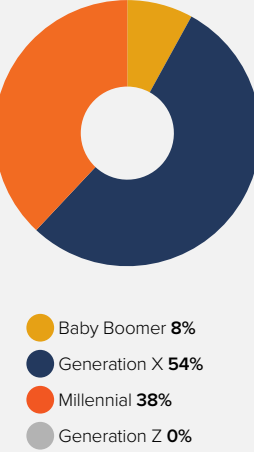
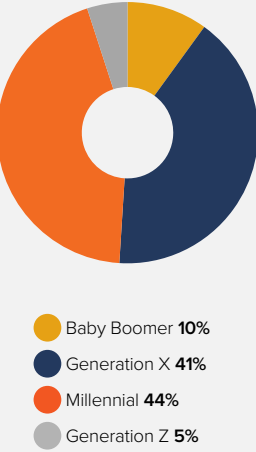
Racial/Ethnic  
Minority Groups



Age

Key:

- Baby Boomer (1946-1964)
- Generation X (1965-1980)
- Millennial (1981-1996)
- Generation Z (1997-2003)





Creating an Inclusive Culture

Employee Network Groups

At MPC, we promote cultural inclusivity and respect among our employees. We recognize that when employees feel valued, it shows in their performance. Our Employee Network Groups (ENGs) are fundamental to achieving this goal and connecting employees with others who have a shared identity and life experiences. These seven groups — focusing on Asian, Black, Disability, Hispanic, LGBTQ+, Veterans and Women — use a member and ally model to promote inclusion. Allies help support our DE&I strategy by championing inclusive behaviors for ENG members. Any employee can join any ENG. Led by employees, with involvement and support from executive sponsors, our networks connect colleagues from across the company and provide opportunities for development, networking and community involvement.

“As an ally to our employee network groups and a people leader at the company, I want to help create an inclusive environment where not only my team, but all employees, can come to work and be their best possible selves in the best possible way.”

ANDY PUTHOFF  
Director of IT Finance

100% on Corporate Equality Index and named a "Best Place to Work" for LGBTQ+ by Human Rights Campaign Foundation for the fourth time

This index evaluates corporate policies, practices and benefits pertinent to LGBTQ+ employees.

To learn more, visit our [website](#).



5,000+ employees belong to our 76 employee network chapters

- **ASIAN** — The Asian Employee Network promotes an environment that values diversity and an atmosphere of harmony, opportunity, purpose and encouragement.
- **BLACK** — The Black Employee Network works to create an environment where Black employees and people of color feel welcome, valued and equal.
- **DISABILITY** — The Disability Employee Network provides a safe space for disabled employees, or employees who serve as a caregiver, to openly share successes and challenges and to seek advice from others who share similar experiences.
- **HISPANIC** — The Hispanic Employee Network strives to support Hispanic employees and progress an inclusive workplace through support, engagement and partnership.
- **LGBTQ+** — The LGBTQ+ Employee Network works to promote an inclusive environment and provide resources to support our lesbian, gay, bisexual, transgender and queer (LGBTQ+) employees and communities.
- **VETERANS** — Our Veterans Employee Network promotes inclusion to attract, engage and retain prospective veteran employees through employee and community events and activities.
- **WOMEN** — The Women's Employee Network strives to foster an environment where all women are included, thrive, feel empowered and are valued for their unique contributions.

Intern Connection Program

To promote an inclusive experience for MPC interns/co-ops, this program connects an ENG member with interns/co-ops to encourage ENG involvement, engagement, career exploration, empowerment and instill a sense of community among ENG members and students.

82% of participating 2023 interns/co-ops surveyed indicated the ENG Connections program contributed to their sense of connection within the MPC community

94% of participating 2023 interns/co-ops surveyed would recommend participation in the Connections program to another intern/co-op

Employee DE&I Awareness and Training

Throughout the year, we observe heritage awareness months and days to acknowledge and celebrate diversity. In partnership with our ENG members, employees are invited to participate in cultural awareness activities and information sessions that spotlight diverse backgrounds and help promote MPC's inclusive culture.

All new employees and leaders are required to complete onboarding, orientation and training, which includes a DE&I component. Training content outlines MPC's commitment to maintaining a workplace free of harassment and discrimination, covers key DE&I terms and definitions, and provides scenarios designed to illustrate potential challenges and offer effective solutions.

MPC is supporting our leaders to be equipped to make informed, effective and confident decisions when it matters most, leading to better overall business decisions. A program that is offered to MPC leaders, DECIDE, helps participants recognize biases that may impact workplace interactions and decisions, and provides tools to mitigate them. We will continue to evaluate the effectiveness of this program and increase its availability as appropriate.

→ Learn more about how we contribute to help communities thrive in our [Community Investments](#) and [Supplier Diversity](#) sections.





# Investing In Our Employees

## Competitive Compensation and Benefits

Our compensation and benefits programs are designed to attract, recognize and encourage quality performance and meaningful contributions from our employees.

To confirm we are offering competitive pay and benefits packages in our recruitment and retention efforts, we annually benchmark compensation among our peers to compare benefit offerings, including base salaries, bonus levels and long-term incentive targets, as well as health benefits such as medical, dental and vision insurance, plus pension and savings programs.

Our compensation programs are designed to reflect and align with MPC’s pay-for-performance compensation philosophy.

Our annual bonus program is integral to our compensation structure, offering individual rewards tied to MPC’s performance against preset financial and nonfinancial goals, encouraging a sense of employee ownership. All MPC employees are eligible for our bonus program and work toward the same goals. Nearly 100% of salaried, salaried nonexempt, hourly and union employees were rewarded with additional compensation in 2024 based on 2023 company performance.

All senior leaders, most employees in leadership roles and high-performing individual contributors receive annual long-term incentive awards. These awards align a portion of their compensation to the interests of MPC shareholders and MPLX unitholders, as well as provide a retentive award for our most experienced and top-performing employees.

## Work-Life Balance

MPC recognizes that time off is a valued benefit for our employees and an important element of mental and physical wellness. As a result, we have enhanced our employee vacation benefit, increasing our standard allotment to a minimum of three weeks paid time off with potential to receive up to six weeks.

To provide additional flexibility and recognize the changing needs of our diverse workforce, our corporate holidays include eight observed holidays plus two floating holidays.

Where the role allows, we give employees the flexibility to work remotely one day per week or observe an alternative work schedule, such as a 9/80 arrangement, in which employees work a compressed schedule with every other Friday off.



## KEY BENEFITS

- **Health Benefits** – Medical, dental and vision plans with covered annual preventive exams
- **Health Savings Account (HSA)** – Tax-advantaged savings with a company contribution
- **Basic Life and Accident Insurances, Short-Term and Long-Term Disability** – Provided at no cost to all employees beginning on their first day
- **Employee Assistance Program** – Free counseling, identity protection and more
- **Retirement Benefits** – Company-funded pension and 401(k) savings plan with 7% employer match
- **Paid Sick Leave** – Seven days of paid time off each calendar year
- **Vacation** – Three to six weeks paid time off each calendar year
- **Paid Parental Leave** – 10 to 12 weeks for birthing parent, four weeks for nonbirthing parent
- **Adoption Assistance** – Helping pay for adoption
- **Family Leave** – Unpaid time off for certain family, personal and medical reasons
- **Education Reimbursement** – Financial assistance for approved degree programs, certifications and licensing
- **Scholars Program** – Competitive college scholarships for children of employees
- **Relocation** – Relocation assistance to help make the transition as easy as possible
- **Giving and Volunteerism** – Company match for qualified giving and volunteer incentive program

For more information on employee benefits, please visit our [website](#).

## Benefit Enhancements

We recently enhanced our benefit programs in many ways to support all employees across different phases of life.

- Focus on Families**
  - Expanded our existing coverage for fertility treatments
  - Increased adoption assistance to \$10,000 per adoption
  - Introduced a new surrogacy assistance benefit that reimburses up to \$20,000 for qualifying surrogacy expenses
  - Extended paid physical recovery time for birth mothers, while continuing to provide four paid weeks of bonding time for all new parents
- Mental and Emotional Well-Being**
  - Increased to 10 free counseling sessions per issue through our Employee Assistance Program, a benefit that extends to each household member
  - Expanded our clinical and emotional support programs beyond expectant parents to include family building (fertility, adoption and surrogacy), post-delivery maternity care, parenting support and menopause support
- Financial Well-Being**
  - Expanded options for earning our 7% Thrift 401(k) Plan match to include qualified student loan payments, allowing employees to save for retirement by paying down student debt
  - Added a Dependent Care Flexible Spending Account to increase tax savings opportunities for employees with eligible childcare and/or elder care needs



## Health and Wellness

The health and well-being of our employees is vital to the success of our company. We take a holistic approach to health and wellness by providing accessible care through our 19 occupational health clinics, 24/7 nurse hotline, and a variety of fitness, nutrition and mental health resources. Additionally, our team of wellness professionals, in partnership with WebMD Health Services, leads virtual and on-site educational sessions on a variety of health and well-being topics.

### Encouraging Employees to be Well ALL Ways

Well ALL Ways, MPC's corporate wellness program, emphasizes to employees the importance of taking care of themselves. Well ALL Ways focuses on preventive health and offers a financial incentive to eligible employees who complete an online health assessment and a preventive physical exam with an approved health care provider. Eligible employees can earn a \$400 payroll stipend and an additional \$200 if their qualified spouse or domestic partner completes the preventive exam. In 2023, about 10,000 individuals took online health assessments and received preventive physicals through the Well ALL Ways program.

#### WELL ALL WAYS FOCUSES ON 5 KEY ASPECTS:

- 1 **Occupational**  
how we foster safe and engaging work
- 2 **Financial**  
how we build toward financial stability
- 3 **Social**  
how we connect with others
- 4 **Physical**  
how we fuel our bodies
- 5 **Mental**  
how we respond to life



### Ways to be Well ALL Ways

We promote healthy lifestyles and mental well-being for our employees through comprehensive wellness programs. These initiatives aim to enhance overall well-being in and beyond the workplace. By adopting healthy habits, our employees experience improved physical and mental health, enabling personal growth and fostering a safer and more productive workplace. Some wellness resources include:



#### WebMD Health Coaching

This one-on-one lifestyle coaching program allows employees to talk with professional health coaches who provide guidance and accountability throughout their wellness journey. In 2023, this program had over 1,200 employee coaching engagements.



#### WebMD One Wellness Portal

This wellness platform provides tools, resources and personalized recommendations on how to achieve wellness goals and access to wellness events and workshops. Nearly 11,000 employees are registered users of the portal.



#### Wellness Champion Network

MPC is proud to have over 170 Well ALL Ways Champions from across the company. These employee volunteers help connect employees to health and well-being programs and resources and provide peer support as needed.

- MPC's Champion Grant Program helps wellness initiatives come to life by granting Wellness Champions the funds to implement local programs and activities.
  - To better engage and serve refinery employees, the leadership team at the Detroit refinery participated in mental health training, while the on-site Wellness Committee engaged employees in wellness challenges, educational lunch and learns, on-site yoga and other wellness activities funded through Champion Grants.
- Annual Wellness Summit – Wellness Champions participated in the sixth annual MPC Wellness Summit to showcase their achievements, engage in training sessions on valuable tools and resources, and discuss plans for the upcoming year.

## Employee Engagement

### Employee Experience Survey

As part of our commitment to being an employer of choice and continuing to make MPC a great place to work, we provide opportunities for employees to share feedback through various forums. Understanding our employees' experiences at MPC and hearing employee perspectives provide insights that enable us to strengthen and better position the company and our people for the future. We have implemented a contemporary process for gathering and evaluating employee feedback using a variety of tools that enable frequent engagement. These include conducting targeted "pulse" surveys throughout the year and holding focus groups for deeper, direct engagement with employees and to better understand the input collected through surveys. Pulse surveys help us better and more frequently understand how we're doing at creating positive experiences for our employees over time, and the findings are used to learn more about potential opportunities for improvement.

In early 2024, we conducted a pulse survey that built upon what we learned last year by asking questions around drivers of employee experience, engagement and well-being, including an open-text question to capture employees' perspectives in their own voices. It also will help us measure progress in our identified priority areas. These include supporting employees with more meaningful career conversations, supporting employees with prioritization of work and communicating our strategy to employees.

Our work is ongoing, and we are implementing actions to support identified opportunities in different ways across the company. This process helps us create positive experiences for our people.

**11**  
**years**  
average  
tenure of MPC  
employees





# Employee Training and Development

Investing in our workforce is one of the most important investments we can make as a company. We equip our employees at every level with training that provides the knowledge and skills necessary to perform their daily job functions safely and successfully. Simultaneously, we support our employees with a wide range of development opportunities and tools to prepare them for growth and advancement at MPC.

Our approach to employee learning and development aligns with business strategies and combines formal learnings with on-the-job training and experience. Learning and development initiatives are tracked through a companywide learning management system (LMS). These initiatives include, but are not limited to, online courses, classroom training and on-the-job activities.

**1.2 million+** training hours recorded by MPC employees in 2023, with each employee recording an average of **69.5** training hours

## Employee Development

As part of our ongoing commitment to employee development, MPC has created and deployed resources designed to enhance skills development and professional growth, an area that many employees have indicated a strong interest in through past employee surveys. Resources include behavioral and technical training programs, online/virtual training in partnership with LinkedIn Learning, mentoring relationships, rotational programs, internal job postings that promote career mobility, career development discussions and documented plans, career guides and our annual performance review process.

### Career Development Profiles

All employees are asked to complete career profiles. Career profiles make it easy for employees to share basic career information about themselves such as work experience, education and skills with leaders, managers and other employees. It is important for employees to keep their career profiles up to date as it provides leaders and managers with information for making decisions about organizational development and succession planning.

### Career Development Frameworks

Career Development Frameworks are being developed in phases for each job function across the company. These frameworks are designed to create consistency and transparency around career progression and development. They consist of a common framework using career bands, career levels and job titles, clearly defined job responsibilities, skills and competencies to support employee development. This makes it a powerful company resource for recruiting, developing and retaining employees and conducting succession planning.

### Career Development Plans

Employees and supervisors meet to identify specific, achievable career goals and create a plan to achieve them. Supervisors then hold development check-ins with employees to check progress on their plans.

### LinkedIn Learning

LinkedIn Learning offers salaried employees, co-ops and interns a diverse range of expert-led courses and tutorials, covering topics from technical skills to leadership development. With a focus on professional development, LinkedIn Learning empowers individuals to acquire new skills and stay current with industry trends to support continuous learning and development.

LinkedIn Learning complements our other career development resources, contributing to a comprehensive approach to professional growth. Whether it's bolstering technical skills or nurturing leadership qualities, the platform seamlessly integrates into employee development.

## Performance Review Process

Our performance review process helps employees focus on the core aspects of their jobs, align expectations with their supervisors and consider accomplishments within the context of how they were achieved. Supervisors and employees establish up to five performance commitments annually. At the end of the performance cycle, employees receive a scorecard that summarizes results, including assessing performance and the demonstration of our values, their knowledge and skills. Approximately 100% of our salaried employees participate in our performance process each year.

## Leadership Development

Leadership development programs are offered across the company, blending business and leadership content in partnership with internal and external subject matter experts. We use a variety of training methods to address and engage different learning styles. We also believe networking and access to our executive team are valuable learning and development experiences, and we incorporate these opportunities into all our programs.

**413**  
employees participated in MPC Leadership Programs



## 2023 MPC LEADERSHIP PROGRAMS

### Supervisor Development Program

Taught by MPC subject matter experts, this program helps leaders strengthen skills in coaching, setting expectations, accountability, leading change, giving feedback and recognition, and managing conflict.

**203 employees participated**

### Strategic Leadership Program

Presented by faculty at the David Eccles School of Business at the University of Utah, this program is designed to help participants develop a deeper understanding of MPC's business strategy and the dynamics of strategic leadership, evaluate opportunities for enhanced value creation within their organizations as it relates to the larger enterprise, and prepare them to lead their teams with a stronger strategic focus.

**49 employees participated**

### Commercial Skills

Taught by MPC senior business leaders and external subject matter experts, this course raises awareness of MPC's business operations and builds the necessary skills to identify, evaluate, negotiate and execute commercial activities in support of MPC's strategic priorities. Participants gain knowledge and practice in strategy and portfolio management, linking strategy to business opportunity identification, economic evaluation, risk characterization, negotiations, ethics, key legal issues and relationships.

**89 employees participated**

### Leadership Experience

Delivered by MPC business leaders and external subject matter experts, this course blends instruction and practical learning around key skills and business topics including leadership, financial analysis, decision making, and coaching and developing others.

**46 employees participated**

### Advanced Leadership Program

Instructed by faculty at the Kenan-Flagler Business School for Executive Education at the University of North Carolina, this program provides tools to help participants think and behave more effectively, navigate and lead change, provide the knowledge and leadership capabilities to work across organizations, incorporate diverse perspectives and unlock their highest potential and that of their employees.

**26 employees participated**

▲ Pictured above: Board member Kim Rucker addresses MPC leaders at the annual leadership conference in San Antonio, Texas.



## Respecting Human Rights

Respecting human rights is fundamental to our core values of Integrity, Respect and Inclusion. MPC's and MPLX's Policy on Human Rights, Including the Rights of Indigenous People, represents our commitment to respect the human, cultural and legal rights of all individuals and communities. We expect our suppliers, contractors and other business partners to likewise respect human rights and to prevent or remediate negative human rights impacts in their respective activities.

We are committed to respecting human rights as set out in the United Nations Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights.

In the development of our policy, we identified and continue to monitor the following:

- Child labor
- Compensation and benefits
- Diversity and inclusion
- Forced or coerced labor
- Freedom of association and collective bargaining
- Harassment and discrimination
- Health and safety
- Security

MPC and MPLX must follow company policies and comply with laws and regulations related to human rights. We also work within our sphere of influence and business operations, as appropriate, to reduce the risk of violations by identifying and monitoring risks, maintaining avenues for reporting concerns and taking steps to mitigate potential impacts and risks.

### TRUCKERS AGAINST TRAFFICKING

MPC's Transport and Rail organization has rolled out a training program from Truckers Against Trafficking (TAT), a nonprofit organization focused on educating members of the truck, bus and energy industries about the realities of human trafficking and how they can combat it. Employing more than 1,000 truck drivers across the country, MPC has started training transport drivers, company leaders and other employees to identify potential human trafficking situations on the road and how to report suspicious activity. The TAT training is voluntary, but the interest has been great.

**~500 MPC employees have been trained to recognize and report potential human trafficking through the TAT program.**

📄 To learn more about how our drivers are raising awareness, please visit our [website](#).

### Human Rights Due Diligence

MPC conducts due diligence with respect to human rights through several key practices.

**Policy and Governance** – Human rights considerations are integrated into our corporate governance structures.

Our Human Rights Policy articulates our commitment to respecting human rights of our employees and members of the community, including Indigenous communities, throughout our operations. The policy formalizes our commitment and gives definition to how we characterize human rights by setting forth specific risk areas that our various due diligence practices aim to address. This policy aligns with international standards, including the United Nations Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights.

Our Supplier Code of Conduct likewise includes human rights expectations of certain suppliers.

**Stakeholder Engagement** – Engaging with stakeholders is a key component of our human rights due diligence. We engage with local communities, employees, suppliers and other stakeholders to understand their concerns and perspectives. This engagement helps us identify potential areas of risk and develop appropriate mitigation strategies.

We also have a Tribal Affairs Working Group in place that allows our internal teams to drive a proactive approach to building relationships with tribes and pueblos within our operational footprint. When engaging with tribal communities, we seek first to understand their culture and unique history, traditions and beliefs.

**Training** – Members of our Board of Directors, executive officers and salaried employees take ethics and compliance training and certify their adherence with the Code's standards, or disclose any exceptions. While the training does not address forced or child labor specifically, it does focus on ethics and compliance, generally, which we feel is applicable to human rights.

**Supply Chain Due Diligence** – We extend our human rights commitments to our supply chain. We expect certain suppliers and contractors to adhere to similar human rights standards. Certain suppliers are required to comply with our Supplier Code of Conduct, which includes provisions related to human rights. Our Supplier Code of Conduct provides our guidelines and expectations for those suppliers to comply with environmental, social and governance clauses in their MPC contracts, and to adhere to our fundamental values, policies and procedures in how they do business. Additionally, our Supplier Code of Conduct

encourages suppliers to reduce risks in their respective activities by identifying and monitoring risks and remediating any violations that they identify.

**Risk Assessments** – We conduct assessments, as needed, to identify potential human rights impacts associated with certain aspects of our operations. These assessments take a risk-based approach to help us understand the human rights landscape in the regions where we operate.

This may include considerations as part of our responsible sourcing strategy for specific commodities, the practices of our critical suppliers or considerations pertaining to a significant investment or major project. We work to mitigate impacts from projects and operations responsibly and strive to contribute to the communities in which we operate. In this way, we help to manage and reduce impacts on the environment and on communities throughout the lifetime of projects.

**Grievance Mechanisms** – We have established grievance mechanisms that allow for reporting of human rights concerns by employees, community members and other stakeholders. We then work to manage, respond to and resolve issues in a timely manner. These channels for raising concerns may include Community Advisory Panels (CAPs); widely communicated and accessible community hotlines; direct community engagements; and our Integrity Helpline, a 24/7 toll-free number for employees and other stakeholders to report concerns, including those related to human rights. Internal procedures are in place to handle all concerns submitted via the Integrity Helpline. For more information on the Integrity Helpline, please refer to the Compliance and Ethics section.

**Monitoring** – We monitor our human rights performance and evaluate the performance of certain suppliers through regular reviews. If a controversy is found, we monitor the situation and may engage with the suppliers to gain understanding of the situation and what remediation is occurring.

**Awareness and Collaboration** – We collaborate with industry peers, nongovernmental organizations (NGOs) and other stakeholders to enhance our awareness of human rights risks and mitigation practices. Participation in industry initiatives and forums helps us stay informed about best practices and emerging issues in human rights due diligence.

By implementing these measures, we aim to mitigate human rights risks within our operations and to respect and uphold the rights of our stakeholders. This comprehensive approach reflects our commitment to integrating human rights considerations into our business operations and maintaining our social license to operate.



# A Culture of Safety

Our number-one priority is safety — the safety of our employees, contractors, business partners, customers and communities. To continually reinforce a strong safety culture and performance expectations, we use a combination of management systems, best practice-based operational standards, and documented work processes and programs.

Our Operational Excellence Management System (OEMS) is fundamental to managing risks and preventing incidents, illnesses and fatalities. It is aligned with RC14001®, including health and safety and the Plan-Do-Check-Act continual improvement cycle.

→ Learn more about our OEMS in the [OEMS](#) section.

**595,500+ hours of health and safety training for MPC employees in 2023**

## Safety – A Shared Responsibility

Safety is a responsibility shared by all employees and contractors across the company. Everyone is expected to create and maintain a safe and healthy workplace and is held to the same high standards and expectations. Our field leadership team members emphasize safety by personally conducting regular safety meetings with employees and contractors to promote two-way communication and continuous learning. Additionally, safety committees at our Findlay, Ohio, and San Antonio, Texas, offices comprised of mixed-level employees promote safety programs and initiatives and increase overall safety awareness.

To reengage our employees and further strengthen a culture rooted in safety, MPC teams are going back to basics. In 2023, three new safety programs were implemented across our refining operations focused on our employees and inclusive of contractors and business partners.

MPC’s Start Safe, Stay Safe program emphasizes our unwavering commitment to the safety of our employees, contractors and communities. The program includes near- and long-term safety goals that reinforce adherence to safety processes and procedures already in place and strives for a best-in-class safety culture built on trust and collaboration.

Front-line leaders are accountable and committed to the safety of their teams through the My Name Is On It mentorship program. My Name Is On It emphasizes a responsibility approach that gives leaders a sense of ownership and encourages engagement with teams to foster pride in their work.

Safety Leadership with our Business Partners is a training program designed to collectively engage employees, contractors and business partners. Participants learn about leadership, safety skills and safety programs critical to MPC operations.

### Stop-Work Authority

If any employee or contractor believes a task is being performed unsafely, they have the authority and obligation to stop the work in progress until the safety concern is addressed — no matter how big or small the job may be.

### Incident Reporting and Tracking

Employees and contractors are responsible for promptly reporting an incident or injury, and we prohibit reprisal for reporting. A companywide software system is used to actively report, track and identify trends in incidents and injuries. Overseen by management, the system enables tracking and documentation of incident investigations and corrective actions through resolution. The system also measures our operating discipline and management system performance through indicators like management of change tasks, audits and recommendations.

### Compliance and Beyond

Our personal safety standards comply with, and in many cases exceed, local, state and federal regulations. Strict adherence to processes and procedures, along with comprehensive training programs, are integral to our safety culture. Regular audits and quality assurance visits, conducted by internal and external subject matter experts, continuously evaluate the efficacy of our standards.

# Contractor Selection Process

Safety culture and performance is a priority in our comprehensive contractor evaluation and selection process. Prospective contractors’ health and safety programs and safety data, including total recordable incident rates and federal OSHA logs, must be vetted by an independent third party before we enter a contract together.

After a job is awarded, all contractors and subcontractors tasked with safety-sensitive work must fulfill a set of prerequisites before starting work. These requirements include reviewing our operating guidelines regarding contractor safety management, submitting a pre-job safety questionnaire and completing daily safe-work permits.

### Contractor Selection Requirements:

- Demonstrate a strong safety record
- Show a strong health and safety culture and concern for the community
- Practice sound environmental stewardship
- Utilize innovative technology and tools to improve safety and performance
- Meet all federal and state regulations
- Receive training for their specific roles

## Process Safety Management

We strive to continually improve the safety of our operations by implementing best practices in equipment design and implementation, while prioritizing safety risk mitigation. By adhering to our OEMS and the principles of Process Safety Management (PSM), we are dedicated to minimizing the frequency and severity of process safety events.

Our PSM program provides a framework and systematic approach to identify and address environmental, health and safety risks. Designed to prevent or mitigate the consequences of incidents, it supports responsible operation of our facilities.

Local employees and internal subject matter experts conduct both self-audits and collaborative audits at PSM facilities. Identified issues are documented in the audit and recommendation tracking tool, with the findings tracked resolution. Compliance audits are conducted every three years to comprehensively assess PSM facilities across all 14 process safety elements.

- 100% of PSM facilities conducted either collaborative or self-audits in 2023.
- 30% of PSM facilities conducted a compliance audit in 2023.

## COLLABORATION WITH OSHA

Working closely with regulators, such as OSHA, can help us all to create a safer workplace. OSHA’s Voluntary Protection Program (VPP) is a cooperative program between regulators and industry that recognizes and helps drive exemplary safety performance at all levels of an organization. There are three levels of designation: Demonstration, Merit and Star, which is the highest level.

**38 VPP Star certifications earned covering 50 MPC and MPLX facilities**

**11 contracted companies are VPP-certified at our sites, under MPC sponsorship**





# Enhanced Safety Programs

Our goal is to maintain a workplace free from accidents and incidents. We want everyone who comes to our sites to go home safely. We provide tools, training and resources for maintaining a safe working environment. We continue to enhance our safety programs based on peer observation and feedback, identifying lead indicators of life-altering incidents, and focusing on human and organizational performance foundational beliefs.

## Behavior-Based Safety Programs

We integrate Behavior-Based Safety (BBS) programs throughout our operations, empowering both employees and contractors to improve workplace safety practices through peer observations. These programs manage employee exposure at the working interface — the juncture where employee activities intersect with workplace conditions and management systems.

- Help identify the barriers to safe execution of work.
- Reinforce safe behaviors.
- Start conversations that lead to safer decisions before injury can occur.
- Identify safer ways to perform tasks.

## Serious Injury and Fatality Program

We strive to prevent serious life-altering incidents before they occur by identifying leading indicators that reveal potential risks in our systems and work processes. We utilize tools such as our Field Audit Scoring Tool, American Fuel & Petrochemical Manufacturers (AFPM) Incident Classification Matrix and Serious Injury and Fatality Task Force.

- **Field Audit Scoring Tool** – This web-based software enables faster safety trend analysis and timely notifications to refinery personnel, facilitating prompt action to prevent potential safety issues.
- **AFPM Incident Classification Matrix** – Data collected and analyzed from high-potential near-miss incidents across all our operating organizations is utilized to proactively identify areas of improvement, averting serious incidents before they happen.
- **Serious Injury and Fatality Task Force** – A cross-functional forum to share incident details and lessons learned from high-potential and serious incidents, with the aim to prevent them from recurring.

## Human and Organizational Performance

We continue to uphold our dedication to Human and Organizational Performance (HOP) through comprehensive training and learning teams focused on the six HOP foundational beliefs. Adopting these beliefs enhances safety by minimizing the chances of human error leading to incidents and decreasing the likelihood of serious incidents occurring.

### HOP Foundational Beliefs:

- Work is complex
- People make mistakes
- Blame wastes resources
- Context drives behaviors
- Learning and improving is vital
- How we respond matters

## Safety in Ergonomics

Proper ergonomic positioning for workers is an essential component to safe and effective operations. We actively perform scheduled ergonomic evaluations on field tasks, taking into account the most practical way work is performed and promptly address any concerns raised by employees. For example, we conduct systematic valve inspections in the field to verify they are situated at an appropriate ergonomic height to maintain ease of control.



## 2023 SAFETY AWARDS



### American Fuel & Petrochemical Manufacturers



#### DISTINGUISHED SAFETY AWARD *Canton and Robinson Refineries*

AFPM's most prestigious award reserved for facilities that have attained an exemplary level of safety performance.



#### ELITE PLATINUM *El Paso Refinery*

Awarded to facilities in the top 5% of the industry that have exhibited superior and excellent safety performance and program innovation.



#### ELITE SILVER *Kenai Refinery*

Awarded to facilities with safety performances in the top 10% of industry.



### International Liquid Terminals Association



#### SAFETY EXCELLENCE AWARD *MPLX Terminals*

Awarded to companies in the top quartile for both a leading indicator survey and 2023 OSHA recordable incident rate. MPLX terminals achieved an incident rate of 0.16 per 200,000 hours worked.



### American Petroleum Institute



#### API DISTINGUISHED PIPELINE SAFETY AWARD, LARGE OPERATOR *Marathon Pipe Line LLC*

Selected by pipeline peers for dedication to safety, public engagement and innovative work to drive the industry to zero mainline releases.



### National Private Truck Council



#### SILVER AND BRONZE SEAL AWARDS *MPC Transport & Rail*

Earned by 15 fleet locations for reduced incident rates and/or achieving zero-incident status.



### GPA Midstream Association



#### MPLX G&P

Recognized 50 sites for five years without a Lost Time Incident, securing G&P's strongest year of safety performance on record.



# Engaging Our Stakeholders and Communities

At MPC and MPLX, we seek to build genuine relationships in our communities, and consistently pursue opportunities to create shared value with our stakeholders. We strive to understand our stakeholders’ goals, perspectives and concerns and incorporate their feedback into our business and engagement strategies. Establishing regular communication with our stakeholders, evaluating community needs and providing feedback channels through which stakeholders can voice their concerns help us meaningfully engage. We continue to adapt our approach to relationship building to meet the changing needs of our stakeholders and our company.

## We Are Listening

### Community Hotlines

We believe being accessible to our communities is an essential part of being a good neighbor. Our hotlines are available 24 hours a day, seven days a week so that neighbors of our facilities and landowners along our pipeline rights of way can contact us to ask questions or report concerns. Our teams route messages to the appropriate area and are empowered to escalate concerns when necessary.

### Community Advisory Groups

MPC Community Advisory Panels (CAPs) and multi-industry Community Advisory Councils (CACs) are made up of community representatives from various backgrounds and are established at all our major refining assets. These community advisory meetings are informative and engaging forums where members can learn more about MPC and our operational and community initiatives and projects, as well as ask questions, raise concerns and highlight opportunities.

### Stakeholder Engagement Plans

Our stakeholder engagement plans are blueprints that provide intentional engagement strategies tailored to each location to enhance relationships, advance our company profile and meet the needs of the communities we serve. We regularly communicate with key stakeholders and evaluate local issues through ongoing dialogue, surveys and other feedback mechanisms to keep our strategies relevant.

This is important to:

- Cultivate meaningful relationships
- Create and maintain an open dialogue
- Identify concerns, develop and implement solutions
- Collaborate for success, where appropriate

We coordinate stakeholder engagements across our organization to understand and address our stakeholders’ needs and interests, while driving progress toward our shared goals. We have stakeholder engagement plans in place for 100% of our refineries and owned and operated renewable fuels facilities. We are enhancing relationships with neighbors, landowners and Indigenous communities near our MPLX assets through ongoing dialogue and proactive engagements.

### Stakeholder Engagement Process

Our stakeholder engagement process starts with building relationships and openly engaging in dialogue to understand the needs and concerns of our stakeholders, define mutual priorities and identify resources that create shared value in pursuit of common goals. Our leaders and teams at our facilities are guided to engage key stakeholders and audiences according to each unique relationship. This tailored approach helps us to address needs specific to each community.

- ↓ Define Priorities, Impacts and Issues
- ↓ Identify Stakeholders and Resources
- ↓ Purposeful Communication
- ↓ Community Investment
- ↓ Deliberate Engagement
- ↓ Track and Measure Engagement
- ✓ Shared Value

# Connecting with Communities

Marathon Pipe Line LLC (MPL), a wholly owned subsidiary of MPLX, continues to evolve its public engagement program, Earning Your Trust. This program engages and educates landowners, community members, schools and public officials about pipeline safety and infrastructure.

MPL leaders recently had the opportunity to contribute best practices to a newly established public engagement industry standard. API Recommended Practice 1185, Pipeline Public Engagement, provides guidelines and best practices for pipeline companies to build upon existing programs, or establish and implement new stakeholder engagement processes.

### Agricultural Community Outreach

Third-party pipeline damage in agricultural areas continues to be a significant risk. To raise awareness of the potential threat, MPL continued its targeted outreach in the agricultural community through face-to-face engagement with farmers. Through MPL’s Feed A Farmer program, employees personally delivered meals to more than 350 farmers along our pipeline routes.

Through our Depth of Cover Management program, employees collaborated with nearly 500 farmers to explore mitigation plans to protect shallow pipe in their tillable fields. MPL employees also made more than 300 direct contacts with drain tiling excavation companies located near our pipelines to reiterate the importance of pipeline safety and calling 811 before every installation project.

To further embed safety and sustainability within our community engagement strategy, MPL launched its Plant a Tree program in 2023. Through this program, MPL donates and plants a tree at a partner school, daycare, senior living facility or park. The trees each include a donation plaque to serve as a lasting reminder of why it is important to call 811.

### Responsiveness in Action

In 2023, we received just over 1,300 public inquiries. Most phone calls to our MPL community hotlines were general inquiries. Less than 4% of these inquiries were complaints, and 97% of all calls were responded to within three business days, with an average response time of 14.7 hours.

🔗 To learn more about our journey to award winning engagement, please visit our [website](#).

### Good Neighbor Program

Much like MPL’s Earning Your Trust engagement program, our terminals organization implemented the Good Neighbor program in communities near our assets. The Good Neighbor program strives to invest in communities, engage and educate neighbors, and support local first-responder organizations through grants and partnerships. In 2023, the Good Neighbor program recorded more than 400 engagements with key stakeholders.

Throughout the year, MPC and MPLX engagement programs are proudly fulfilled by our employees. These ambassadors focus on building relationships and exemplify our values and safety culture.

### 2024 Common Ground Alliance President's Award of Corporate Excellence

awarded to MPL for its dedication to public engagement and pipeline damage prevention





# Engaging with Tribal Neighbors

MPC and MPLX are committed to engaging and communicating in a collaborative manner and partnering with tribes and pueblos where we operate. As sovereign nations, each tribe and pueblo has a unique culture, language, set of customs and government. To strengthen our commitment and to promote effective working relationships, we consult and communicate with each Indigenous community individually and provide educational programs and resources to our employees, helping us foster understanding and form valuable partnerships.

Consistent with our core values, we seek Indigenous perspectives on safety and the preservation of cultural and environmental resources to inform our planning and execution of projects and operational activities. Stakeholder engagement plans guide our interaction with tribes, pueblos and communities with strong cultural ties.

To improve collaboration, we created and deployed engagement training to our employees who work with, or have the possibility to work with, tribes and pueblos. The training was created with input from employees who are members of Blackfeet Nation, Navajo Nation and Muscogee Nation. Additional input came from subject matter experts from other tribes, such as the Mandan, Hidatsa and Arikara (MHA) and Cherokee Nations.

**Trainings focus on:**

- Tribal history
- Culture
- Effective methods of communication
- Community investment projects and programs

## Tribal Affairs Working Group

Our Tribal Affairs Working Group consists of employees who work to build strong relationships with tribes and pueblos. The group works with our tribal partners to make recommendations on community investment projects focused on workforce development, sustainability and helping drive impact toward thriving tribal communities. Our Tribal Affairs Working Group meetings have included guests from tribal nation leaders, including the chairman of the Navajo Nation and the chief of the Osage Nation. Their valuable perspectives on how to best engage in their communities continues to enhance the way we work together.



## WE ENGAGE WITH 21 INDIGENOUS COMMUNITIES ACROSS THE U.S.

- Alaska Native Corporations and Tribes
- Cherokee Nation
- Cheyenne and Arapaho Tribes
- Choctaw Nation of Oklahoma
- Jicarilla Apache Nation
- Muscogee Nation
- Mandan, Hidatsa and Arikara Nation
- Navajo Nation
- Osage Nation
- Pawnee Nation
- Sac and Fox Nation
- Samish Indian Nation
- Santa Ana Pueblo
- Shoshone-Bannock Tribes
- Southern Ute Indian Tribe
- Swinomish Indian Tribal Community
- Confederated Tribes of the Umatilla
- Ute Indian Tribe
- Ute Mountain Ute Tribe
- Ysleta del Sur Pueblo
- Zia Pueblo

📍 To view a map of the Indigenous communities we engage with, please visit our [website](#).

## Purposeful Engagement Drives Impact

### Junior Achievement

Our long-standing support of Junior Achievement across the country has helped provide young people the knowledge and skills needed to own their own economic success, plan for their future, and make smart academic and economic choices. During the 2022 and 2023 school years, we partnered with Junior Achievement, tribes and pueblos in Oklahoma and New Mexico to provide Indigenous students strategies and tactics for successful financial management, career readiness and entrepreneurship. Two of our employees serve on the Junior Achievement of New Mexico Indigenous Advisory Panel, where they provide support to help maximize the potential of the program. Best practices and lessons learned through this panel will be used to offer the program to other Indigenous communities.

📖 To learn more about our partnership with Junior Achievement of New Mexico, please visit our [website](#).

### American Indian Science and Engineering Society (AISES)

Representing over 200 tribal nations, AISES is the largest and oldest leader in increasing the representation of Indigenous students and professionals in science, technology, engineering and math (STEM) studies and careers. We support AISES’s Full Circle Program — a community-focused after-school STEM college and career readiness program incorporating a full-circle approach to workforce development among Indigenous students of the Navajo Nation.

**Named Top 50 Places to Work in 2023  
for STEM Professionals by AISES**

## Notable Tribal Investments

Aligned with our community investment strategy, our investments in tribal communities directly support initiatives focused on workforce development, sustainability, and supporting thriving communities.



### Workforce Development

**Choctaw Nation of Oklahoma**  
Choctaw Nation of Oklahoma tribal government continues to seek investments to bridge the gap between its scholarship offerings and full scholarship attainment. Since 2022, we have invested \$150,000 toward a multiyear partnership with the Choctaw Nation of Oklahoma Career Services. The partnership allows up to 50 students annually to attend the Oklahoma State University Institute of Technology to pursue certifications in energy careers, such as natural gas gathering and compression systems and pipeline integrity.



### Sustainability

**Osage Nation and Zia Pueblo**  
In 2023, we invested \$190,000 toward environmental conservation initiatives with the Osage Nation of Oklahoma and Zia Pueblo of New Mexico. Funds supported the Osage Nation’s environmental remediation of a former rail yard and the development of an outdoor health complex. The investment with the Zia Pueblo supported the repair and prevention of environmental issues related to significant soil erosion during the annual monsoon season.



### Thriving Communities

**Muscogee Nation, Navajo Nation, MHA Nation, Shoshone-Bannock Tribes and United Tribes Technical College**  
Since 2020, we have partnered with Operation Warm and tribal communities across the United States to provide over 11,500 Native American children with necessities, such as coats and shoes. In 2023, we invested \$100,000 in Operation Warm events with Muscogee Nation, Navajo Nation, MHA Nation, Shoshone-Bannock Tribes and United Tribes Technical College. These events not only supported communities where we have an operational footprint, but also provided a way for our employees to volunteer and personally make a measurable impact.

**\$1 million+**  
invested by MPC and MPLX in 2023 to directly support tribal communities where we operate



# Community Investments

MPC’s community investment strategy is centered around strengthening communities and helping make people’s lives better. Our focus is on contributions and partnerships with charitable organizations that reflect the priorities of our community stakeholders, align with our core values, amplify our sustainability strategy and enable us to make a positive, measurable impact.

We continue to seek out new and innovative ways to improve our communities through projects and programming with a broad array of organizations making a positive difference. Through long-standing partnerships and short-term initiatives, we invest in programs that drive workforce development, sustainability and opportunities to support thriving communities.



### 2023 COMMUNITY INVESTMENT BY THE NUMBERS



# \$29.7 million

invested in communities by MPC, MPLX, our employees and fundraising partners

**\$22.8 million**  
invested in communities by MPC and MPLX

**\$4.5 million**  
donated by employees

**\$2.4 million**  
raised through company-led fundraisers




**5,000+**  
nonprofits supported

**69,400+**  
hours volunteered

**119,000+**  
social impacts reported<sup>1</sup>

## Measuring Social Impact

Each year, we measure the social impact of our community investments of \$20,000 or more using third-party surveys completed by the benefiting organization of the program. Results of the survey are used to continually improve and maximize impacts of our investments within communities where we operate.

	 Workforce Development	 Sustainability	 Thriving Communities
Impact Summary	Preparing more individuals for professional success through vocational training, career readiness, technical internships and scholarships	Protecting the environment and wildlife while promoting sustainability and conservation through educational experiences	Meeting basic needs — beyond assistance with food and shelter, we are improving access to resources like youth development and safety initiatives
Impacts Reported	4,700+	68,000+	47,000+
Top Related Indicators	<ul style="list-style-type: none"><li>• Beneficiaries graduated high school</li><li>• Attained, retained or improved employment</li><li>• Improved productivity/professional effectiveness</li></ul>	<ul style="list-style-type: none"><li>• Beneficiaries protected, improved health</li><li>• Sustainability leaders activated, strengthened</li><li>• Animals saved, improved well-being</li></ul>	<ul style="list-style-type: none"><li>• Beneficiaries gained fulfillment, enjoyment</li><li>• Gained safety, support</li><li>• Improved school attendance</li></ul>

### 2023 High Impact Community Investments<sup>1</sup>

**\$11.8 million+** community investments of over **\$20,000** to more than **200 organizations**



<sup>1</sup> Social impacts reported by organizations that received MPC grants of \$20,000+. Data includes a mix of initial results, interim estimates and final reports and may fluctuate as programs/projects near completion.



Charitable Contributions and Grants

By engaging with stakeholders from various backgrounds, we pursue projects that allow us to create a positive, measurable impact and build partnerships across diverse organizations and communities.



Workforce Development

GROW DETROIT’S YOUNG TALENT

Grow Detroit’s Young Talent is on a mission to provide job placement, training, career advisement and other supportive services to Detroit residents ages 14 to 24. To help further this mission, MPC has provided grants to Grow Detroit’s Young Talent and partnered with the organization to develop and deploy a paid workforce development youth program at our Detroit refinery. Each summer, this six-week program accepts 10 Detroit residents interested in careers in refining. Participants receive hands-on refining experience in process operations, waste management, safety and emergency preparedness. In addition to hands-on experience, participants receive soft-skill training and engage in multiple community service projects.

📄 To learn more about our partnership with Grow Detroit’s Young Talent, please visit our [website](#).



Sustainability

DUCKS UNLIMITED

Ducks Unlimited (DU) is on a mission to conserve, restore and manage wetlands and associated habitats for millions of North America’s waterfowl. To help further this mission, MPC partnered with DU to advance projects across Utah, Washington and North Dakota, using multiple grants totaling over \$350,000.

One of the larger projects where DU and MPC are making a positive impact together is at Ogden Bay Waterfowl Management Area in Utah, part of the Great Salt Lake Initiative. DU used part of a grant from MPC to rebuild sections of a severely eroded levee system on the shores of the Great Salt Lake. Given the speed at which the levee system was eroding, without completion of this project, about 2,000 acres of emergent marsh habitat would have been lost. Through additional grants, MPC is helping DU complete four similar projects in Washington that could ultimately lead to restoration of nearly 1,000 acres, including acres near our refinery in Anacortes.

Additionally, MPC provided DU with a grant to support a project at Clairmont Family Conservation Park in Bismarck, North Dakota, to develop a 117-acre nature-based park, which includes wetland and prairie restoration areas.

📄 To learn more about our partnership with Ducks Unlimited, please visit our [website](#).



Thriving Communities

HABITAT FOR HUMANITY

Habitat for Humanity has a vision for a world where everyone has a decent place to live. To help further this vision, MPC has partnered with Habitat for Humanity for more than 20 years to help families build safe and affordable homes. Over the last two years, our employees volunteered over 2,000 hours to support Habitat for Humanity events. To back our employees’ passion for this organization, MPC also donated nearly \$536,000 to help fund the building or renovation of homes.

In 2023, our employees volunteered to help build MPC’s first fully sponsored home for Habitat for Humanity of Hancock County, Ohio. Employees and crew leaders divided efforts into four-hour shifts to perform various work, from hanging doors to painting and everything in between. Over 250 employees volunteered a combined 1,400 hours on the project.

📄 To learn more about our partnership with Habitat for Humanity, please visit our [website](#).



Employee Giving and Volunteer Programs

Our employees are dedicated to helping communities, and we support them through our giving and volunteerism programs. To support their investments of time and money, we provide a robust matching gifts program and reward those who so generously volunteer their time.



Employee Open Giving Program

We match 100% of employee donations to qualified 501(c)(3) organizations, up to \$10,000 per calendar year.



Higher Education Giving Programs

Additionally, we match up to \$10,000 for qualified gifts to two- and four-year accredited colleges and universities.



Volunteer Incentive Program (VIP)

Our VIP allows employees to earn a \$500 award for the charity of their choice by volunteering 24 hours or more with qualified nonprofits. Employees may earn one individual award and one group award for a total of \$1,000 in potential awards per year.



900+

Volunteer Incentive Program awards earned by MPC employees in 2023, totaling **\$450,000+**



# Promoting Sustainability in Supply Chain

We seek to integrate our commitment to sustainability within strategic planning, daily operations and key processes to help mitigate and manage supplier risk.

As we experience more fluid and challenging supply chain landscapes, it is imperative to have a supply chain that can quickly respond to local, national and global challenges. We strive to proactively identify and evaluate factors that can influence the availability of goods and services required to support our operations, and align our strategic and operational decisions accordingly, with the objective of ensuring continuity. Our efforts encompass programs relating to risk management, supplier engagement, employee education, supplier selection, Supplier Code of Conduct and supplier diversity, all contributing to ongoing enhancement of business practices and supply chain resilience.

## Risk Management

We seek to enhance our supplier risk management program by addressing the most value-added improvement opportunities and implementing processes that mitigate risk more effectively. In 2023, we implemented a standardized process that considers sector and commodity-specific risks to categorize our suppliers based on their criticality to the business. This enhanced approach focuses resources and risk management efforts on our most critical suppliers.

## Supplier Engagement

Strong partnerships with our suppliers are critical to operating in a safe and reliable manner. We rely on suppliers to provide essential goods and services, align with our core values and drive superior results.

Each year, we recognize suppliers for outstanding performance in alignment with our core values through our Supplier Recognition Awards program. In 2023, a total of 14 awards were given in the following categories: Exceptional Partnership, Innovative Partnership, Sustainability Partnership, Diverse Supplier of the Year and Supplier of the Year.

**\$8.1 billion+ spent with 8,800+ suppliers in 2023<sup>1</sup>**

## Employee Education

Supply chain personnel are trained on sustainable procurement topics, including supplier selection, contracting and compliance assurance to further embed sustainability.

Trainings focus on:

- Health, safety and environmental issues
- Compliance and ethics
- Diversity
- Human rights
- Supplier Code of Conduct



## Supplier Selection Process

Our supplier selection process manages risk within our supply chain. Through this valuable process, potential suppliers are evaluated against key safety metrics and programs. Between the use of predominantly U.S. domestic suppliers bound by U.S. laws and regulations and focused vetting of international suppliers, our strategic procurement decisions reduce supplier risks related to personnel safety, environmental protection and human rights.

We strive to partner with suppliers that are dedicated to high safety, ethical and quality standards; committed to sustainability; offer innovative, value-added capabilities; and value diversity, superior technology, cost and service.

No significant changes to our Tier 1 suppliers occurred in 2023 that would cause or contribute to significant economic, environmental or social impacts.

## Supplier Code of Conduct

Our Supplier Code of Conduct details expectations of supplier standards and work practices. How we conduct ourselves is as important as the results achieved; as such, we expect our suppliers to comply with environmental, social and governance requirements, and also adhere to our policies, procedures, Code of Business Conduct and Supplier Code of Conduct and apply them to how they do business. To avoid potential conflicts with ESG issues, we periodically review our purchasing practices for alignment with our Code of Business Conduct and Supplier Code of Conduct.

As a precondition to participating in our standard bidding process, potential suppliers must first acknowledge and accept the Supplier Code of Conduct. Additionally, we communicate with suppliers annually, reiterating their responsibilities and accountabilities to conduct their business in accordance with our Supplier Code of Conduct and Code of Business Conduct. We also provide an Integrity Helpline and encourage suppliers to anonymously report suspected unethical or illegal acts.

### The Supplier Code of Conduct emphasizes expectations of suppliers in the areas of:

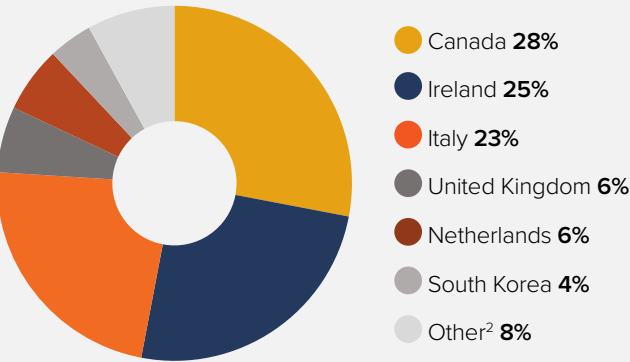
- Environmental, health, safety and security
- Compliance assurance
- Conflict minerals
- Conflicts of interest
- Diversity
- Human rights
- Legal and ethical compliance
- Reporting unethical or illegal acts

## SUPPLIER ESG ASSESSMENT

Initiatives are in place, where appropriate, to assess suppliers on ESG performance and compliance with our Supplier Code of Conduct. Initiatives include:

- Prequalification reviews of potential and existing suppliers to assess health, environmental, safety and security programs and performance. Results are considered during the supplier selection process.
- Third-party ESG assessments conducted with approximately 90 of our Tier 1 critical suppliers.
- Daily screenings of all new and existing suppliers for identity verification, regulatory compliance and security concerns.
- On-site supplier inspections conducted for providers of certain products or services.
- Customs Trade Partnership Against Terrorism-certified partner voluntarily working with U.S. Customs and Border Protection on best practices of imported materials.

2023 Non-U.S. Spend by Country<sup>1</sup>  
(non-U.S. spend %)



## Supplier Diversity

**\$795 million+ spent with small and diverse suppliers in 2023**

At MPC and MPLX, we value a diverse and inclusive supply base that is reflective of the communities where we live and operate. Our Supplier Diversity program enables us to support partnerships with small and diverse suppliers across our operations, and we are committed to providing equal and impartial opportunities to meet business needs. This approach stimulates local economic development and enhances our long-term business performance by attracting qualified suppliers of goods and services and fostering market competition and sustainability.

We actively participate in various organizations and development programs that support the advancement of small and diverse businesses in the U.S. By participating in these organizations and programs, we provide suppliers with education and tools to support growth and success in the energy industry. We are proud to be active members of many councils and programs, including but not limited to:

- National Minority Supplier Development Council (NMSDC)
- National LGBT Chamber of Commerce (NGLCC)
- Women’s Business Enterprise National Council (WBENC)
- American Petroleum Institute Supplier Diversity Task Force

<sup>1</sup> Excludes crude/feedstock purchases  
<sup>2</sup> “Other” category includes the following countries, each having spend of 2% or less: Australia, Denmark, Mexico, Spain, India and Switzerland.



# Accountable and Transparent Governance

## Our Board of Directors

Our Board provides oversight for our company operations and activities, as well as our strategic direction, including ESG and sustainability objectives. The Board believes that MPC’s commitment to strong corporate governance benefits all our stakeholders, including our shareholders, employees, business partners, customers, communities and governments.

Our directors bring a range of backgrounds, critical skills, perspectives and expertise to our Board. Our Corporate Governance Principles emphasize the importance of diversity of director backgrounds and experiences and expressly affirm the Board’s commitment to actively seek women candidates and candidates of diverse ethnic and racial backgrounds as it recruits the most qualified directors with the requisite experience and skills. Since 2018, the Board has appointed eight independent directors. Of these, five have been women, including three women of diverse ethnic/racial backgrounds.

### Director Skills and Expertise Key

- A Senior Leadership
- B Public Company CEO
- C Risk Management
- D Corporate Governance
- E Finance & Accounting
- F Energy Industry
- G International Business
- H Sustainability
- I Environmental
- J Government, Legal & Regulatory
- K Technology & Cybersecurity



**Abdulaziz F. Alkhayyal**  
Retired Senior Vice President, Industrial Relations, Saudi Aramco  
A C D E F G H



**Evan Bayh**  
Senior Advisor, Apollo Global Management  
A C D E G H J K



**Charles E. Bunch**  
Retired Chairman of the Board and Chief Executive Officer, PPG Industries, Inc.  
A B C D E G H



**Jonathan Z. Cohen**  
Founder, Chief Executive Officer and President, Hepco Capital Management, LLC  
A B C D E F H J K



**Eileen P. Drake**  
Former Chief Executive Officer and President, Aerojet Rocketdyne Holdings, Inc.  
A B C D E G H J



**Kimberly N. Ellison-Taylor**  
Former Executive Director of Finance Thought Leadership, Oracle Corporation  
A C D E G H K



**Edward G. Galante**  
Retired Senior Vice President and Management Committee Member, ExxonMobil Corporation  
A C D F G H I



**Michael J. Hennigan**  
Executive Chairman of the Board, Marathon Petroleum Corporation  
A B C D E F G H I K



**Maryann T. Mannen**  
Chief Executive Officer, Marathon Petroleum Corporation  
A B C D E F G H



**Kim K.W. Rucker**  
Former Executive Vice President, General Counsel and Secretary, Andeavor  
A C D E F G H J K



**Frank M. Semple**  
Retired Chairman, President and Chief Executive Officer, MarkWest Energy Partners, L.P.  
A B C D E F H



**J. Michael Stice**  
Professor, The University of Oklahoma  
A B C D E F G H I



**John P. Surma**  
Retired Chairman and Chief Executive Officer, United States Steel Corporation  
A B C D E F G H I J



**Susan Tomasky**  
Retired President, AEP Transmission, American Electric Power  
A C D E F H I J

### GOVERNANCE HIGHLIGHTS

#### Independent oversight

12 of 14 directors, 86%, are independent.



#### 5.8 years of average tenure

As of Aug. 1, 2024, the average tenure of directors was 5.8 years.



#### 50% gender and racial/ethnic diversity

50% of directors are women and/or a racial/ethnic minority or Native American tribal member.



#### Highly engaged

Director attendance at Board and committee meetings averaged 99% in 2023.





# Sustainability Governance

Collaboration and communication among the Board, its committees and MPC leadership are critical to maintaining our aligned direction on sustainability matters. Corporate impacts, risks and opportunities are identified and managed by company leadership with oversight from our Board. The Board has the ultimate responsibility for, and is actively engaged in, overseeing risk. It:

- Reviews strategic risks annually at a designated strategy meeting and on an ongoing basis throughout the year.
- Delegates responsibility for managing certain types of risk to its committees, which report regularly to the Board on activities in their individual areas of oversight.



## Key Corporate Governance Practices

Our key corporate governance practices include:

- **Board independence and leadership**
  - 12 of 14 directors are independent
  - Strong independent Lead Director role reinforces effective independent leadership on the Board
  - Three fully independent standing Board committees
- **Director elections**
  - Majority voting standard for uncontested director elections
  - Demonstrated commitment to Board diversity
  - Directors not elected by a majority of votes cast are subject to the Board’s resignation policy
- **Board practices**
  - Risk oversight by the full Board and its committees
  - Independent directors meet regularly in executive session
  - Annual Board and committee self-evaluations, and individual evaluations of nominees for reelection
- **Shareholder rights and engagement**
  - Shareholder right to call a special meeting of shareholders
  - Shareholder “proxy access” right to submit director nominations for inclusion in our proxy statement
  - Robust year-round shareholder engagement program
- **ESG accountability**
  - Strong oversight by the full Board and its committees
  - Industry-leading disclosures on environmental targets and performance
  - Extensive human capital management disclosures, including EEO-1 data

### BOARD OF DIRECTORS<sup>1</sup>

Audit Committee	Compensation and Organization Development Committee	Corporate Governance and Nominating Committee	Sustainability and Public Policy Committee
<b>Responsibilities and Oversight:</b> <ul style="list-style-type: none"><li>• Oversees risks associated with financial, financial reporting and accounting matters</li><li>• Monitors compliance with regulatory requirements and internal control systems</li><li>• Oversees our enterprise risk management process and reviews performance</li><li>• Reviews ESG and climate risk disclosures within the financial reporting framework</li><li>• Oversees business continuity, data privacy and cybersecurity risks</li></ul>	<b>Responsibilities and Oversight:</b> <ul style="list-style-type: none"><li>• Oversees risks associated with our compensation programs, plans and policies to ensure they do not encourage excessive risk-taking</li><li>• Oversees our management succession planning process and our human capital management strategies and policies, including diversity, equity and inclusion matters</li><li>• Oversees stakeholder engagement on compensation and human capital management matters</li></ul>	<b>Responsibilities and Oversight:</b> <ul style="list-style-type: none"><li>• Oversees risks associated with corporate governance matters, including director independence, Board composition and succession, Board leadership structure and Board effectiveness</li><li>• Oversees the evaluation of the Board, its committees and individual directors</li><li>• Oversees stakeholder engagement on corporate governance matters</li></ul>	<b>Responsibilities and Oversight:</b> <ul style="list-style-type: none"><li>• Oversees risks and opportunities associated with sustainability, ESG, safety and public policy matters</li><li>• Reviews our sustainability and climate reports and other key sustainability disclosures</li><li>• Oversees establishment of our sustainability targets</li><li>• Oversees governance framework and budgets for our political contributions and lobbying expenditures</li><li>• Oversees stakeholder engagement related to sustainability, ESG and public policy matters</li></ul>

### MPC EXECUTIVE LEADERSHIP TEAM

Sustainability is embedded across executive committees with responsibility for sustainability strategies and standards	<ul style="list-style-type: none"><li>• External Policy Committee</li><li>• HESS&amp;PQ Management Committee</li><li>• Enterprise Risk Management Committee</li><li>• Strategic Status Committee</li><li>• Business Integrity Committee</li></ul>
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### LEADERSHIP TEAM

Drives sustainability strategies across the enterprise	<ul style="list-style-type: none"><li>• ESG and Sustainability Working Group</li><li>• HES&amp;S Planning Committee</li><li>• Renewables &amp; Low Carbon Strategy Council</li></ul>
--	--

### CROSS-FUNCTIONAL TEAMS

Implement key sustainability strategies, programs and plans	<ul style="list-style-type: none"><li>• Environmental Justice Team</li><li>• Renewables Compliance Governance Committee</li><li>• Embedding and Communicating ESG Team</li><li>• Focus on Water Team</li><li>• Focus on Energy Team</li><li>• Enterprise Risk Management Community of Practice</li></ul>
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<sup>1</sup> Captures key sustainability-related responsibilities of the Board’s four standing committees. For complete committee descriptions, see Pages 20-22 of our [2024 Proxy Statement](#).



# Operational Excellence Management System

As set forth in our policies, standards and procedures and managed through our Operational Excellence Management System (OEMS), we strive to conduct business safely, responsibly and cost effectively. Our OEMS helps us manage risks, internal and external requirements, engage with our stakeholders and further deliver on our sustainability objectives.

We began formalizing our OEMS over two decades ago with adherence to the Responsible Care® management system (RC14001®). RC14001® is built on the globally recognized ISO 14001 environmental management system and includes health, safety and security requirements. The scope of our OEMS goes beyond alignment with RC14001® and also aligns with ISO 9001, which incorporates quality and an increased focus on a process approach and stakeholder engagement.

**100% of our operations — including all refineries, renewable fuels facilities, terminals, pipeline locations, transport and rail facilities, processing plants, marketing and marine operations — are in scope of our OEMS, which has been third-party reviewed for alignment with RC14001® and ISO 9001**

## Continual Improvement through OEMS

Our OEMS outlines the requirements that will enable us to achieve our goals, improve our performance and lead to long-term success. It provides an iterative process and tools to continually improve the work we do through maintaining operational discipline and speaking up with ideas and concerns. We apply performance-based standards that complement our OEMS and establish organizational expectations. We also periodically review and update these standards to reflect changes in laws or regulations, incorporate recommendations arising from audits and incident investigations, and integrate stakeholder feedback to continually improve our performance.

## OEMS Governance

The Health, Environment, Safety, Security and Product Quality (HESS&PQ) Management Committee, comprising executive leadership team members, oversees the companywide implementation of our OEMS.

## Companywide OEMS Tools and Resources

- **OEMS Playbook** – Published to further embed our OEMS across the company and provide employees with resources that support continual improvement and risk management.  
[To view our OEMS Playbook please visit our website.](#)
- **OEMS Center of Excellence** – A companywide forum for employees to share best practices and lessons learned and promote continual improvement. The forum includes over 30 employees tasked with ensuring management system approaches across MPC and MPLX align with the OEMS framework. They also develop and discuss internal and external management system audit recommendations and create OEMS awareness training and content for use companywide.
- **OEMS Awareness Videos** – Created for use companywide to improve employee awareness and understanding of the OEMS framework and structured Plan, Do, Check, Act continual improvement process.
- **Employee Feedback** – Employees are encouraged to provide MPC and MPLX with continual improvement ideas by emailing [sustainability@marathonpetroleum.com](mailto:sustainability@marathonpetroleum.com).

## OEMS IN ACTION

As our renewable fuels portfolio has grown over the last several years, so has the importance of additional due diligence on renewable supply, trading and compliance. This is one of the reasons our Carbon and Renewable Regulatory Assurance organization was established. As a newer function, our OEMS helped to create the guidance and framework needed to define its processes and procedures and mechanisms for continual improvement.

# Enterprise Risk Management

A comprehensive Enterprise Risk Management (ERM) program is applied across the company to identify, assess and manage enterprise-level risks and review the effectiveness of risk-mitigation strategies. Enterprise-level risks cover environmental, social and governance risks and include topics such as climate change and compliance, as well as other social and governance risks as deemed appropriate. We describe additional risks in our Annual Report on Form 10-K and in other filings with the Securities and Exchange Commission.

## Emerging Risk Identification

Our continuous and dynamic ERM process involves a cross-functional review of potential, emerging enterprise-level risks, including risks related to sustainability. Our enterprise risk manager leads the process with quarterly leadership workshops that involve key leaders who are responsible for our sustainability priorities. Our risk analysis includes an examination of the causes and consequences of each enterprise-level risk, as well as the development of strategies to mitigate risks — imminent and potential — and position us to capitalize on new opportunities.

## Climate-Related Risk Management

We carefully review, evaluate and manage climate-related risks and opportunities to enable us to adapt and strengthen our resiliency. These include both transitional and physical risks that we routinely discuss with the Board’s Sustainability and Public Policy Committee and executive and senior leadership committees.

[For more information on how we manage climate-related risks and opportunities and the role cross-functional committees play, please see Page 7 of our annual Perspectives on Climate-Related Scenarios report.](#)

## Regulatory Risk Oversight

As part of our ERM process, our Board oversees risks related to the regulatory landscape. That includes emerging and proposed regulations related to issues such as climate change and GHG emissions, solid and hazardous waste management and permitting.

## Risk Governance

The ERM Community of Practice supports the ERM Committee and comprises mid-level risk and assurance representatives and subject-matter experts across our value chain. This group meets quarterly to discuss, develop, standardize and integrate risk management best practices while supporting risk-based decision-making.

Our Board of Directors and executive leadership team routinely review and discuss enterprise-level risks and strategies. The Board’s Audit Committee further reviews our ERM process and performance trends and oversees internal controls and audits to evaluate their effectiveness.

## Material Risk Disclosure

Material risks to our company are disclosed in the Risk Factors section of our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission. Categories of risk described in these reports include business and operational risks, financial risks, legal and regulatory risks, and general risk factors.

## Roles and Responsibilities

- **BOARD OF DIRECTORS**
  - Audit Committee
  - Compensation and Organization Development Committee
  - Corporate Governance and Nominating Committee
  - Sustainability and Public Policy Committee
- **EXECUTIVE LEADERSHIP TEAM**
  - Establishes and drives ERM strategies
- **ERM COMMITTEE**
  - Directs ERM process for identifying, assessing and managing enterprise risk
  - Monitors the performance of risk mitigation strategies
- **ERM COMMUNITY OF PRACTICE**
  - Supports ERM Committee to develop, standardize and integrate risk management best practices throughout the company



# Compliance and Ethics

We are committed to conducting our business with the highest standards of integrity and ethical conduct and in compliance with applicable laws and regulations. Our Compliance and Ethics Program is designed to ensure all employees act legally and ethically, and that they are able to report concerns without fear of retaliation.

## Roles and Responsibilities

- MPC'S CHIEF COMPLIANCE OFFICER**
  - Oversight of Compliance and Ethics
- BUSINESS INTEGRITY COMMITTEE**
  - Promotes the effectiveness of enterprisewide Compliance and Ethics Program
- SENIOR MANAGEMENT**
  - Charged with managing risks relating to legal compliance and business ethics

## Compliance and Ethics Program Policies

MPC provides key corporate policies that relate to our Compliance and Ethics Program on our website.

- Anticorruption
- Anti-Retaliation
- Conflicts of Interest
- Equal Employment Opportunity
- Harassment and Appropriate Workplace Conduct
- Human Rights
- Whistleblowing

📄 To view these policies and our Code of Business Conduct, please visit our [website](#).

## Code of Business Conduct

Our Code of Business Conduct, referred to as the "Code," is approved by the Board of Directors and based on the overarching principle that we always strive to do the right thing. The Code lays the foundation for good business decisions by defining expectations for ethical decision-making, accountability and responsibility. It focuses on the responsibility all employees have to the public, to shareholders, to our business partners and our responsibilities under applicable law.

The Code requires that all employees must immediately report any suspected illegal or unethical conduct connected with the business of MPC or its affiliates. It also makes clear that retaliation against individuals for such reporting is never acceptable.

The Code applies to:

- All MPC employees, including all employees of consolidated subsidiaries and MPC employees who provide services to MPLX.
- All officers and other senior executives of MPC and the general partner of MPLX.
- All members of the Boards of Directors of MPC and the general partner of MPLX.
- Business partners — including suppliers, consultants and contract workers — are expected to act in a way that is consistent with the Code and applicable law, and to support effective compliance programs in their own organizations. Suppliers also must comply with our Supplier Code of Conduct. We communicate our expectations to these business partners annually.

## Code Audits and Compliance

Our performance under the Code is audited annually. This audit includes specific testing of processes related to business expenses, conflicts of interest, employee disclosures, anti-corruption compliance, insider trading, aircraft usage and officer business expense reports. Objectives in these categories are reviewed and tested by MPC's Audit, Assurance and Advisory Services organization in conjunction with other company organizations.

## Code Training and Certification

New employees receive training on the Code and must complete a questionnaire that asks them to consider potential conflicts of interest as they begin employment.

All employees complete Code of Business Conduct training every 24 months. Additionally, salaried employees complete an annual Code of Business Conduct certification, which provides a mechanism to report potential conflicts of interest or other potential violations of the Code. By completing the certification, employees acknowledge that they have read and understand the Code and have exercised their best efforts to fully comply with it.

## Code of Ethics for Senior Financial Officers

The Chief Executive Officer, Chief Financial Officer, Chief Financial Controller, Treasurer and other leaders performing similar roles at MPC and MPLX are subject to our Code of Ethics for Senior Financial Officers. This additional Code of Ethics affirms the principles of honesty, integrity and sound judgment that we expect of senior executives who are responsible for preparing and certifying our financial statements.

All senior financial officers must complete an annual certification that they have not acted in violation of the Code of Ethics. By completing this certification, they are committing to comply with the Code of Ethics on behalf of themselves and employees under their supervision.

## Anti-Corruption Program

Our Anti-Corruption Program emphasizes our commitment to conducting our business and operations with the highest level of integrity everywhere we operate. Bribes of all nature are strictly prohibited, and guidance is available by policy on the exchange of business courtesies.

All employees receive anti-corruption education through the Code of Business Conduct training upon hire. Further, those with job functions identified as having greater corruption risk exposure receive additional training on a routine basis, at least every 24 months.

## 2023 COMPLIANCE AND ETHICS HIGHLIGHTS

100% of all salaried MPC employees completed the Code of Business Conduct certification

99.4% of MPC employees hired in 2023 completed Code of Business Conduct training

All MPC and MPLX senior financial officers completed the Code of Ethics for Senior Financial Officers certification





## 24/7 Anonymous Integrity Helpline

MPC's Integrity Helpline enables employees, business partners, community members and others to ask questions or raise allegations related to workplace behavior or ethics. While all our employees are encouraged to speak with their immediate supervisors or Human Resources representative if they have questions or concerns related to ethics and the Code, the helpline is an additional avenue to do so anonymously. We maintain a no-retaliation policy and never permit adverse action against individuals making a submission in good faith.

Our goal is to complete all investigations within 90 days. When warranted, investigations may result in a change in policy or procedure, a determination that an allegation could not be substantiated or disciplinary action. Disciplinary measures generally range from coaching and counseling to more formal written warnings, suspension or even termination. In determining the appropriate response, we strive to balance consistent application with the weighing of specific facts and circumstances. Misconduct also may result in a lower performance rating and adversely impact an employee's merit increase and bonus opportunity.

Those contacting the Integrity Helpline with a report of misconduct can expect:

- To be given the opportunity to remain anonymous
- The matter to be assigned an investigator
- To be provided an access code for checking case status and updates, and for communicating with our Business Integrity and Compliance representatives and investigators
- The matter to be investigated in a manner and to the extent appropriate based on the nature of the allegation
- The report to be handled promptly, discreetly and professionally with the identity of the reporter protected
- To be contacted when the investigation is complete

Allegation statistics are reported to the Audit Committee of the Board of Directors twice per year. In responding to any allegation of a violation of our Code of Business Conduct or the Code of Ethics for Senior Financial Officer, our Chief Compliance Officer has direct access to the Board's Independent Lead Director, President and Chief Executive Officer, Chief Financial Officer, Vice President of Audit and the chair of the Board's Audit Committee.

## COMPLIANCE AND ETHICS PROGRAM FEEDBACK

For the third consecutive year, MPC participated in global Corporate Compliance and Ethics Week, reflecting on the importance of integrity in the workplace and its lasting effect on culture.

Throughout the week, over 2,500 employees took part in a poll to share their feedback about our Compliance and Ethics Program.

- **98%** said MPC clearly communicates its expectations of ethical behavior
- **99%** understand how the Code of Business Conduct applies to them in the roles they perform
- **94%** feel it is safe to speak up at MPC



## Political Contributions and Advocacy

We believe participating in the political process is an essential part of advancing the meaningful exchange of information and views on issues that affect our company and our stakeholders.

MPC takes part in the political process in several ways, including lobbying, contributing to grassroots activity, advocacy on specific issues, participating in trade associations, supporting an active employee political action committee and, where lawful, directly supporting political candidates and ballot issues.

All these activities are subject to oversight by our Board of Directors, Sustainability and Public Policy Committee, vice president of federal and state government affairs and senior management.

### Climate Policy

As it relates to climate change, our public policy engagement is guided by our commitment to sustainability. We support policies that complement this commitment and the investments we make within an evolving energy industry. Examples of our issue advocacy include policies that enable sustainable aviation fuel; carbon capture, utilization and sequestration; hydrogen, cellulosic and renewable diesel pathways; and carbon-reduction opportunities under the Renewable Fuel Standard Program.

### Trade Associations

Taking part in trade associations is an important part of our role as an active member of our industry and the broader industries and businesses with which we work. Trade associations provide important ways for us to engage in the development of industry standards and practices and share advances and best practices in science, engineering, safety, stakeholder engagement, training, certifications, research and more.

When our trade associations engage on climate policy, we generally encourage them to take positions that are not inconsistent with our commitment to sustainability.

For more information on how we evaluate this expectation and for information on the climate positions of our trade associations, please visit our [website](#).

### Disclosures

We recognize that our public policy activities are of interest to our stakeholders. We publicly report information for each of the past five years for the following:

- Federal lobbying disclosure, including links to the websites of the clerk of the U.S. House of Representatives and the secretary of the U.S. Senate where our quarterly federal lobbying reports can be obtained via a search of "Marathon Petroleum," as well as expenses relating to federal lobbying activity.
- State lobbying disclosure, including a map showing the states where we have registered as an employer or principal of lobbyists, links to each state's lobbying reporting site and an approximate total of state-reported lobbying expenditures.
- Employee political action committee reports showing federal and state-level contributions.
- Corporate political contributions reports showing contributions made from company treasury funds.
- A report of trade associations with dues of \$50,000 or greater and that may engage in lobbying activities, the range of dues paid to each organization, as well as amounts attributable to federal lobbying or state and grassroots lobbying and advertising.
- A report of contributions to social welfare organizations for lobbying and/or advocacy purposes, beginning with 2022 contributions.

For more information, please visit the Political Engagement page of our [website](#).



# Cybersecurity and Privacy

We have processes in place designed to protect our information systems, data, assets, infrastructure and computing environments from cybersecurity threats and risks while maintaining confidentiality, integrity and availability. These enterprisewide processes are based on policies, practices and standards that guide us on identifying, assessing, and managing material cybersecurity risks.

## Threat Awareness and Prevention Training

Threat awareness and prevention training begins at the time of an individual's hiring and continues throughout the individual's tenure via training and materials delivered across multiple channels, including weekly newsletters, digital signage, events celebrating Cybersecurity Awareness Month and role-based training.

Our employees and contractors are provided annual computer based cybersecurity awareness training covering several key cybersecurity principles, such as identity protection, incident reporting, safe internet usage and mobile security.

We employ a simulated email phishing program to aid in the protection of our systems and networks against email-based cybersecurity threats. Account users receive simulated phishing emails routinely throughout the year to assess the account user's ability to identify and report suspicious emails. An account user who inappropriately interacts with any such email is provided immediate feedback. Repeated failures result in additional training and are escalated to the account user's supervisor who may then take appropriate action.

**97% of our employees completed cybersecurity awareness training**

**99% of account users received simulated phishing emails**

## Cybersecurity Risks

We utilize layers of defensive measures designed to facilitate resilience, minimize attack surfaces and provide flexibility and scalability in our proficiency to address cybersecurity risks and threats. Security limits are placed on physical and network access to our information technology (IT) and operational technology (OT) systems and network environments, including limiting remote network access.

Internal IT and OT controls are designed to detect cybersecurity threats by collecting and analyzing data in our centralized cybersecurity operations center (CSOC). Our personnel are trained to report suspicious incidents and cybersecurity threats to our IT Service Desk, where they are screened and then escalated to our CSOC for appropriate action.

We engage with external resources to contribute to and provide independent evaluation of our cybersecurity practices, including an annual assessment of our cybersecurity program performed by a third party against the National Institute of Standards and Technology (NIST) – Cybersecurity Framework.

We manage third-party service provider cybersecurity risks through contract management, evaluation of applicable security control assessments and third-party risk assessment processes.

## Governance and Compliance

We apply an enterprise risk management (ERM) methodology as established and led by our executive leadership team to identify, assess and manage enterprise-level risks. Our cybersecurity risk program directly integrates and is intended to align with our governing ERM program. Our full Board of Directors oversees enterprise-level risks and has delegated to the Audit Committee of our Board oversight of risks from cybersecurity threats as informed through the ERM program.

Our Chief Digital Officer (CDO) and Chief Information Security Officer (CISO) are standing members of the ERM Committee, comprised of members of senior management. As part of the committee, these individuals report on and evaluate cybersecurity threats and risk management efforts, as communicated to them by way of their direct reports and the larger cybersecurity team. The CDO and CISO provide regular cybersecurity briefings to the Board of Directors and the Audit Committee as needed, with a minimum of two briefings per year. The Audit Committee further reviews and provides input on our cybersecurity and information security strategy.

Our cybersecurity leadership and operational teams monitor cybersecurity threat intelligence and applicable cybersecurity regulatory requirements in a variety of ways, including by communicating with federal agencies, trade associations, service providers and other miscellaneous third-party resources. Our management team, through consultation with our CDO, CISO and the Audit Committee of our Board, uses the information gathered from these sources to inform long-term cybersecurity investments and strategies that seek to identify, protect, detect, respond and recover from cybersecurity incidents.

Our Computer Security Policy governs cybersecurity efforts and supports compliance with legal requirements. The policy is implemented through a governance process that includes standards, procedures, risk management, defense strategy and compliance reviews.

Our cybersecurity policies apply to personnel and third parties that own, manage, administer, support, develop or work on company information systems and to all our computing environments, whether connected to or segregated from our corporate network. All such personnel have access to our cybersecurity policies. We emphasize policy awareness through training and supervisor engagement and implement policy compliance through a structured escalation program as needed.

Our Code of Business Conduct further addresses protection of company assets, information systems, social media, business records retention and confidential information.

## Privacy

Protecting all personal data is a priority. We are committed to complying with applicable privacy laws, as well as privacy regulations and safeguards that have been applied to our operations. We adhere to the Payment Card Industry Data Security Standard, which provides requirements that protect payment card account data of our customers. A third party assessor is annually engaged to assess compliance.

## Incident Preparedness and Response

Our cybersecurity resiliency is assessed through various methods, including penetration testing; tabletop exercises with varying scenarios and participants, ranging from individuals on our operations teams to executive leadership; business continuity drills to ensure continued safe operation of critical assets; and analyzing our corporate cybersecurity incident response plan.





# Appendix

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## About This Report

MPC and MPLX’s 2023 Sustainability Report reflects our long-standing commitment to transparency and accountability around the environmental, social and governance dimensions of our business. We have publicly reported on these matters since 2011, and this report communicates our sustainability strategy and performance in reference to the Sustainability Accounting Standards Board (SASB) metrics and Global Reporting Initiative (GRI) Standards, as well as other recognized reporting frameworks.

➤ Please visit the following websites for additional information on our sustainability priorities.

MPC – [marathonpetroleum.com/sustainability](https://marathonpetroleum.com/sustainability)

MPLX – [mplx.com/sustainability](https://mplx.com/sustainability)

## Reporting Frameworks and Disclosures

### SASB

This report is informed by the oil and gas industry metrics from the Sustainability Accounting Standards Board (SASB) standards.

### GRI

This report has been prepared with reference to the Global Reporting Initiative (GRI) Sector Standard for Oil and Gas.

### IPIECA

This report is consistent with International Petroleum Industry Environmental Conservation Association (Ipieca) Sustainability Reporting Guidance for the Oil and Gas Industry (2020) and includes core reporting elements for each presented indicator.

### TCFD

We annually publish a separate risk assessment report that follows guidelines set forth by the Financial Stability Board Task Force on Climate-related Financial Disclosures (TCFD).

➤ Click [here](#) for our latest Perspectives on Climate-Related Scenarios report.

### CDP Reporting

We participate annually in the CDP Climate Change and Water Security reports.

➤ Click [here](#) for our most recent Climate Change response in accordance with the CDP reporting schedule.

➤ Click [here](#) for our most recent Water Security response in accordance with the CDP reporting schedule.

### Reporting Framework Cross-Reference

➤ See [Reporting Framework Cross-Reference](#) for mapping of our most significant reporting topics to SASB and GRI standards, as well as Ipieca indicators. See also our SASB and GRI tables provided separately on our [website](#).

## Scope of Report

The information and data in this report covers all MPC entities, including MPLX LP, for the calendar year 2023, unless otherwise indicated.

## Data Quality

The development of ESG reporting requires the use of estimate, judgments and assumptions that may affect the reported figures at the date of publication during the reporting period. Due to rounding, numbers presented throughout the performance data table may not add up to the totals provided, and percentages may not precisely reflect the rounded numbers. Prior-year data may have been updated to reflect better data availability, consistency, etc. Data included has been reviewed by MPC’s Audit, Assurance and Advisory Services organization. In addition, we engaged an independent third party, LRQA, to provide independent assurance of our Scope 1, Scope 2 and Scope 3 - Category 11 GHG emissions and Scope 1 and Scope 2 GHG emissions intensity data.

➤ Click [here](#) to view the external assurance statement from LRQA relating to our GHG data.

## Performance Data

### Company Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
ECONOMIC PERFORMANCE <sup>(1)</sup>									
Sales and Other Operating Revenue	\$ millions	-	201-1a.i	-	123,949	69,779	119,983	177,453	148,379
Income from Operations	\$ millions	-	-	-	5,576	(12,247)	4,300	21,469	14,514
Net Income Attributable to MPC	\$ millions	-	201-1a.iii	-	2,637	(9,826)	9,738	14,516	9,681
Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	-	6,133	2,754	1,815	2,788	2,554
Environmental Expenditures (capital and expense) <sup>(2)/(3)</sup>	\$ millions	-	-	-	1,213	630	991	1,226	1,476
OPERATIONAL PERFORMANCE <sup>(4)</sup>									
MPC Manufacturing Inputs	million boe	-	-	-	1,817	1,627	1,682	1,741	1,769
Refining Manufacturing Inputs	million boe	EM-RM-000.A	-	-	1,142	940	1,012	1,068	1,054
MPLX Gas Plant Manufacturing Inputs	million boe	-	-	-	675	687	670	673	714
Crude Oil Refining Capacity	thousand bpcd	EM-RM-000.B	-	-	3,067	2,874	2,887	2,898	2,950
Natural Gas Gathering Volumes	million cubic feet per day	EM-MD-000.A	-	-	5,967	5,331	5,131	5,684	6,257
MPLX Crude and Refined Products Transported	thousand bpd	-	-	-	5,114	4,712	5,453	5,660	5,812
MPLX Crude Oil Transported	thousand bpd	EM-MD-000.A	-	-	3,228	2,998	3,380	3,549	3,772
MPLX Refined Products Transported	thousand bpd	EM-MD-000.A	-	-	1,886	1,714	2,073	2,111	2,040
Total addressable market for 2023	\$ billions	EM-RM-410a.2	-	-	2.8	3.7	8.4	10.2	9.3
Total market share <sup>(5)</sup>	%	EM-RM-410a.2	-	-	2	2	5	4.5	5.4



Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
GREENHOUSE GAS EMISSIONS <sup>(4)(6)</sup>									
Total Scope 1 and Scope 2 GHG Emissions	million tonnes CO <sub>2</sub> e	-	-	CCE-4 - C1	45.0	40.2	39.9	40.4	39.8
Scope 1 and 2 GHG Intensity (excludes GHG associated with exported power from cogen)	tonnes CO <sub>2</sub> e/mboe input	-	305-4a	CCE-4 - C4	23.8	23.7	22.9	22.4	21.7
Total Scope 1 and Scope 2 GHG Intensity Reduction Since 2014	%	-	305-5a	–	-21	-21	-23	-25	-27
Total Scope 1 GHG Emissions <sup>(7)(8)</sup>	million tonnes CO <sub>2</sub> e	-	305-1a	CCE-4 - C1	36.8	32.2	33.0	33.7	33.0
Total Scope 1 CO <sub>2</sub> Emissions	million tonnes CO <sub>2</sub>	-	-	CCE-4 - C1	35.9	31.3	32.2	33.1	32.4
Total Scope 1 CH <sub>4</sub> Emissions	thousand tonnes CH <sub>4</sub>	-	-	CCE-4 - C1	31.7	32.7	23.5	22.8	21.6
Total Scope 1 N <sub>2</sub> O Emissions	thousand tonnes N <sub>2</sub> O	-	-	CCE-4 - C1	0.2	0.2	0.2	0.2	0.2
Total Scope 1 SF <sub>6</sub> and Tracer Emissions	tonnes SF <sub>6</sub> and tracer	-	-	CCE-4 - C1	1	0	9	0	0
Refining Scope 1 GHG Emissions	million tonnes CO <sub>2</sub> e	EM-RM-110a.1	-	CCE-4 - C3	31.0	26.7	27.5	28.3	27.6
Refining Scope 1 GHG Covered by Emissions-limiting Regulation <sup>(9)</sup>	%	EM-RM-110a.1	-	-	27	25	23	23	26
MPLX Scope 1 GHG Emissions <sup>(10)</sup>	million tonnes CO <sub>2</sub> e	EM-MD-110a.1	-	CCE-4 - C3	5.7	5.4	5.5	5.4	5.4
MPLX Scope 1 GHG Emissions from Methane (CO <sub>2</sub> e basis)	%	EM-MD-110a.1	-	-	11	13	8	8	8
MPLX Scope 1 GHG Covered by Emissions-limiting Regulation	%	EM-MD-110a.1	-	-	< 2	< 2	< 1	< 1	< 1
MPLX G&P Scope 1 Methane Emissions Intensity	%	-	-	-	0.026	0.029	0.020	0.018	0.016
Total Scope 2 GHG Emissions <sup>(11)</sup>	million tonnes CO2e	-	305-2a	CCE-4 - C2	8.2	8.0	6.9	6.7	6.8
Refining Scope 2 GHG Emissions	million tonnes CO <sub>2</sub> e	-	-	CCE-4 - C3	4.0	3.8	3.5	3.4	3.4
MPLX Scope 2 GHG Emissions <sup>(10)</sup>	million tonnes CO <sub>2</sub> e	-	-	CCE-4 - C3	3.8	3.8	3.3	3.3	3.3
Scope 3 - Category 11: Use of Sold Products - Refinery Yield Method	million tonnes CO <sub>2</sub> e	-	305-3a	CCE-4 - A2	426	352	379	404	400
ENERGY CONSUMPTION <sup>(4)(6)</sup>									
Total Energy Consumption	billion gj	-	302-1a	CCE-6 - C1	0.6	0.6	0.6	0.6	0.6
Refining Energy Consumption	billion gj	-	-	-	0.5	0.5	0.5	0.5	0.5
MPLX G&P Energy Consumption	billion gj	-	-	-	0.1	0.1	0.1	0.1	0.1

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
ENERGY CONSUMPTION (CONTINUED) <sup>(4)(6)</sup>									
Energy Intensity	gj/boe	-	302-3a	CCE-6 - A2	0.3	0.3	0.4	0.3	0.3
Refining Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.5	0.5	0.5	0.4	0.4
MPLX G&P Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.1	0.1	0.1	0.2	0.2
Energy Consumption Purchased/Produced by Renewable Sources	million gj	-	302-1b	CCE-6 - C2	-	6.1	5.4	6.1	7.1
Energy Consumption Purchased/Produced by Combined Heat and Power	million gj	-	302-1c	CCE-6 - C2	-	-	58	55	55
Energy Consumption Purchased/Produced by Combined Cycle Gas Turbine	million gj	-	302-1c	CCE-6 - C2	-	-	9.1	9.5	10.8
Avoided Energy Consumption from Efficiency Efforts	million gj	-	302-4a	-	18	13	19	20	14
AIR EMISSIONS <sup>(4)(6)</sup>									
Total Criteria Pollutant Emissions	thousand tonnes	-	-	-	50.3	43.9	43.7	43.1	42.2
Total SOx Emissions	thousand tonnes	-	305-7a.ii	ENV-5 - C1	3.3	2.5	2.8	2.7	2.6
Total NOx Emissions	thousand tonnes	-	305-7a.i	ENV-5 - C1	17.9	14.8	15.2	15.4	14.8
Total CO Emissions	thousand tonnes	-	305-7a.vii	ENV-5 - A1	10.8	9.7	9.9	9.5	9.4
Total VOC Emissions	thousand tonnes	-	305-7a.iv	ENV-5 - C1	15.0	14.1	13.1	12.6	12.7
Total PM <sub>10</sub> Emissions	thousand tonnes	-	305-7a.vi	ENV-5 - A1	3.4	2.9	2.7	2.9	2.7
Total Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	-	27.7	27.0	26.0	24.8	23.8
Refining Criteria Pollutant Emissions	thousand tonnes	-	-	ENV-5 - A3	32.8	28.8	29.9	30.4	29.5
Refining SOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	3.2	2.4	2.7	2.6	2.5
Refining NOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	11.9	10.0	10.6	10.8	10.3
Refining CO Emissions	thousand tonnes	-	-	ENV-5 - A3	7.6	7.0	7.3	7.3	7.0
Refining VOC Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	7.3	6.9	6.9	7.2	7.4
Refining PM <sub>10</sub> Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.8	2.5	2.3	2.5	2.3
Refining H <sub>2</sub> S Emissions <sup>(12)</sup>	thousand tonnes	EM-RM-120a.1	-	-	0.09	0.08	0.06	0.06	0.08
Refining Criteria Pollutant Emissions from Flaring	thousand tonnes	-	-	-	2.5	2.1	2.9	3.2	2.5
Refining Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	ENV-5 - A3	28.7	30.6	29.5	28.5	28.0
Hazardous Air Pollutant Emissions <sup>(12)</sup>	thousand tonnes	-	305-7a.v	-	0.9	0.9	1.0	1.2	1.1
Number of Refineries in or Near Areas of Dense Population	count	EM-RM-120a.2	-	-	12	12	12	12	12



Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
AIR EMISSIONS (CONTINUED) <sup>(4)(6)</sup>									
MPLX Criteria Pollutant Emissions <sup>(10)</sup>	thousand tonnes	-	-	ENV-5 - A3	17.4	15.1	13.9	12.7	12.6
MPLX SOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	0.1	0.1	0.1	0.1	0.1
MPLX NOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	5.9	4.8	4.6	4.6	4.5
MPLX CO Emissions	thousand tonnes	-	-	ENV-5 - A3	3.2	2.7	2.6	2.3	2.4
MPLX VOC Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	7.7	7.1	6.2	5.4	5.2
MPLX PM <sub>10</sub> Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	0.5	0.4	0.4	0.4	0.4
WATER <sup>(4)(6)</sup>									
Total Water Withdrawal	megaliters	-	303-3a	-	162,831	145,269	140,181	144,400	143,945
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	ENV-1 - C1	157,379	139,036	135,057	133,736	134,227
Other water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	ENV-1 - A4	5,452	6,234	5,124	10,664	9,718
Surface Water Withdrawal	megaliters	-	303-3a.i	-	87,693	79,001	77,123	77,303	77,562
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	87,693	78,999	77,123	77,303	77,561
Groundwater Withdrawal	megaliters	-	303-3a.ii	-	21,496	22,861	25,103	25,819	24,482
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	17,338	17,883	21,502	18,502	18,218
Seawater Withdrawal	megaliters	-	303-3a.iii	-	87	75	73	59	92
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	-	87	75	73	59	92
Third-Party Withdrawal	megaliters	-	303-3a.v	-	53,555	43,331	37,532	40,467	40,951
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	52,348	42,153	36,432	37,931	38,447
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	-	1,207	1,178	1,101	2,536	2,503
Total Freshwater Recycled	megaliters	-	-	ENV-1 - A5	9,167	26,055	27,766	30,648	30,026
Refining Freshwater Withdrawal	megaliters	EM-RM-140a.1	-	-	155,697	137,420	134,495	132,786	133,624
Refining Freshwater Recycled <sup>(13)</sup>	%	EM-RM-140a.1	-	-	6	19	21	23	22
Refining Freshwater Withdrawal in High Baseline Water Stress Areas as Percentage of Total Freshwater Withdrawal	%	EM-RM-140a.1	-	-	26	23	23	21	24

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
WATER (CONTINUED) <sup>(4)(6)</sup>									
Refining Freshwater Consumed in High Baseline Water Stress Areas as Percentage of Total Freshwater Consumed	%	EM-RM-140a.1	-	-	27	24	25	18	17
Refining Total Water Consumption	megaliters	-	303-5a	-	74,661	63,540	62,811	66,590	63,334
Total Water Withdrawal in Stressed Areas	megaliters	-	303-3b	ENV-1 - C4	44,069	37,135	34,576	36,567	40,193
Surface Water Withdrawal in Stressed Areas	megaliters	-	303-3b.i	-	0	0	0	1	0
Groundwater Withdrawal in Stressed Areas	megaliters	-	303-3b.ii	-	11,911	13,931	15,989	17,426	16,394
Third-Party Withdrawal in Stressed Areas	megaliters	-	303-3b.v	-	32,158	23,203	18,587	19,122	23,752
Total Freshwater Withdrawal in Stressed Areas	megaliters				39,911	32,157	30,975	27,858	32,622
Total Freshwater Recycled in Stressed Areas	megaliters	-	-	-	5,267	15,173	16,404	16,895	17,560
Total Freshwater Recycled in Stressed Areas	%	-	-	-	13	47	53	61	54
Total Freshwater Withdrawal Intensity	megaliters/million boe	-	-	ENV-1 - A2	87	85	80	77	76
Total Water Consumption	megaliters	-	303-5a	ENV-1 - C2	76,299	64,784	63,178	67,269	64,196
Total Water Consumption in Stressed Areas	megaliters	-	303-5b	-	22,757	18,947	18,184	18,983	17,278
Total Water Consumption Intensity	megaliters/million boe	-	-	-	42	40	38	39	36
Total Water Discharge	megaliters	-	303-4a	ENV-2 - A5	89,483	82,478	78,702	79,294	80,415
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	86,427	79,825	76,670	76,686	77,997
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	3,056	2,652	2,033	2,608	2,418
Surface Water Discharge	megaliters	-	303-4a.i	ENV-2 - A6	52,047	49,453	48,710	46,871	45,742
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	ENV-2 - A5	52,047	49,404	48,710	46,867	45,742
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	0	49	0	4	0
Groundwater Discharge (includes deepwell injection)	megaliters	-	303-4a.ii	ENV-2 - A6	2,951	1,993	1,699	2,162	2,129
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	32	2	3	0	0
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	2,919	1,991	1,696	2,162	2,129
Seawater Discharge	megaliters	-	303-4a.iii	ENV-2 - A6	6,377	3,841	1,100	995	3,728
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	6,290	3,766	1,087	895	3,704
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	87	75	13	100	24
Third-Party Discharge	megaliters	-	303-4a.iv	ENV-2 - A5	28,108	27,191	27,193	29,265	28,815
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	28,059	26,653	26,870	28,923	28,551
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	49	538	323	342	265



Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
<b>WATER (CONTINUED)</b> <sup>(4)(6)</sup>									
Total Water Discharge in Stressed Areas	megaliters	-	303-4c	ENV-2 - A7	21,312	18,188	16,392	17,583	22,915
Freshwater (≤ 1,000 mg/L total dissolved solids)	megaliters	-	303-4c.i	-	21,312	18,188	16,392	17,562	22,850
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4c.ii	-	0	0	0	21	66
Seawater Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	6,290	3,757	1,087	895	3,704
Third-Party Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	15,022	14,431	15,303	16,676	19,101
Incidents of Noncompliance with Discharge Limits	count	-	303-4d.iii	-	92	92	59	25	30
Incidents of Noncompliance with Water Quality Permits, Standards and Regulations with Enforcement	count	EM-RM-140.a2	-	-	13	13	12	7	2
<b>WASTE</b> <sup>(4)(6)(14)</sup>									
Total Waste Generated	thousand tonnes	-	306-3.a	-	422	253	318	254	260
Hazardous Waste Generated	thousand tonnes	-	306-3.a	-	42	42	36	37	45
Nonhazardous Waste Generated	thousand tonnes	-	306-3.a	-	381	211	282	217	214
Total Waste Diverted from Disposal	thousand tonnes	-	306-4.a,b	-	119	69	90	40	57
Hazardous Waste Diverted from Disposal	thousand tonnes	-	306-4.a	-	13	13	10	19	22
Hazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4.b.i	-	0	0	0	5	12
Hazardous Waste - Recycling	thousand tonnes	-	306-4.b.ii	-	13	13	10	14	10
Hazardous Waste - Other Recovery	thousand tonnes	-	306-4.b.iii	-	0	0	0	0	0
Nonhazardous Waste Diverted from Disposal	thousand tonnes	-	306-4.a,c	-	106	56	80	22	36
Nonhazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4.c.i	-	2	0	0	0	4
Nonhazardous Waste - Recycling	thousand tonnes	-	306-4.c.ii	-	104	56	80	21	32
Nonhazardous Waste - Other Recovery	thousand tonnes	-	306-4.c.iii	-	0	0	0	0	0

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
<b>WASTE (CONTINUED)</b> <sup>(4)(6)(14)</sup>									
Total Waste Directed to Disposal	thousand tonnes	-	306-5.a	-	303	184	228	214	202
Hazardous Waste Directed to Disposal	thousand tonnes	-	306-5.a,b	-	29	29	26	18	23
Hazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5.b.i	-	19	16	10	12	15
Hazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5.b.ii	-	7	8	12	5	5
Hazardous Waste - Landfilling	thousand tonnes	-	306-5.b.iii	-	3	5	4	2	4
Hazardous Waste - Other Disposal	thousand tonnes	-	306-5.b.iv	-	0	0	0	0	0
Nonhazardous Waste Directed to Disposal	thousand tonnes	-	306-5.a,c	-	275	155	202	195	179
Nonhazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5.c.i	-	21	20	13	6	0
Nonhazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5.c.ii	-	1	0	1	1	0
Nonhazardous Waste - Landfilling	thousand tonnes	-	306-5.c.iii	-	253	135	188	188	179
Nonhazardous Waste - Other Disposal	thousand tonnes	-	306-5.c.iv	-	0	0	0	0	0
Refining Hazardous Waste Generated	thousand tonnes	EM-RM-150a.1	-	-	38	41	34	32	32
Refining Hazardous Waste Recycled	%	EM-RM-150a.1	-	-	34	31	25	43	33
Underground Storage Tanks (USTs) <sup>(15)</sup>	count	EM-RM-150a.2	-	-	15,872	15,753	298	298	298
UST Releases Requiring Cleanup	count	EM-RM-150a.2	-	-	32	80	0	0	0
UST Releases Requiring Cleanup in States with UST Financial Assurance Funds	%	EM-RM-150a.2	-	-	47	85	0	0	0



Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
SPILLS <sup>(4)(6)</sup>									
Hazardous Material Spilled >1 bbl - volume	bbls	-	306-3	-	4,594	681	54,108	6,132	29,124
Hazardous Material Spills >1 bbl - count	count	-	306-3	-	8	3	8	9	8
Total Oil Spilled >1 bbl - volume	bbls	-	-	ENV-6 - C2	5,446	1,003	5,493	6,668	7,275
Total Oil Spills >1 bbl - count	count	-	-	ENV-6 - C2	160	61	47	70	72
Oil Spilled to Land >1 bbl - volume	bbls	-	-	ENV-6 - A3	5,340	515	4,740	5,760	5,745
Oil Spills to Land >1 bbl - count	count	-	-	ENV-6 - A3	140	59	46	66	70
Oil Spilled to Water >1 bbl - volume	bbls	-	-	ENV-6 - A3	106	488	753	908	1,530
Oil Spills to Water >1 bbl - count	count	-	-	ENV-6 - A3	20	2	1	4	2
MPLX Hydrocarbons Spilled >1 bbl - volume	bbls	EM-MD-160a.4	-	-	2,232	855	2,748	5,506	5,634
MPLX Hydrocarbon Spills >1 bbl - count	count	EM-MD-160a.4	-	-	41	34	26	47	39
MPLX Hydrocarbons Spilled to Land >1 bbl - volume	bbls	EM-MD-160a.4	-	-	2,127	293	1,995	4,606	4,104
MPLX Hydrocarbons Spilled to Water >1 bbl - volume	bbls	EM-MD-160a.4	-	-	105	488	753	901	1,530
MPLX Hydrocarbons Spilled in Arctic >1 bbl - volume	bbls	EM-MD-160a.4	-	-	0	0	0	0	0
MPLX Hydrocarbons Spilled in Unusually Sensitive Areas >1 bbl - volume <sup>(16)</sup>	bbls	EM-MD-160a.4	-	-	0	0	0	3,500	0
MPLX Hydrocarbons Spilled Recovered >1 bbl - volume	bbls	EM-MD-160a.4	-	-	2,140	781	2,528	4,558	4,646
Reportable Pipeline Incidents	count	EM-MD-540a.1	-	-	14	12	14	11	22
Reportable Pipeline Incidents - Significant	%	EM-MD-540a.1	-	-	28.6	33	50	55	50
Rail Transportation Accident Releases	count	EM-MD-540a.3	-	-	0	0	0	0	0
Rail Transportation Non-Accident Releases	count	EM-MD-540a.3	-	-	5	6	3	6	8
Natural Gas Pipelines Inspected <sup>(17)</sup>	%	EM-MD-540a.2	-	-	22.9	11	12	9.9	0.0
Hazardous Liquid Pipelines Inspected <sup>(17)</sup>	%	EM-MD-540a.2	-	-	26.7	23.7	34.0	32.1	57.2

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
DESIGNATED ENVIRONMENTAL INCIDENTS (DEIs) <sup>(18)</sup>									
Number of Tier 2, 3 and 4 DEIs	count	-	-	-	228	151	166	187	179
Tier 2 DEIs	count	-	-	-	143	101	111	135	110
Tier 3 and 4 DEIs	count	-	-	-	85	50	55	52	69
ECOLOGICAL IMPACTS									
Wildlife Habitat Council Certified Habitats Owned and Maintained	count	-	-	-	23	22	20	16	16
Acres of Wildlife Habitat Council Certified Habitats Owned and Maintained	acres	-	-	-	1,317	1,313	1,183	817	832
Land Owned, Leased, and/or Operated within Areas of Protected Conservation Status or Endangered Species Habitat <sup>(19)</sup>	%	EM-MD-160a.2	304-1	-	-	23	21	19	20
Terrestrial Acreage Disturbed <sup>(20)</sup>	acres	EM-MD-160a.3	-	-	3,294	4,644	7,328	1,565	1,393
Impacted Areas Restored <sup>(21)</sup>	%	EM-MD-160a.3	304-3	-	100	92	100	117	82



Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS (EEO-1 DATA) <sup>(22)</sup>									
TOTAL EMPLOYEES									
Total Minority Representation	%	-	405-1	SOC-5 - C2	23.1	22.6	23.0	23.8	24.2
Hispanic or Latino	%	-	405-1	SOC-5 - C2	12.3	12.5	12.5	13.0	13.2
Black or African American	%	-	405-1	SOC-5 - C2	4.8	4.8	4.9	5.0	5.1
Asian	%	-	405-1	SOC-5 - C2	3.1	2.8	2.9	3.0	3.1
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	1.2	0.8	0.8	0.9	0.9
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	0.3	0.3	0.4	0.4	0.4
Two or More Races	%	-	405-1	SOC-5 - C2	1.4	1.3	1.4	1.5	1.6
White	%	-	405-1	SOC-5 - C2	76.9	77.4	77.0	76.2	75.8
Women	%	-	405-1	SOC-5 - C2	18.6	18.1	18.1	18.0	18.0
EXECUTIVE/SENIOR OFFICIALS AND MANAGERS									
Total Minority Representation	%	-	405-1	SOC-5 - C2	3.2	3.8	4.0	0.0	0.0
Hispanic or Latino	%	-	405-1	SOC-5 - C2	3.2	3.8	4.0	0.0	0.0
Black or African American	%	-	405-1	SOC-5 - C2	0	0	0	0.0	0.0
Asian	%	-	405-1	SOC-5 - C2	0	0	0	0.0	0.0
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	0	0	0	0.0	0.0
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	0	0	0	0.0	0.0
Two or More Races	%	-	405-1	SOC-5 - C2	0	0	0	0.0	0.0
White	%	-	405-1	SOC-5 - C2	96.8	96.2	96.0	100.0	100.0
Women	%	-	405-1	SOC-5 - C2	22.6	23.1	24.0	33.3	35.3
FIRST/MID-LEVEL OFFICIALS AND MANAGERS									
Total Minority Representation	%	-	405-1	SOC-5 - C2	14.4	14.5	15.8	16.3	16.7
Hispanic or Latino	%	-	405-1	SOC-5 - C2	7.4	7.4	7.9	8.2	8.3
Black or African American	%	-	405-1	SOC-5 - C2	3	3.2	3.5	3.6	3.7
Asian	%	-	405-1	SOC-5 - C2	2	1.9	2.2	2.5	2.8
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	0.7	0.4	0.5	0.5	0.5
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	0.2	0.3	0.3	0.2	0.3
Two or More Races	%	-	405-1	SOC-5 - C2	1.1	1.2	1.4	1.3	1.2
White	%	-	405-1	SOC-5 - C2	85.6	85.5	84.2	83.7	83.3
Women	%	-	405-1	SOC-5 - C2	12.9	14.2	16.0	14.9	15.8

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS <sup>(22)</sup> (EEO-1 DATA) (CONTINUED)									
PROFESSIONALS									
Total Minority Representation	%	-	405-1	SOC-5 - C2	20.8	20.1	20.7	22.1	22.3
Hispanic or Latino	%	-	405-1	SOC-5 - C2	10.4	10.5	10.7	11.6	11.6
Black or African American	%	-	405-1	SOC-5 - C2	3.1	2.6	2.5	3.1	3.2
Asian	%	-	405-1	SOC-5 - C2	5.4	5.3	5.6	5.5	5.4
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	0.3	0.3	0.3	0.3	0.3
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	0.1	0.1	0.1	0.1	0.1
Two or More Races	%	-	405-1	SOC-5 - C2	1.5	1.4	1.4	1.4	1.6
White	%	-	405-1	SOC-5 - C2	79.2	79.9	79.3	77.9	77.7
Women	%	-	405-1	SOC-5 - C2	29.9	30.6	30.6	30.6	30.5
WORKFORCE									
TOTAL WORKFORCE - ALL EMPLOYEES	count	-	2-7	-	20,520	18,639	17,670	17,887	18,191
Total Workforce - Women	%	-	2-7, 405-1	SOC-5 - C2	19	18	18	18	18
Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C2	23	23	23	24	24
Workforce - Full-Time Employment	%	-	-	-	98	99	99	99	99
Workforce - Part-Time and Seasonal Employment	count	-	-	-	-	-	-	171	171
Employees by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	20	16	14	12	10
Employees by Age Group Generation X	%	-	405-1	SOC-5 - C3	42	43	43	42	41
Employees by Age Group Millennials	%	-	405-1	SOC-5 - C3	37	40	41	42	44
Employees by Age Group Generation Z	%	-	405-1	SOC-5 - C3	1	1	2	4	5
Ratio of Permanent to Temporary Employees	ratio	-	-	-	-	-	-	103:1	102:1
Total Employee Turnover Rate	%	-	-	-	-	-	-	10	7
Voluntary Employee Turnover Rate	%	-	-	-	-	-	-	8.5	5.3
Average Years Employed by the Company for Men	count	-	-	-	-	-	-	10	11
Average Years Employed by the Company for Women	count	-	-	-	-	-	-	10	10
Open Positions Filled by Internal Candidates	%	-	-	-	-	-	-	39.3	43.7
Minimum Wage - Lowest Entry Level Wage	\$	-	-	-	-	-	-	16.34	18.62
Unionized Employees - All Employees	count	-	2-30a	-	4,650	4,081	3,824	3,787	3,753
Employees with Disability (self-reported)	%	-	-	-	-	-	-	1	1



Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
WORKFORCE (CONTINUED)									
BOARD OF DIRECTORS									
Board of Directors - Women	%	-	405-1	SOC-5 - C3	17	17	17	18	18
Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	25	25	33	27	27
Board of Directors by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	83	83	83	82	82
Board of Directors by Age Group Generation X	%	-	405-1	SOC-5 - C3	17	17	17	18	18
OFFICERS									
Officers - Women	%	-	405-1	SOC-5 - C3	22	25	27	28	31
Officers - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	4	5	5	0	0
Officers by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	67	55	41	39	31
Officers by Age Group Generation X	%	-	405-1	SOC-5 - C3	29	40	50	56	63
Officers by Age Group Millennials	%	-	405-1	SOC-5 - C3	4	5	9	6	6
ALL SENIOR MANAGEMENT	count	-	405-1	SOC-5 - C3	134	127	148	168	183
Senior Management - Women	%	-	405-1	SOC-5 - C3	17	21	23	24	25
Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	9	11	12	11	13
Senior Management by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	31	22	15	14	9
Senior Management by Age Group Generation X	%	-	405-1	SOC-5 - C3	67	75	77	77	80
Senior Management by Age Group Millennials	%	-	405-1	SOC-5 - C3	2	3	8	9	11
ALL SUPERVISORS	count	-	-	SOC-5 - C3	2,581	2,449	2,254	2,326	2,329
Supervisors - Women	%	-	405-1	SOC-5 - C3	18	17	17	16	17
Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	14	15	16	17	17
Supervisors by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	22	15	13	10	8
Supervisors by Age Group Generation X	%	-	405-1	SOC-5 - C3	54	56	56	55	54
Supervisors by Age Group Millennials	%	-	405-1	SOC-5 - C3	24	29	31	35	38

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
WORKFORCE (CONTINUED)									
TOTAL HIRES - ALL EMPLOYEES	count	-	401-1	-	2,750	1,590	1,366	2,306	2,138
Total Hires - Women	%	-	401-1	-	25	27	23	22	22
Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	-	21	25	32	31	32
Total Hires by Age Group Baby Boomer	%	-	401-1	SOC-5 - C3	7	3	5	4	3
Total Hires by Age Group Generation X	%	-	401-1	SOC-5 - C3	23	17	22	20	16
Total Hires by Age Group Millennials	%	-	401-1	SOC-5 - C3	49	41	42	48	43
Total Hires by Age Group Generation Z	%	-	401-1	SOC-5 - C3	21	39	31	28	39
INTERN/CO-OP HIRES - TOTAL	count	-	-	SOC-5 - C3	529	545	296	366	493
Intern/Co-op Hires - Women	%	-	405-1	SOC-5 - C3	35	35	36	36	33
Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	25	24	25	28	32
Interns by Age Group Millennials	%	-	405-1	SOC-5 - C3	24	10	7	7	5
Interns by Age Group Generation Z	%	-	405-1	SOC-5 - C3	76	90	93	93	95
INTERN TO EMPLOYEE CONVERSIONS - TOTAL	count	-	-	SOC-7 - A2	136	139	51	93	102
Intern to Employee Conversions - Women	%	-	405-1	SOC-7 - A2	32	47	35	35	33
Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	SOC-7 - A2	19	15	24	11	18
Intern to Employee Conversions by Age Group Baby Boomer	%	-	405-1	SOC-7 - A2	1	0	0	0	0
Intern to Employee Conversions by Age Group Generation X	%	-	405-1	SOC-7 - A2	1	0	0	0	0
Intern to Employee Conversions by Age Group Millennials	%	-	405-1	SOC-7 - A2	80	62	18	11	15
Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	SOC-7 - A2	18	38	82	89	85



Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
TRAINING									
Total Training Hours - All Employees	million hours	-	404-1	-	-	-	-	1.25	1.26
Average Training Hours per Employee	hours	-	404-1	-	-	-	-	64	69.5
Career Development Training Hours - All Employees	hours	-		-	-	-	-	-	67,937
Employees Participating in Career Development Training	count	-		-	-	-	-	-	4,357
Training and Development Spend - All Employees	\$ million	-		-	-	-	-	-	68.1
Training and Development Spend - Average per Employee	\$ thousand	-		-	-	-	-	-	3.7
COMMUNITY INVESTMENT <sup>(4)</sup>									
Community Investment Dollars <sup>(23)</sup>	\$ million	-	-	SOC-13 - C2	18.7	13	21	23.2	22.8
Nonprofits Supported	count	-	-	-	-	4,647	4,573	4,856	5,056
Employee Donations to Nonprofits	\$ million	-	-	-	5.6	4.61	4.1	4.2	4.5
Employee Volunteer Hours	hours	-	-	-	55,525	44,433	57,522	62,407	69,430
Corporate Sponsorships, Local Giving, Company Matching Gifts, Disaster Relief	\$ million	-	-	-	-	10.1	9	9	8
Focused, Long-Term Investments and Employee Volunteer Program	\$ million	-	-	-	-	2.9	11.4	11.4	15.1
Commercial Initiatives	\$ million	-	-	-	-	2.1	1.5	1.7	0.2
Value of Employee Volunteer Hours During Working Hours <sup>(24)</sup>	\$ thousand	-	-	-	-	-	119	60	330
Community Investment Overhead	\$ million	-	-	-	-	1.6	1.7	2.2	2.6
RIGHTS OF INDIGENOUS PEOPLES									
Operations Where Indigenous Communities are Present	count	-	OG-9	-	13	14	21	21	21
Number of Significant Disputes with Local and Indigenous Peoples	count	411-1	OG-10	-	0	0	0	0	0
Operations Where Involuntary Resettlement Took Place with Indigenous Communities	count	411-1	OG-12	SOC-11	0	0	0	0	0
SUPPLY CHAIN									
Supply Chain Spend (excluding crude/feedstock purchases)	\$ billion	-	-	-	19.7	15	7	9	8.1
Diverse Supplier Spend (excluding crude/feedstock purchases)	\$ million	-	-	-	395	277	575	708	795

Safety Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
PERSONAL SAFETY PERFORMANCE <sup>(25)</sup>									
TOTAL COUNT OF SAFETY INCIDENTS									
Refining	count	-	-	-	86	54	66	72	84
Employee	count	-	-	-	37	20	29	37	35
Contractor	count	-	-	-	49	34	37	35	49
MPLX	count	-	-	-	139	113	101	111	92
Employee	count	-	-	-	76	80	91	94	81
Contractor	count	-	-	-	63	33	10	17	11
FATALITIES <sup>(26)</sup>									
Total Company - Fatalities	count	-	-	SHS-3 - C1	0	1	0	1	3
Employee	count	-	-	SHS-3 - C1	0	0	0	1	2
Contractor	count	-	-	SHS-3 - C1	0	1	0	0	1
Total Company - Fatality Rate	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.000	0.002	0.000	0.003	0.008
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.000	0.000	0.000	0.005	0.010
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.000	0.005	0.000	0.000	0.005
OSHA RECORDABLE INCIDENT RATE <sup>(27)</sup>									
Total Company	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.42	0.39	0.51	0.51	0.44
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.47	0.45	0.60	0.69	0.56
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.38	0.33	0.36	0.31	0.32
Refining	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.28	0.22	0.34	0.31	0.35
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.29	0.18	0.30	0.38	0.34
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.27	0.27	0.39	0.26	0.36
MPLX	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.71	0.74	0.94	1.07	0.75
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.95	0.98	1.25	1.33	1.12
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.55	0.46	0.29	0.50	0.22

Safety Performance

		Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
PERSONAL SAFETY PERFORMANCE <sup>(25)</sup> (CONTINUED)										
LOST TIME RATE <sup>(28)</sup>										
Total Company		per 200,000 hrs worked	-	-	SHS-3 - C1	0.09	0.10	0.15	0.15	0.14
Employee		per 200,000 hrs worked	-	-	SHS-3 - C1	0.11	0.15	0.19	0.24	0.21
Contractor		per 200,000 hrs worked	-	-	SHS-3 - C1	0.07	0.04	0.08	0.05	0.05
Refining		per 200,000 hrs worked	-	-	SHS-3 - C1	0.05	0.04	0.08	0.07	0.09
Employee		per 200,000 hrs worked	-	-	SHS-3 - C1	0.07	0.05	0.08	0.15	0.15
Contractor		per 200,000 hrs worked	-	-	SHS-3 - C1	0.03	0.03	0.07	0.02	0.05
MPLX		per 200,000 hrs worked	-	-	SHS-3 - C1	0.17	0.22	0.33	0.35	0.26
Employee		per 200,000 hrs worked	-	-	SHS-3 - C1	0.22	0.34	0.43	0.45	0.40
Contractor		per 200,000 hrs worked	-	-	SHS-3 - C1	0.14	0.07	0.12	0.12	0.06
TOTAL COUNT OF HEALTH ILLNESSES <sup>(29)</sup>										
Total Company		count	-	403-10	-	0	36	27	0	0
PROCESS SAFETY PERFORMANCE										
Total Company	(3 x total Tier 1 count) + total Tier 2 count		-	-	-	127	77	84	109	118
Refining	(3 x total Tier 1 count) + total Tier 2 count		-	-	-	92	49	67	91	106
MPLX	(3 x total Tier 1 count) + total Tier 2 count		-	-	-	35	28	17	18	12
PROCESS SAFETY EVENTS RATE - TIER 1										
Total Company	(total Tier 1 count/total work hrs) × 200,000		-	OG-13	SHS-6 - C1	0.04	0.06	0.08	0.10	0.08
Refining	(total Tier 1 count/total work hrs) × 200,000	EM-RM-540a.1		OG-13	SHS-6 - C1	0.04	0.04	0.06	0.09	0.08
MPLX	(total Tier 1 count/total work hrs) × 200,000	-		OG-13	SHS-6 - C1	0.06	0.19	0.24	0.25	0.05
PROCESS SAFETY EVENTS RATE - TIER 2										
Total Company	(total Tier 2 count/total work hrs) × 200,000		-	OG-13	SHS-6 - C1	0.19	0.11	0.17	0.15	0.22
Refining	(total Tier 2 count/total work hrs) × 200,000	EM-RM-540a.1		OG-13	SHS-6 - A1	0.18	0.08	0.16	0.14	0.20
MPLX	(total Tier 2 count/total work hrs) × 200,000	-		OG-13	SHS-6 - A1	0.24	0.38	0.30	0.37	0.48

Governance Performance

		Unit of Measure	SASB Map	GRI Map	Ipieca Map	2019	2020	2021	2022	2023
GOVERNANCE										
Board Composition - Independent Directors		%	-	2-9	GOV-1 - A1	92	92	92	91	91
Board Composition - Independent Directors		count	-	2-9	GOV-1 - A1	11	11	11	10	10
Board Composition - Board Diversity (women + ethnic minorities)		%	-	2-9, 405-1	GOV-1 - A1	33	33	42	36	36
Board Composition - Women		count	-	2-9, 405-1	GOV-1 - A1	2	2	2	2	2
Board Composition - Ethnic Minorities		count	-	2-9, 405-1	GOV-1 - A1	3	3	4	3	3
Board Experience - Significant Refreshment Since 2017		%	-	-	GOV-1 - A1	50	50	50	55	55
Total Amount of \$ Losses from Legal Proceedings Associated with Federal Pipeline and Storage Regulations	\$ million	EM-MD-520a.1		-	-	0	1.29	8.47	0.06	3.30
Total Amount of \$ Losses from Legal Proceedings Associated with Price Gouging, Price Fixing or Price Manipulation <sup>(31)</sup>	\$ million	EM-RM-520a.1		206-1	-	22.5	0	0	0	0
CYBERSECURITY										
MPC Email Account Holders Receiving Phishing Simulations	count	-		-	-	32,000	36,228	23,236	22,786	27,979
MPC Email Account Holders Receiving Phishing Simulations	%	-		-	-	100	100	99	99	99



Footnotes

(1) As reported in the MPC 2023 Annual Report on Form 10-K for 2023 data. Previous years' data is as reported in the respective Annual Report on Form 10-K.

(2) Based on the American Petroleum Institute's definition of environmental expenditures.

(3) These amounts include spending charged against remediation reserves, where permissible, but exclude noncash provisions recorded for environmental remediation.

(4) Historic data revised as needed to reflect updated reporting methodology, improved data, etc.

(5) No significant difference between total addressable market and market MPC serves. Nonrevenue generating initiatives to commercialize biofuels.

*MPC has participated in numerous precompetitive research projects around biofuels, including:*

- Coordinating Research Council – a nonprofit organization that directs engineering and environmental studies on the interaction between automotive/other mobility equipment and petroleum products.
- U.S. DRIVE Net-Zero Carbon Fuels Technical Team – a voluntary government-industry partnership focused on advanced automotive and related energy infrastructure technology research and development.

*Virent collaborates with many key industry and government partners around advanced biofuels:*

- Synthesized Aromatic Kerosene (SAK) – working with key partners such as the Federal Aviation Administration, University of Dayton Research Institute, Air Force Research Laboratory, GE Aviation, ASTM and others on the production and certification of SAK for use as a sustainable aviation fuel.
- Renewable Gasoline – working with key partners such as Southwest Research Institute, Johnson Matthey and Cargill on the production and distribution of renewable gasoline.
- Distillate Fuels from Biomass – working with the University of Colorado-Boulder in partnership with the National Renewable Energy Laboratory and Royal Dutch Shell on the production of distillate fuels from woody biomass.
- Conversion Process for Lignocellulosic Feedstocks – Virent's BioForming® technology's current focus is on using sugars from commercial crops to enable faster commercialization of advanced biofuels, such as renewable gasoline, SAK and diesel blendstocks, and to provide a pathway for commercializing conversion processes for lignocellulosic feedstocks and cellulosic sugars. Current and prior development activities include work with a number of industry and government partners developing cellulosic sugar technologies, as well as the development of Virent's proprietary lignocellulosic conversion technology under competitive grant awards from the U.S. DOE, USDA, DOT and Commerce, and in collaboration with various national laboratories, universities and Wright-Patterson Air Force Base.

(6) Environmental performance is generally reported for facilities of which MPC and MPLX have operational control.

(7) Scope 1 direct GHG emissions include those from Refining and MPLX and are generally calculated per the EPA's Mandatory Greenhouse Gas Reporting Program, the World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition, or the 2009 API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry. Global Warming Potentials used are from Table A-1 to Subpart A of 40 CFR Part 98 as of February 2022.

(8) Inclusive of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and sulfur hexafluoride (SF<sub>6</sub>). Hydrofluorocarbons (HFC) and perfluorocarbons (PFC) emissions are considered to not be material to our operations and are therefore excluded.

(9) The Martinez and Los Angeles facilities are currently subject to the California Cap-and-Trade Program.

(10) MPLX emissions data includes emissions from all midstream facilities and, as such, a small amount of MPLX reported emissions are from MPC-owned midstream facilities.

(11) Location-based Scope 2 emissions that include indirect GHG emissions from consumption of purchased electricity, heat or steam.

(12) As reported in the Toxic Release Inventory (TRI) Program.

(13) 2020 and 2021 water recycle data not comparable to prior years due to enhanced water accounting that arose from the Focus on Water program launched in 2020.

(14) The legal or regulatory frameworks used to define hazardous waste and recycled hazardous waste is 40 CFR 260-261.

(15) On May 14, 2021, MPC completed the sale of Speedway to 7-Eleven, Inc. As a result of this sale, UST data beginning in 2021 does not include Speedway.

(16) Volume of spills in Unusually Sensitive Areas is inclusive of PHMSA-reportable spills only.

(17) MPC and MPLX conform to inspection frequency requirements contained in 49 CFR 192 and 195. Nonregulated pipelines are not included. For all years presented, 100% of regulated natural gas and hazardous pipeline inspections were completed as required.

(18) DEIs include releases to the environment (air, land or water), environmental permit exceedances and agency enforcement actions. Tier 3 and 4 DEIs are the most significant types of DEIs. DEI performance is only inclusive of assets/entities that MPC and MPLX owned in the reporting year.

(19) The U.S. Geological Survey (USGS) Protected Areas Database v.2.1 is the nation's official inventory of public open space and private protected areas and was used to determine areas of protected conservation status. The U.S. Fish and Wildlife Service (FWS) Critical Habitat, U.S. FWS National Wildlife Refuge and U.S. Endangered Species Habitat datasets were used to determine areas of endangered species habitat. As MPC's and MPLX's operations are limited to the U.S., these two datasets are appropriate for the evaluation of this metric in place of the references suggested in the standard. As of the end of 2023, 26,556 acres out of 132,109 total acres owned, leased and/or operated were located within areas of protected conservation status or endangered species habitat.

(20) Includes land impacted during the reporting year. For years 2018-2021, disturbed land was defined as requiring regulatory review and subsequent permitting (1 acre or greater) OR identified within an otherwise environmentally sensitive area. Beginning in 2022, disturbed land now additionally includes land disturbance and restoration that exceeds or is otherwise not governed by regulatory review and subsequent permitting. Disturbed land does not include either (1) previously disturbed agricultural fields, (2) pipeline work on our current (previously disturbed) right of way, or (3) right-of-way maintenance vegetation clearing on previously disturbed land required by PHMSA to enable aerial pipeline inspections.

(21) In 2022, more acreage was restored than disturbed due to the restoration of land disturbance projects that had taken place in previous reporting years.

(22) Excludes international employees. Definitions for EEO-1 filings are different than internal MPC definitions (executives, etc.). Federal reporting deadlines are later this year; MPC data not yet submitted.

(23) 2019-2022 data includes Marathon Petroleum Foundation dollars.

(24) Calculated using Independent Sector's 2023 Estimated National Value of Volunteer Time.

(25) To present comparable year-over-year data, the data presented for Count of Safety Incidents does not include COVID-19 cases that MPC conservatively recorded as work-related. Including these cases, 2020 and 2021 Refining Count of Employee Safety Incidents is 44 and 33, respectively. 2020 and 2021 MPLX Count of Employee Safety Incidents is 92 and 114, respectively. There were no COVID-19 related cases in 2022 and 2023.

(26) To present comparable year-over-year data, the data presented for Fatalities does not include COVID-19 cases that MPC conservatively recorded as work-related. Including these cases, 2020 Total Company Employee Fatalities is one, and 2020 Total Company Employee Fatality Rate is 0.004. There were no work-related COVID-19 fatalities in 2021, 2022 and 2023.

(27) To present comparable year-over-year data, the data presented for OSHA Recordable Incident Rate does not include COVID-19 cases that MPC conservatively recorded as work-related. Including these cases, 2020 and 2021 Total Company Employee OSHA Recordable Incident Rate is 0.60 and 0.74, respectively. 2020 and 2021 Refining Employee OSHA Recordable Incident Rate is 0.39 and 0.34, respectively. 2020 and 2021 MPLX Employee OSHA Recordable Incident Rate is 1.13 and 1.57, respectively. There were no COVID-19 related cases in 2022.

(28) To present comparable year-over-year data, the data presented for Lost Time Rate does not include COVID-19 cases that MPC conservatively recorded as work-related. Including these cases, 2020 and 2021 Total Company Lost Time Rate is 0.31 and 0.33, respectively. 2020 and 2021 Refining Employee Days Away Rate is 0.26 and 0.12, respectively. 2020 and 2021 MPLX Employee Days Away Rate is 0.49 and 0.74, respectively. There were no COVID-19 related cases in 2022 and 2023.

(29) Total Count of Health Illnesses include COVID-19 related health illnesses.

(30) Process Safety Events Score measures MPC's and MPLX's ability to identify, understand and control certain process hazards, taking into account Tier 1 and Tier 2 events, with Tier 1 events multiplied by three to recognize their severity.

(31) In May 2007, the Kentucky attorney general filed a lawsuit against MPC and Speedway LLC in state court in Franklin County, Kentucky, for alleged violations of Kentucky's emergency pricing and consumer protection laws following Hurricanes Katrina and Rita in 2005. The lawsuit alleged that we overcharged customers by \$89 million USD during September and October 2005. The complaint sought disgorgement of these sums, as well as penalties, under Kentucky's emergency pricing and consumer protection laws. In May 2011, the Kentucky attorney general amended his complaint to include a request for immediate injunctive relief, as well as unspecified damages and penalties related to our wholesale gasoline pricing in April and May 2011 under statewide price controls that were activated by the Kentucky governor on April 26, 2011, and which have since expired. The court denied the attorney general's request for immediate injunctive relief. In July 2019, MPC and the attorney general reached a settlement to resolve this litigation, which included a payment of \$22.5 million USD. We disputed the allegations made against us by the attorney general's office and expressly denied any liability, wrongdoing or violation of the law. With this resolution, the attorney general's office acknowledged no admission of liability or wrongdoing. MPC's press release on this settlement can be found at <https://ir.marathonpetroleum.com/investor/news-releases/news-details/2019/Marathon-Petroleum-Corp-welcomes-settlement-of-litigation-with-the-office-of-the-Attorney-General-of-the-Commonwealth-of-Kentucky/default.aspx>. We recommended that settlement funds be used for the purpose of improving rural roads, navigable waterways and/or emergency management to mitigate the impact of weather events.

# 2023 EEO-1 Report

Click [here](#) to view our original 2023 EEO-1 consolidated report.

	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												OVERALL TOTALS
			Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/ Senior Officials and Managers	0	0	11	0	0	0	0	0	6	0	0	0	0	0	17
First/Mid Officials and Managers	188	45	1,978	87	60	6	12	25	351	16	18	1	1	9	2,797
Professionals	431	234	3,138	124	198	4	8	66	1,304	56	113	1	10	27	5,714
Technicians	108	18	591	35	23	2	6	11	115	22	8	0	2	3	944
Sales Workers	3	1	51	1	2	0	0	0	20	0	0	0	0	2	80
Administrative Support	26	104	80	6	5	1	1	3	410	29	12	2	3	8	690
Craft Workers	243	1	1,216	46	26	9	29	17	11	0	0	0	1	0	1,599
Operatives	917	39	4,204	449	87	39	87	117	194	40	5	1	2	8	6,189
Laborers and Helpers	34	3	83	10	0	1	2	1	10	0	0	0	0	0	144
Service Workers	1	3	3	0	0	0	0	0	9	1	0	0	0	0	17
TOTAL	1,951	448	11,355	758	401	62	145	240	2,430	164	156	5	19	57	18,191
PREVIOUS REPORT TOTAL	1,879	443	11,203	738	385	60	138	214	2,379	160	152	6	22	51	17,820

# Glossary

**AFPM:** American Fuel & Petrochemical Manufacturers

**API:** American Petroleum Institute

**BBL:** Barrel — 42 U.S. gallons

**BIOFUELS:** Fuels that are produced from a biomass, meaning plant, algae material or animal waste. Since biomass feedstock material can be replenished readily, biofuels are considered to be a source of renewable energy.

**BIPOC:** Black, Indigenous and People of Color

**BOE:** Barrel of oil equivalent — a unit of energy based on the energy released by burning one barrel of crude oil or 5.8 million British thermal units.

**BPCD:** Barrels per calendar day — the average of how much crude oil or other feedstock a refinery processes over a period of time, divided by the number of days in that period, typically 365 days (a common rate measure for petroleum refineries).

**BPD:** Barrels per day

**BTU:** British thermal unit

**CERT:** Corporate Emergency Response Team — a highly trained group of MPC professionals across the company with nationally recognized response expertise.

**CO<sub>2</sub>:** Carbon dioxide

**CO<sub>2</sub>E:** Carbon dioxide equivalent — a common unit of measurement converting all greenhouse gases to carbon dioxide. MPC calculates CO<sub>2</sub>e emissions using the EPA factors identified in Table A-1 at 40 CFR Part 98.

**COLLABORATIVE AUDITS:** In-depth audits focused on compliance, conformance, OEMS alignment and process or program maturity.

**DEI:** Designated Environmental Incident — a metric adopted by MPC and MPLX to capture several categories simultaneously. It includes releases to the environment (including to air, land or water), permit exceedances and agency enforcement actions. MPC and MPLX rank DEIs in terms of their severity, with Tier 4 being the most severe and Tier 1 being the least. Below are partial descriptions of the DEI Tiers:

**TIER 4**

- Release of oil or other hazardous material onto the land greater than or equal to 1,000 bbl
- Release of oil or other hazardous material to a regulated water body greater than or equal to 100 bbl
- Reportable release to air of a hazardous material greater than or equal to 100 times the reportable quantity

**TIER 3**

- Release of oil or other hazardous material onto the land greater than or equal to 100 bbl but less than 1,000 bbl
- Release of oil or other hazardous material to a regulated water body greater than or equal to 10 bbl but less than 100 bbl
- Reportable release to air of a hazardous material greater than or equal to an established reportable quantity but less than 100 times the reportable quantity

**TIER 2**

- Release of oil or other hazardous material onto the land greater than or equal to 10 bbl but less than 100 bbl
- Safety system failure or bypass
- Release of oil or other hazardous material into a regulated water body greater than or equal to 1 bbl but less than 10 bbl
- Release to air of a hazardous material greater than or equal to 80% of a reportable quantity but less than an established reportable quantity

**TIER 1**

- Release of oil or other hazardous material onto the land that is less than 10 bbl (if less than 1 bbl, release must also be reported)

**ENERGY STAR®:** A program of the U.S. Environmental Protection Agency recognizing energy efficiency. To achieve this status, applicants must perform in the top quartile for energy efficiency and have no unresolved environmental compliance actions from state or federal regulators.

**EPA:** The U.S. Environmental Protection Agency

**ERM:** Enterprise Risk Management

**ESG:** Environmental, social and governance

**G&P:** MPLX's Gathering and Processing organization

**GHG:** Greenhouse gases, such as carbon dioxide and methane

**GJ:** Gigajoule — a measurement unit of energy. One gigajoule is roughly equivalent to 1 million British thermal units.

**GRI:** Global Reporting Initiative

**HES&S:** Health, Environment, Safety and Security

**ILTA:** International Liquid Terminals Association

**IPIECA:** International Petroleum Industry Environmental Conservation Association

**ISO 9001:** International Organization for Standardization's quality management system criteria

**LEARNING TEAMS:** Sessions in which the team and facilitator discuss a specific task or an unplanned event to better understand the context of how the work is done.

**MPC:** Marathon Petroleum Corporation

**MPL:** Marathon Pipe Line LLC — a wholly owned subsidiary of MPLX that specializes in operating pipelines, storage tanks and marine facilities.

**MPLX:** A diversified, large-cap master limited partnership formed by Marathon Petroleum Corporation that owns and operates midstream energy infrastructure and logistics assets and provides fuel distribution services.

**OEMS:** MPC's Operational Excellence Management System — a framework used to manage work and achieve health, environmental, safety, security, product quality and sustainability goals in an intentional and continual manner.

**OSHA:** The U.S. Occupational Safety and Health Administration

**OSHA RECORDABLE INCIDENT:** An injury or illness that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or a significant injury or illness diagnosed by a physician or other licensed health care professional.

**PSE:** Process safety event — an unplanned or uncontrolled release of a material from a process. Tier 1 PSEs, which we report in this publication, are the most serious PSEs. Below are detailed descriptions of the PSE Tiers:

**TIER 1**

- Loss of primary containment (LOPC) exceeding Tier 1 threshold quantity
- LOPC resulting in a fatality, lost-time injury, community evacuation or shelter-in-place
- LOPC with fire or explosion damage > \$100,000

**TIER 2**

- LOPC exceeding Tier 2 threshold quantity
- LOPC resulting in a recordable injury
- LOPC with fire or explosion damage > \$2,500

**RC14001®:** A management system that combines Responsible Care with the globally recognized ISO 14001 environmental management system, established by the International Organization for Standardization.

**RENEWABLE DIESEL:** A fuel that is made from renewable biomass. Renewable diesel uses a hydrotreating process to produce the fuel, making it compatible with diesel engines.

**SAFETY-SENSITIVE WORK:** Work performed at facilities owned, leased, operated or controlled by MPC and MPLX that may affect personal and process safety including but not limited to work on process equipment, work within a process boundary and work that involves Life Critical activities or other hazardous activities.

**SASB:** Sustainability Accounting Standards Board

**SCF:** Standard cubic feet - a volume of gas

**SCOPE 1 EMISSIONS:** All direct greenhouse gas emissions by a company. This includes fuel combustion, company vehicles and fugitive emissions.

**SCOPE 2 EMISSIONS:** Indirect greenhouse gas emissions from consumption of purchased electricity, heat or steam.

**SCOPE 3 EMISSIONS:** Other indirect greenhouse gas emissions that occur in a company's value chain that are not captured by Scope 2.

**SELF-AUDITS:** Audits conducted by local level internal subject matter experts and are focused on compliance and conformance.

**TONNE:** Metric ton — 2,205 pounds



# Additional Resources

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This publication contains forward-looking statements regarding Marathon Petroleum Corporation (MPC) and MPLX LP (MPLX). These forward-looking statements may relate to, among other things, our expectations, estimates and projections concerning its business and operations, financial priorities, strategic plans and initiatives, capital return plans, capital expenditure plans, operating cost reduction objectives, and environmental, social and governance (ESG) plans and goals. Forward-looking and other statements regarding our ESG plans and goals are not an indication that these statements are material to investors or are required to be disclosed in our filings with the Securities and Exchange Commission (SEC). In the context of this disclosure, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. You can identify forward-looking statements by words such as “anticipate,” “believe,” “commitment,” “could,” “design,” “endeavor,” “estimate,” “expect,” “forecast,” “goal,” “guidance,” “intend,” “may,” “objective,” “opportunity,” “outlook,” “plan,” “policy,” “position,” “potential,” “predict,” “priority,” “progress,” “project,” “prospective,” “pursue,” “seek,” “should,” “strategy,” “strive,” “target,” “trends,” “will,” “would” or other similar expressions that convey the uncertainty of future events or outcomes.

Forward-looking statements in this document include, among other things, statements regarding our ESG plans and goals, including those related to our Scope 1 and Scope 2 greenhouse gas (GHG) emissions intensity targets; methane emissions intensity targets; freshwater withdrawal intensity targets; Scope 3 – Category 11 GHG emissions reduction targets; success or timing of completion of ongoing or anticipated capital or maintenance projects; future market, industry, regulatory and legislative conditions; future safety performance; Diversity, Equity and Inclusion (DE&I) initiatives; future financial and operating performance and results; management of future risks; future levels of capital, environmental or maintenance expenditures, general and administrative and other expenses; business strategies, growth opportunities and expected investments, including plans to improve commercial performance, lower costs and optimize our asset portfolio; consumer demand for refined products, natural gas, renewables and natural gas liquids, such as ethane, propane, butanes and natural gasoline, which we refer to as “NGLs”; the timing, amount and form of any future capital return transactions, including dividends and share repurchases by MPC or distributions and unit repurchases by MPLX; the anticipated effects of actions of third parties such as competitors, activist investors, federal, foreign, state or local regulatory authorities, or plaintiffs in litigation.

We caution that these statements are based on management’s current knowledge and expectations and are subject to certain risks and uncertainties, many of which are beyond our control, that could cause actual results and events to differ materially from the statements made herein. Factors that could cause actual results to differ materially from those implied in the forward-looking statements include but are not limited to: general economic, political or regulatory developments, including changes in governmental policies relating to refined petroleum products, crude oil, natural gas, NGLs, GHG emissions, or renewables, or taxation; the regional, national and worldwide demand for refined products, natural gas and renewables and related margins; the regional, national or worldwide availability and pricing of crude oil, natural gas, NGLs and other feedstocks and related pricing differentials; the success or timing of completion of ongoing or anticipated projects, including meeting the expected production rates for the projects within the expected time frames, if at all; the timing and ability to obtain necessary regulatory approvals and permits and to satisfy other conditions necessary to complete planned projects or to consummate planned transactions within the expected time frames, if at all; the availability of desirable strategic alternatives to optimize portfolio assets and the ability to obtain regulatory and other approvals with respect thereto; the inability or failure of our joint venture partners to fund their share of operations and development activities; the financing and distribution decisions of joint ventures we do not control; our ability to successfully implement our sustainable energy strategy and principles and achieve our ESG plans and goals within the expected time frames, if at all; the occurrence of industrial accidents; changes in government incentives for emission-reduction products and technologies; the outcome of research and development efforts to create future technologies necessary to achieve our ESG plans and goals; the availability of feedstocks for lower-emission fuels; our ability to scale projects and technologies on a commercially competitive basis; actions of competitors; changes in regional and global economic growth rates and consumer preferences, including consumer support for emission-reduction products and technology; the availability of cost-effective carbon credits; our ability to identify and recruit diverse employee candidates; and the factors set forth under the headings “Risk Factors” and “Disclosures Regarding Forward-Looking Statements” in MPC’s and MPLX’s Annual Reports on Form 10-K for the year ended Dec. 31, 2023, and in other filings with the SEC.

Copies of MPC’s SEC filings are available on the SEC website, MPC’s website at <https://www.marathonpetroleum.com/Investors/> or by contacting MPC’s Investor Relations office. Copies of MPLX’s SEC filings are available on the SEC website, MPLX’s website at <http://ir.mplx.com> or by contacting MPLX’s Investor Relations office.

Any forward-looking statement speaks only as of the date of the applicable communication, and we undertake no obligation to update any forward-looking statement except to the extent required by applicable law.

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