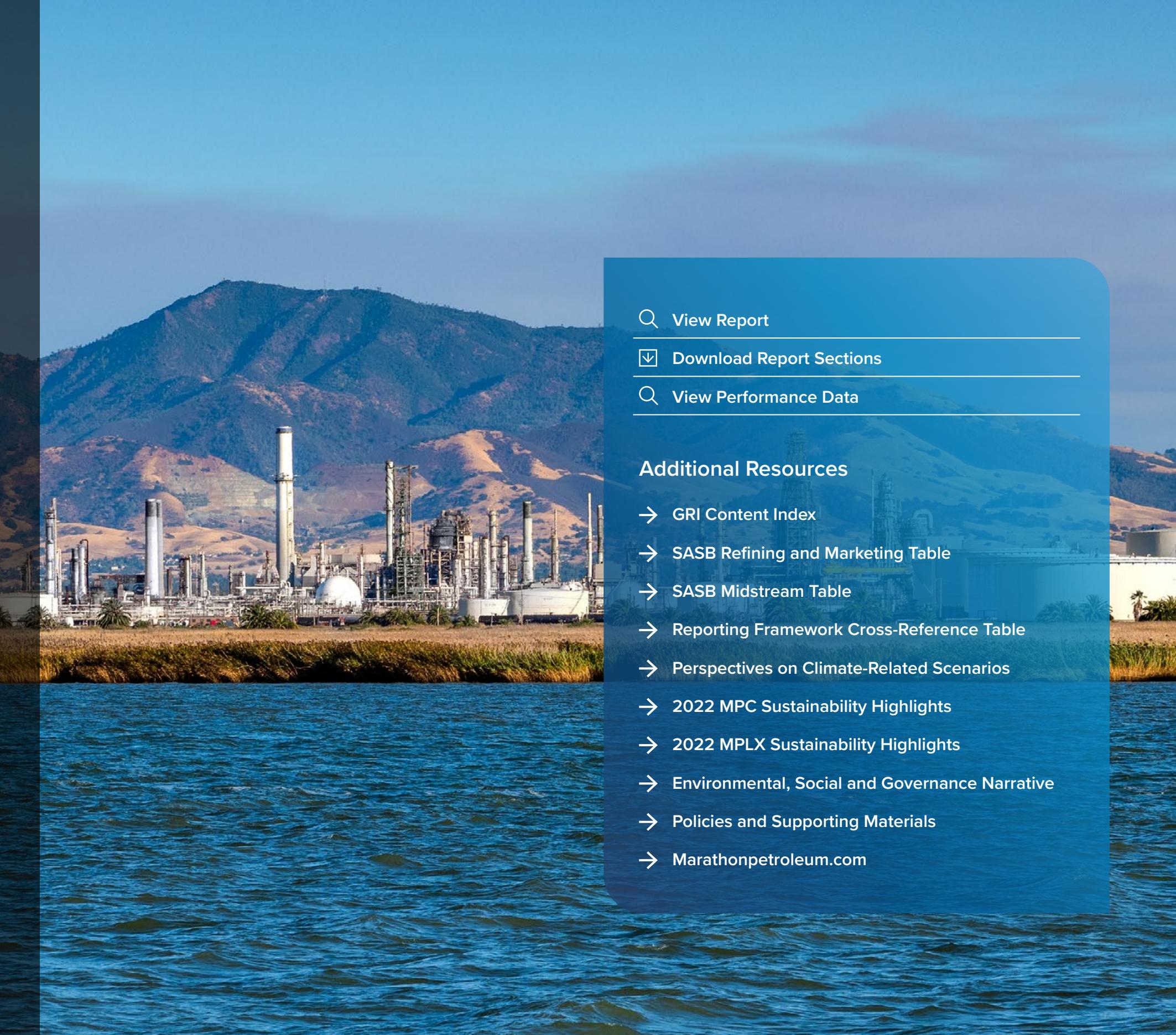




Challenging Ourselves to Lead in Sustainable Energy

2022 Sustainability Report



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Additional Resources

- [GRI Content Index](#)
- [SASB Refining and Marketing Table](#)
- [SASB Midstream Table](#)
- [Reporting Framework Cross-Reference Table](#)
- [Perspectives on Climate-Related Scenarios](#)
- [2022 MPC Sustainability Highlights](#)
- [2022 MPLX Sustainability Highlights](#)
- [Environmental, Social and Governance Narrative](#)
- [Policies and Supporting Materials](#)
- [Marathonpetroleum.com](#)

Contents



Overview

- 3** MPC at a Glance
- 3** A Message from Our CEO
- 4** 2022 Sustainability Highlights
- 5** Our Approach to Sustainability
- 5** ESG Performance Linked to Compensation
- 6** Stakeholder Engagement and Shared Value
- 6** Identification of ESG Reporting Topics

Strengthen Resiliency

- 8** Lowering Our Carbon Footprint
- 8** Scope 1 and 2 GHG Emissions
- 8** Scope 3 Emissions
- 8** Capital Allocation
- 9** Focus on Energy
- 10** Methane Emissions
- 11** Conserving Natural Resources
- 11** Reducing, Reusing and Recycling Waste
- 12** Biodiversity
- 14** Spill Prevention
- 15** Emergency Preparedness
- 16** Water
- 18** Air Quality and Emissions

Innovate for the Future

- 20** Renewables and Emerging Technologies
- 20** Renewable Fuels Portfolio
- 21** Carbon Capture and Sequestration and Clean Hydrogen Hubs

Embed Sustainability

- 24** A Culture of Safety
- 25** Enhanced Safety Programs
- 25** Engaged and Energized Workforce
- 26** Diversity, Equity and Inclusion
- 29** Employee Engagement
- 30** Investing in Our Employees
- 31** Employee Training and Development
- 32** Respecting Human Rights
- 33** Engaging Our Stakeholders and Communities
- 34** Partnership with Our Tribal Neighbors
- 35** Community Investments
- 37** Working Toward a Just and Responsible Transition

Appendix

- 47** About this Report
- 47** Performance Data
- 60** EEO-1 Report
- 60** Glossary

MPC at a Glance

136 years

in the energy business, innovating and evolving since 1887

12 billion

standard cubic feet per day of natural gas processing capacity

~19,000

miles of pipeline owned, leased, or with ownership interest



MPC's master limited partnership formed in 2012, to own, operate, develop and acquire midstream energy infrastructure assets

319

vessels and barges owned and operated through marine business

537

transport trucks owned and operated

2 strong brands



2.9 million

barrels per calendar day of crude oil refining capacity

2.4 billion

gallons of renewable fuels delivered in 2022

40.3 million

barrels of terminal storage capacity

~8,400

North American branded locations

~12,800

rail tank cars owned, leased and operated

A Message from our CEO

At MPC and MPLX, we continue challenging ourselves to lead in sustainable energy. To drive our progress, we're focused on strengthening the resiliency of our operations, innovating for the future, and embedding sustainability in our decision-making and how we engage our employees and other stakeholders. This is an endeavor that touches important aspects of our operations – environmental stewardship, our people, our communities, and the governance processes and structures we use to guide our actions.

To hold ourselves accountable for continuous improvement on environmental performance, we have established GHG emissions reduction goals that are time-bound and realistic. We are on track to achieve our Scope 1 and 2 emissions intensity reduction goal of 30% below 2014 levels by 2030 – as of year-end 2022 we were at 25%. Similarly, we have made significant progress on our methane emissions intensity goals. We are committed to updating and expanding targets as new information, opportunities and/or technologies become available. Throughout this report, we highlight areas where we intend to modify several of our existing targets based upon our progress to date and new information.

One of the key contributors to our Scope 1 and 2 GHG emissions reductions is our industry-leading energy efficiency. We have earned the U.S. EPA's ENERGY STAR® Partner of the Year – Sustained Excellence award four consecutive years, and our refineries have earned more ENERGY STAR certifications for energy efficiency than all other refineries in the U.S. combined.

We also continue to drive down the GHG emissions intensity of our operations through ongoing investments in renewables. Over the past four years, we have invested over \$1 billion to convert two of our petroleum refineries to renewable fuels production, and MPC has become one of the largest marketers of renewable fuels in the U.S. Our Dickinson, North Dakota, facility produced nearly 170 million gallons of renewable diesel in 2022, and our Martinez Renewable Fuels Facility – owned through our 50/50 joint venture with Neste – began producing renewable diesel in the first quarter of 2023. By the end of 2023, we expect the Martinez facility to reach full capacity of over 730 million gallons of renewable fuels production per year. We recently expanded our renewable fuels portfolio by acquiring a 49.9% interest in LF Bioenergy, which builds, owns, and operates facilities that turn organic waste on dairy farms into renewable natural gas (RNG).

None of these accomplishments would be possible without our talented and dedicated people. As part of our efforts to maintain a competitive workforce and reflect the diversity of our communities, we implemented a diversity, equity and inclusion (DE&I) metric tied to employee and executive compensation. Our goal for 2022 was for external hires to represent at least 30% BIPOC (Black, Indigenous and People of Color) and 26% women.

We remain committed to building a more diverse workforce and to foster the professional growth of our team members. We're investing in leadership development and skills training as we strive to be an employer of choice for individuals within and beyond our industry, and we've renewed our focus on proven programs designed to protect the health and safety of our people.

Our neighbors in the communities where we operate are some of our most important stakeholders. We continually look for innovative ways to improve our communities by partnering with people and organizations that drive workforce development, sustainability and opportunities to support thriving communities. In 2022, we invested \$23 million in our communities, and our employees gave another \$4 million of their own, supporting more than 1,000 nonprofit organizations. MPC invested over \$1 million to directly support tribal communities where MPC and MPLX operate.

Our challenge to lead in sustainable energy is driving us to be a better company and positioning us for success in an evolving energy industry. I encourage you to read this report to learn more about our commitments and the diligent efforts we're undertaking to meet them.

Michael J. Hennigan

President and Chief Executive Officer
MPC & MPLX

July 2023



2022 Sustainability Highlights

25% reduction
in companywide **Scope 1 and 2 GHG emissions intensity** since 2014

5% reduction
in **Absolute Scope 3 - Category 11 emissions** since 2019

51% reduction
in **methane emissions intensity** since 2016

\$23 million+
invested in communities by MPC and MPLX

4th consecutive
U.S. EPA ENERGY STAR® Partner of the Year – Sustained Excellence Award and **six 2022 ENERGY STAR** certifications earned by MPC refineries – an industry record

17% reduction
in **freshwater withdrawal intensity** since 2016

2.4 billion
gallons of **renewable fuels delivered** – making MPC one of the largest marketers of renewable fuels in the U.S.

79% increase
in annual **diverse supplier spend** since 2019

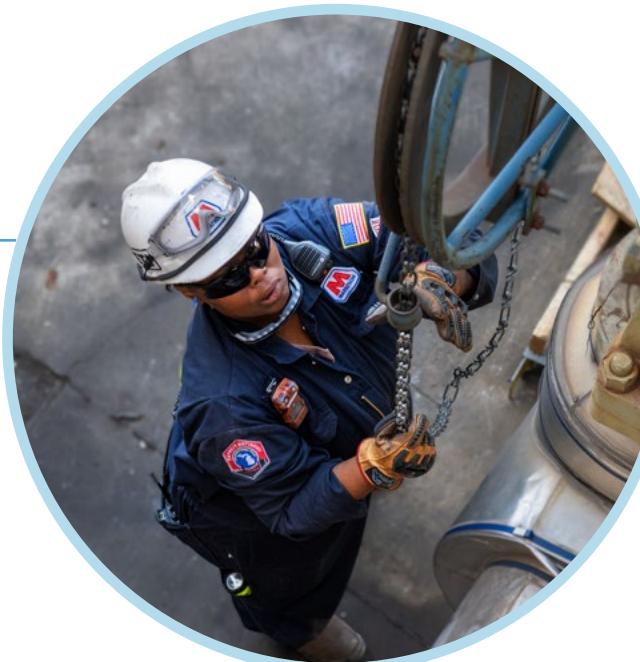
2,300+
new employees - **32% BIPOC, 19% women**

1 million+
training hours recorded by MPC employees

1,035 acres
of pipeline rights of way **converted to sustainable landscapes** since 2021

4th consecutive
year **listed on the Dow Jones Sustainability North America Index**

3
American Fuel & Petrochemical Manufacturers safety awards



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. We are challenging ourselves to lead in sustainable energy — meeting the needs of today while investing in an energy-diverse future. This objective drives us 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 durability for the future

We operate with an understanding of the potential environmental impacts of our business. This understanding informs our commitment to lower the carbon intensity of our operations and the products we manufacture, improve the energy efficiency of our operations and advance practices that conserve natural resources.



Innovate for the Future

Investing in the energy evolution to lower carbon intensity and capture value

We strive to be a market leader in the production and delivery of renewable fuels, seek ways to expand the use of renewable energy in our operations and deploy emerging technologies that reduce environmental impact while enhancing business performance.



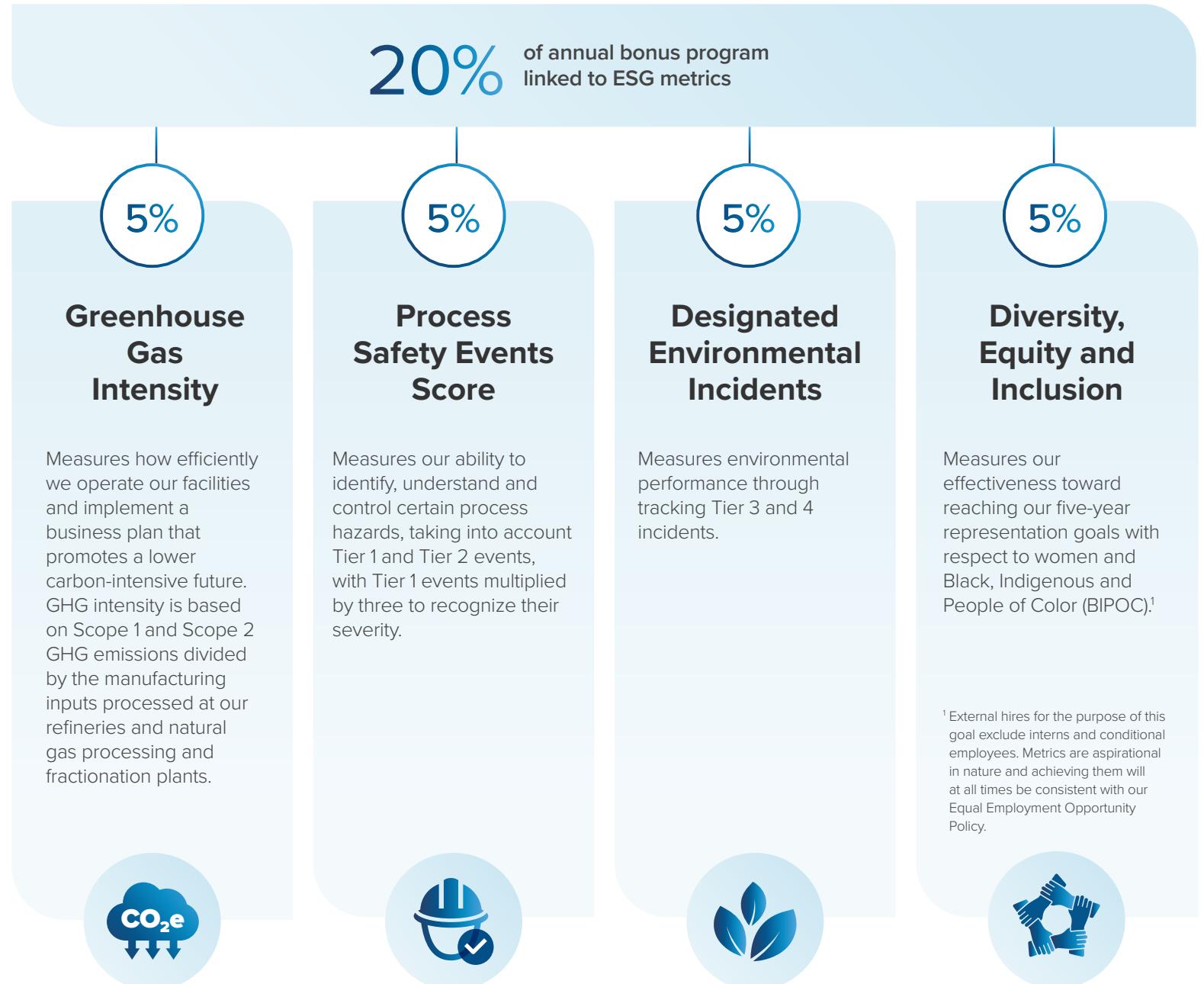
Embed Sustainability

Embracing sustainability in decision-making, in how we engage our people and in how we create value with stakeholders

We are committed to protecting the health and safety of our employees and the public, responsibly managing our social impacts, promoting diversity, equity and inclusion and maintaining accountable and transparent governance.

ESG Performance Linked to Compensation

Our commitment to embedding sustainability is reflected in measurable and achievable environmental, social and governance (ESG) targets linked to our companywide annual bonus program. In 2021, we introduced a diversity, equity and inclusion (DE&I) component — making us the first U.S. independent downstream energy company to link improving diversity representation to compensation, in the same way we led the industry in linking GHG intensity reductions to compensation. Weighted at 20% of our annual bonus program, our ESG metric also includes safety and environmental performance components.



¹ External hires for the purpose of this goal exclude interns and conditional employees. Metrics are aspirational in nature and achieving them will at all times be consistent with our Equal Employment Opportunity Policy.

Stakeholder Engagement and Shared Value

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

2022 by the Numbers					
Our People	Shareholders	Business Partners	Customers	Communities	Governments
\$3.8 billion+ paid in wages and benefits to 17,000+ employees	71% of shares engaged with investors representing 71% of MPC's outstanding shares	\$9 billion paid to 13,600+ suppliers and business partners for goods and services ¹	3.5 million+ barrels per day of products sold to 5,700+ customers	\$23 million+ invested in the communities in which we operate through company contributions	\$18 billion+ paid in taxes contributing to national, state and local economies ²
How We Engage					
<ul style="list-style-type: none"> ○ Code of Business Conduct ○ Integrity Helpline ○ CEO communications ○ Regular employee communications ○ Performance management ○ Safety meetings ○ Training and professional development ○ Employee Network Groups ○ Wellness programs 	<ul style="list-style-type: none"> ○ Investor presentations and conferences ○ Engagement with analysts and portfolio managers ○ Engagement with investor stewardship teams ○ Annual Shareholder Meeting ○ SEC filings ○ Press releases 	<ul style="list-style-type: none"> ○ Supplier Code of Conduct ○ Business partner reviews ○ Sourcing process ○ Contract management ○ Engagement with investor stewardship teams ○ Annual Shareholder Meeting ○ SEC filings ○ Press releases 	<ul style="list-style-type: none"> ○ Global, regional and local industry events, forums and conferences ○ Company events and meetings ○ Working groups to advance best practices 	<ul style="list-style-type: none"> ○ Websites, news and social media ○ Community investment programs ○ Company events and meetings ○ Working groups to advance best practices ○ Supplier diversity program ○ Supplier audits ○ Supplier recognition awards ○ Strategic partnership management 	<ul style="list-style-type: none"> ○ Advocacy ○ Policy development ○ Industry and trade association representation ○ Community engagement and board representation ○ Regulatory and permitting compliance ○ Regulatory audits ○ Collaboration on community investment projects ○ Facility tours

¹ Excludes crude/feedstock purchases and third-party logistics payments.

² Includes sales, use, excise taxes.

Identification of ESG Reporting Topics

Our most recent ESG reporting materiality assessment was conducted in early 2023 and considered both stakeholder feedback and external developments. The goal of the assessment was to understand and prioritize ESG reporting topics that are most significant to our stakeholders and overlap with topics that are significant to our business. Consistent with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Oil and Gas Sector Standard, we continue to report on topics that reflect significant ESG impacts and enable stakeholders to assess our ESG performance.

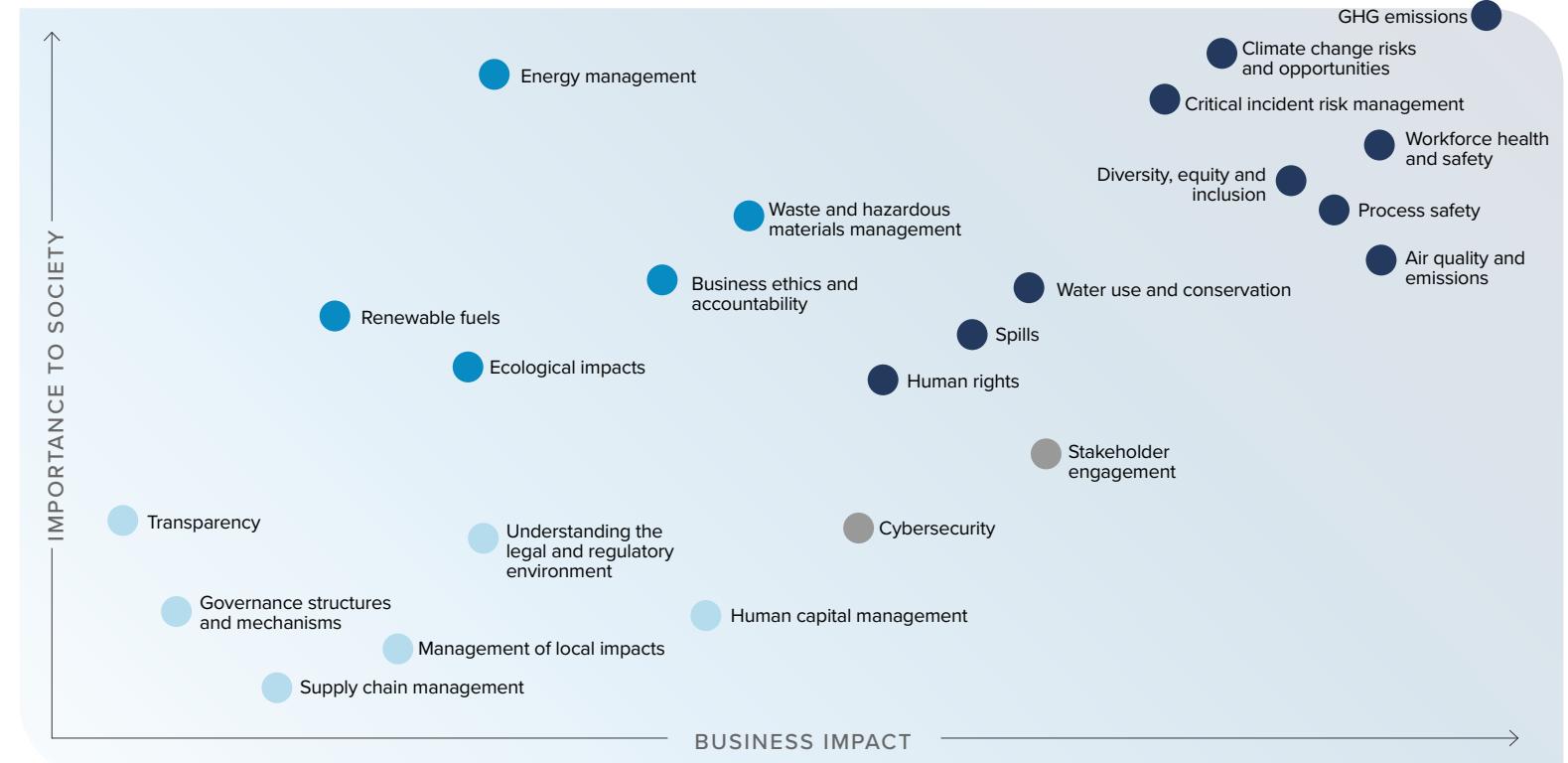
1. New ESG reporting topics were identified through research, stakeholder engagement and topics identified in previous assessments.
2. External and internal stakeholders were engaged through interviews, surveys and other approaches to understand their perspectives on identified topics.

3. Information gathered from stakeholder engagements was combined with insights from industry benchmarking, governmental regulations, voluntary initiatives and analysis of online news and social media trends utilizing Datamaran®, which identifies and monitors material ESG risks and opportunities.

- 4.** The insights and analysis described in step three above resulted in a list of significant ESG reporting topics for MPC and MPLX.

The majority of our topics remain and are of similar priority relative to our previous analysis. Public health risks was added as a topic during the COVID-19 pandemic but has since been removed based on our analysis. We combined the employee engagement topic with human capital management. Critical incident management and response increased in significance due to feedback from external stakeholders. One new topic, renewable fuels, was added this year.

ESG REPORTING TOPICS¹



¹ESG topics identified here should be considered distinct from concepts of materiality in financial reporting and under securities laws. ESG topics according to GRI consider impacts an organization may have on the broader economy, environment and society and factors viewed as important to stakeholders.

Strengthen Resiliency



Strengthening our business for today, while building durability for the future

8 Lowering Our Carbon Footprint

11 Conserving Natural Resources



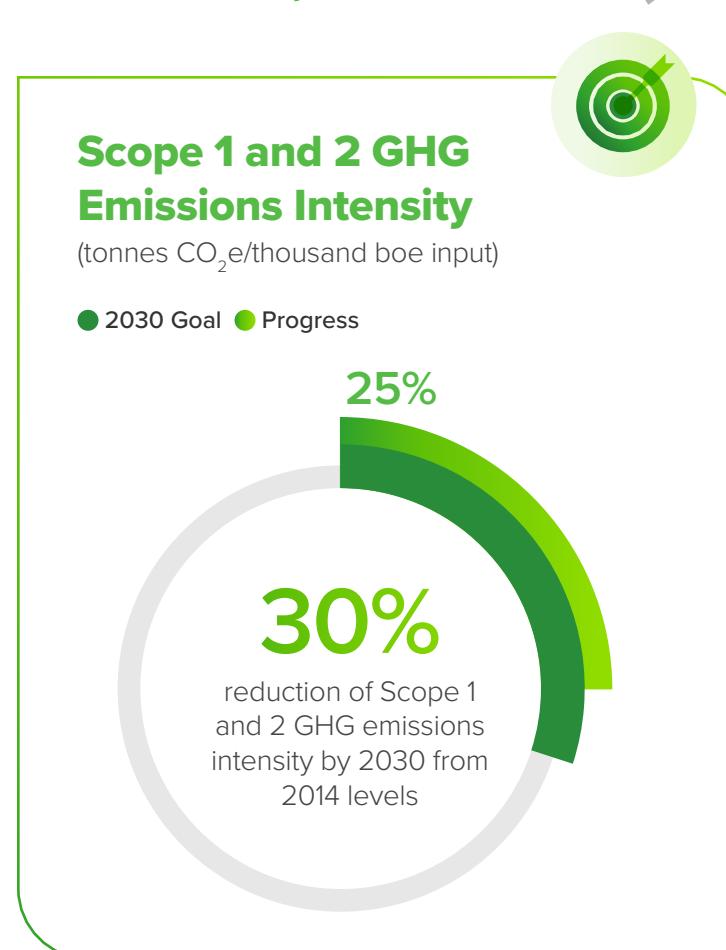
Lowering Our Carbon Footprint

We are committed to reducing the carbon footprint of our operations and the products we manufacture, improving the energy efficiency of our operations, and 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 GHG intensity 30% below 2014 levels by 2030. The metric is computed by aggregating the Scope 1 emissions — direct emissions from our operations — and Scope 2 emissions — indirect emissions from the electricity and steam we purchase to support our business activities across all our organizations — divided by total manufacturing inputs.

25% reduction in companywide Scope 1 and 2 GHG emissions intensity since 2014



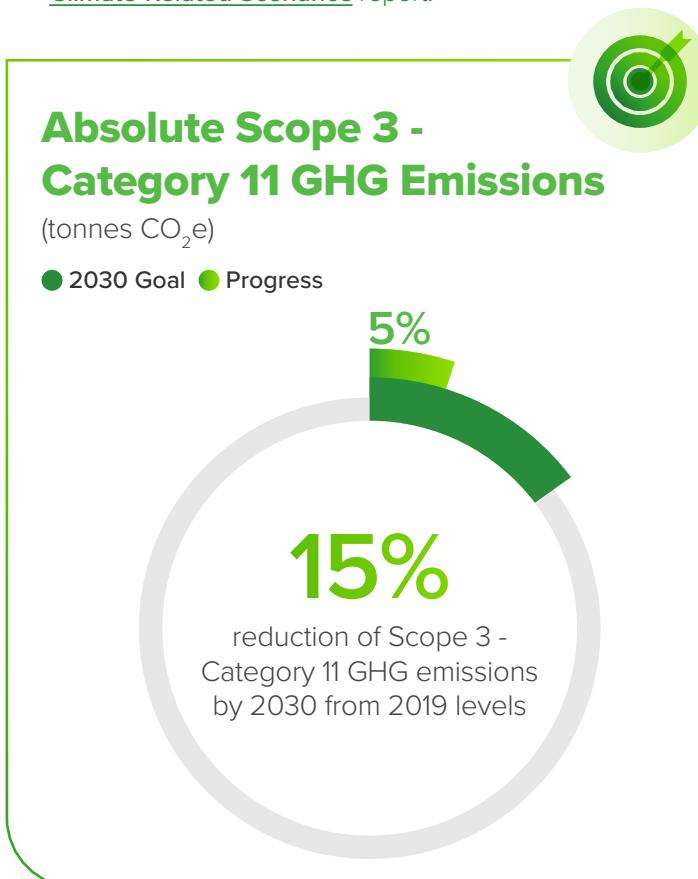
Scope 3 Emissions

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

In 2022 we achieved a 5% reduction of absolute Scope 3 - Category 11 GHG emissions from our refineries since 2019. The reduction each year has varied based on utilization.

To date, the reduction has been primarily from ceasing crude oil processing in 2020 at three refineries that were providing marginal returns and facing future regulatory expenditures. Two of these facilities have subsequently been repurposed to produce renewable diesel, helping to reduce CO₂ emissions in hard-to-abate sectors such as heavy-duty shipping.

Additional details on our evolving view of Scope 3 emissions can be found on Page 12 of our annual [Perspectives on Climate-Related Scenarios](#) report.



Capital Allocation

At MPC and MPLX, we invest to strengthen the competitive position of our assets, increase our resilience and support the energy evolution.

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 the effect of a de facto 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 natural gas 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 in alignment with our climate-related targets. This process has contributed to the significant shift in our manufacturing outputs.

Our 2023 capital outlook projects approximately 40% of MPC's growth capital¹ is expected to be directed toward renewables and carbon reduction projects. These projects include the remainder of MPC's 50% share to complete the \$1.2 billion conversion of our Martinez, California, refinery into a renewable diesel facility, \$56 million invested in a renewable natural gas (RNG) company and strategic investments to modernize and reduce nearly 1 million tonnes of Scope 1 and 2 GHG emissions at our Los Angeles, California, refinery. For MPLX, the majority of growth capital is being directed to expansion and optimization of our natural gas and natural gas liquids business.

¹ Does not include MPLX capital allocation. ~\$230 million is allocated to increase renewable fuels production and ~\$120 million is allocated to implement projects at the Los Angeles refinery that will reduce emissions and oxides of nitrogen and Scope 1 and 2 GHG emissions.

Focus on Energy

We have achieved significant energy efficiency, GHG reductions and cost savings through our Focus on Energy program, including avoiding the equivalent of over 2 billion Btu/hour of energy use since inception of the program in 2007. Collectively, this energy reduction translated into energy savings of \$100 million per year based upon 2022 energy costs. This is roughly the same as eliminating the energy use of over 100,000 homes or taking 200,000 gasoline-powered passenger vehicles off the road for one year.¹

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 roadmaps
- Consider energy efficiency in every new project scope

ENERGY STAR® Partner of the Year

- ✓ Achieved by MPC four years in a row
- ✓ The highest level of recognition in the U.S. EPA's ENERGY STAR program



ENERGY STAR® Certification

Six MPC refineries received 2022 ENERGY STAR certifications for top energy efficiency performance. This set a record for the most certified refineries from a single petroleum refining company in one year.

MPC ENERGY STAR CERTIFIED REFINERIES

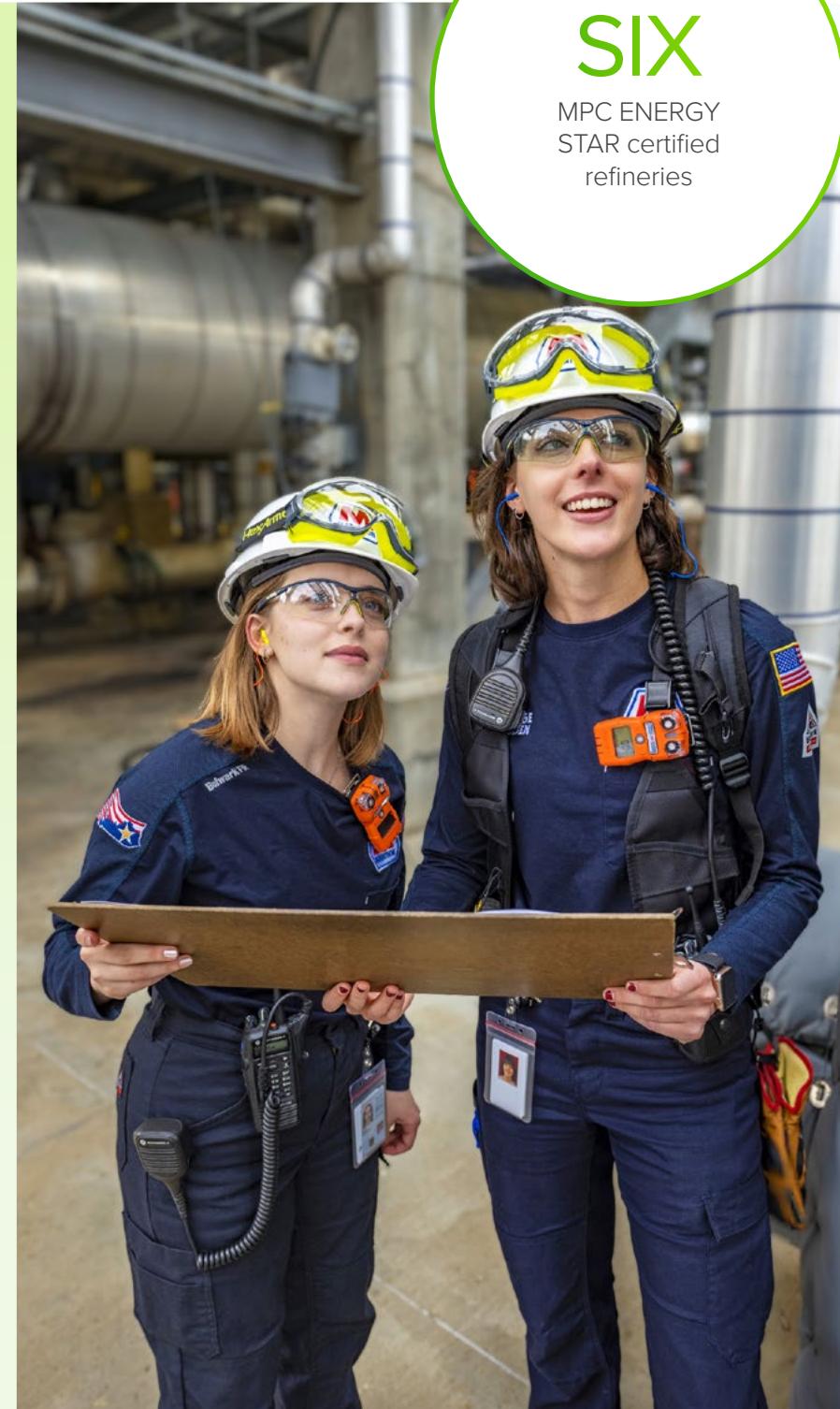
- ★ Anacortes, Washington
- ★ Canton, Ohio
- ★ Detroit, Michigan
- ★ Garyville, Louisiana
- ★ Robinson, Illinois
- ★ St. Paul Park, Minnesota

Requirements for Refinery Certification:

- Achieve energy efficiency performance in the top 25% of similar facilities nationwide
- Certify energy performance data through a licensed professional engineer
- Satisfy EPA environmental compliance criteria

Certification Benefits:

- Reduces GHG emissions
- Lowers operating costs
- Inspires innovative practices
- Drives technological advancements



SIX

MPC ENERGY
STAR certified
refineries

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.

Four MPLX terminals achieved the ENERGY STAR Challenge for Industry in 2022 by reducing their energy intensity by over 20% within a five-year period. We now have 10 terminals that have achieved the challenge.

CHALLENGE ACHIEVED BY 10 MPLX TERMINALS

- ★ Champaign, Illinois
- ★ Charleston, West Virginia
- ★ Cincinnati, Ohio
- ★ Jackson, Michigan
- ★ Lansing, Michigan
- ★ Muncie, Indiana
- ★ Nashville Bordeaux, Tennessee
- ★ Nashville 51st Ave., Tennessee
- ★ Nashville Downtown, Tennessee
- ★ Youngstown, Ohio

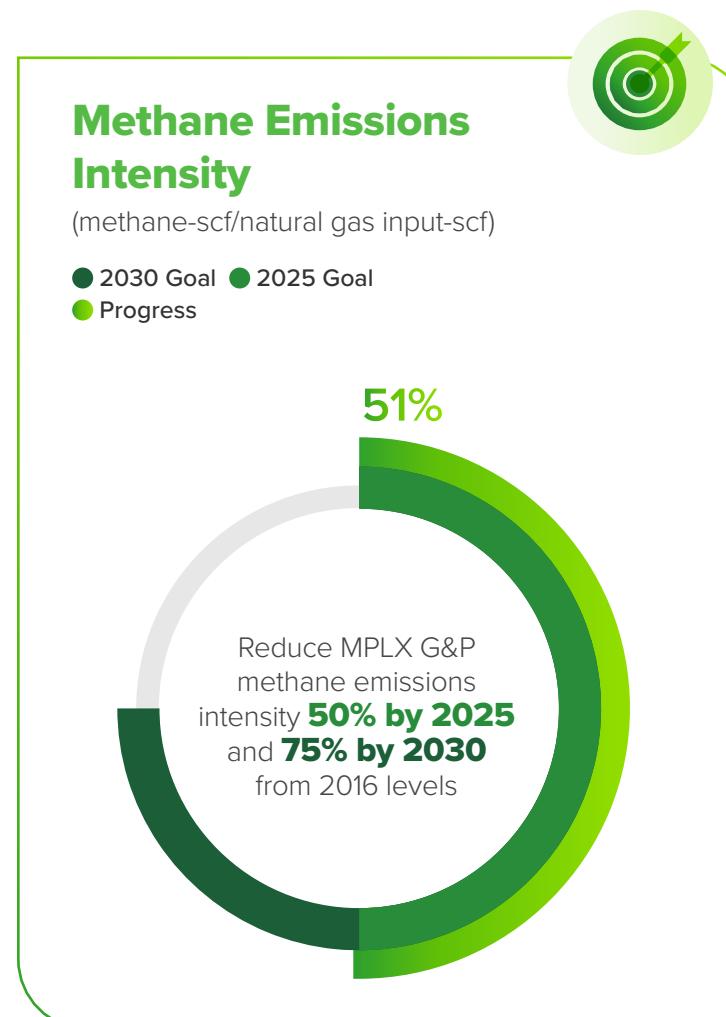
Participating terminals utilize vapor recovery units (VRUs) to recover vapors as trucks are loaded. Continuous emission monitors equipped with Smart-Start processing equipment allow the VRUs to operate only while loading — saving power and decreasing emissions. These terminals have collectively reduced approximately 2,300 tonnes of CO₂ emissions and saved enough energy to power 300 homes for one year.¹

In 2022, we also submitted an ENERGY STAR Challenge application for our Bluestone gas processing facility in Pennsylvania, making it the first gas plant to enter the challenge.

¹ EPA, Greenhouse Gas Equivalencies Calculator, available at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

Methane Emissions

In 2022, MPLX expanded our methane emissions intensity reduction target to 75% below 2016 levels by 2030. The reduction target applies to MPLX's natural gas Gathering and Processing (G&P) operations and is an expansion of our existing 2025 target to reduce methane emissions intensity by 50% below 2016 levels.



We continue to pursue more measurement-based methane emissions data from our 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 G&P assets through our involvement in the Environmental Partnership and collaboration with Cheniere Energy, Inc.

For more information on these initiatives, please see Page 15 of our annual [Perspectives on Climate-Related Scenarios](#) report.

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 released through the exhaust stack. The higher measured concentrations are expected to entail an increase of approximately 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.

Some additional methane verification measures we are implementing across our G&P assets include routine monitoring of our compressor stations using optical gas imaging, pilot testing continuous fenceline methane monitoring systems and participating in a West Virginia University study of storage tank emissions within the Marcellus Shale region.

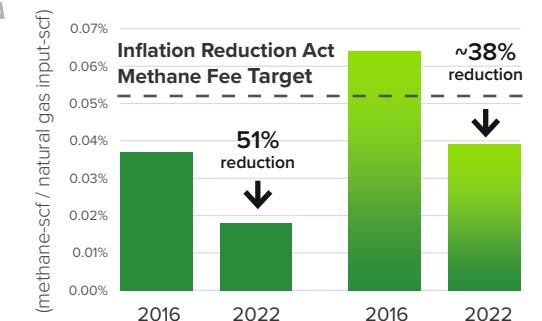
Higher methane emissions from gas-fired compressor engines have emerged as a common finding from the enhanced monitoring efforts within the midstream sector. In response, the U.S. EPA recently issued proposed revisions in its GHG reporting rule which are expected to be finalized in late 2023.¹

Through MPLX's Focus on Methane program, we have implemented measures that have achieved approximately 10,000 tonnes per year of methane emissions reductions. Even with potential revised factors, we remain a very efficient operator with performance well below the methane intensity target established by the Inflation Reduction Act.²

As a result of new data and in light of EPA's intention to revise emissions factors for select equipment, we plan to update our methane targets in 2024 to reflect changes in the assumptions that were used to set our targets. This additional time will allow us to perform further testing of compressors and evaluate ways to reduce methane slip.

Comparing the effect MPLX G&P's ~10,000 tonnes per year methane emissions reduction has on intensity using updated compressor engine data

- Existing Emissions Intensity
- Potential Revised Emissions Intensity



MPLX Focus Areas for Methane Emissions Reductions

Pneumatic Devices

- Over 80% of 25,000+ pneumatic controllers are already powered by compressed air
- Eliminate all ~340 high-bleed natural gas-driven controllers from service (completed 2022)
- Convert ~3,100 remaining natural gas-driven control valves to compressed air or other near-zero methane emissions technology
- Route emissions from ~1,100 gas-driven pumps to control devices or convert to compressed air or other zero methane emissions technology

Pipeline Launchers and Receivers

- Controlled existing pipeline launchers and receivers that are opened frequently
- Designed new installations with a smaller launcher/receiver chamber
- Modified purging practices to reduce venting events

Fugitive Leak Detection and Repair (LDAR)

- Implementing LDAR programs at all compressor stations
- Implementing LDAR programs at facility types not expected to be covered by EPA's proposed regulations

Control Reciprocating Compressor Emissions

- Install monitoring ports and complete periodic monitoring on ~1,000 reciprocating compressors to proactively replace rod packing when warranted
- 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
- Explore ability to reduce methane slip

Maintenance Venting and Other Controls

- Optimize necessary maintenance venting and blowdowns to reduce emissions going to the atmosphere, including using vapor recovery units and/or portable flares
- Install additional controls where appropriate (e.g., select tanks)
- Install flare monitoring and control systems to improve combustion efficiency where appropriate

Advancing Measurement and Quantification Technology

- Analyze methane emissions data from Fourier transform infrared spectroscopy (FTIR) testing performed
- Employ advanced monitoring technologies, such as satellite imagery, flyovers and drones, to identify leaks and inform emissions calculations
- Pilot continuous measurement systems, such as fenceline monitors, to conduct more frequent and real-time monitoring

	Reductions Achieved Since 2016 (tonnes per year)	Additional Reductions Expected Through 2030 (tonnes per year)
Pneumatic Devices	~2,500	~8,000
Pipeline Launchers and Receivers	~1,000	Sharing technology with natural gas industry to reduce others' emissions
Fugitive Leak Detection and Repair (LDAR)	~500	~1,000
Control Reciprocating Compressor Emissions	~1,000	~5,000
Maintenance Venting and Other Controls	~5,000	~1,000
Advancing Measurement and Quantification Technology	---	TBD
Total	~10,000	~15,000

¹ See U.S. EPA, Proposed Rule: Greenhouse Gas Reporting Rule: Revisions and Confidentiality Determinations for Petroleum and Natural Gas Systems, (Pre-publication version issued June 30, 2023).

² Inflation Reduction Act of 2022, H.R. 5376, 117th Cong. (2022).

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 practices and investments that conserve natural resources.

\$1 billion+ invested in 2022 to improve the environmental performance of our assets

Environmental Management

Our Operational Excellence Management System (OEMS) 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.

32,000+ hours of environmental training for MPC employees in 2022

Accountability

We link environmental performance to employee compensation and measure it using the Designated Environmental Incident (DEI) metric. It tracks three categories of environmental incidents: spills to air, land and water, environmental permit exceedances and agency enforcement actions. We use four DEI tiers to measure severity, with Tiers 1 and 2 being the least severe and Tiers 3 and 4 being more severe.

39% reduction in Tier 3 and 4 DEIs since 2019

Tier 3 and 4 DEIs (count)

2019	85
2020	50
2021	55
2022	52

39% reduction



Priority Areas to Conserve Natural Resources

- ✓ Reducing, reusing and recycling waste
- ✓ Protecting biodiversity
- ✓ Reducing freshwater withdrawal
- ✓ Improving air quality

Pictured below: MPC and International Bird Rescue employees release a white pelican at the Martinez Renewable Fuels facility.

To learn more about our partnership with the International Bird Rescue, please visit our [website](#).

Reducing, Reusing and Recycling Waste

An important aspect of conserving natural resources is actively managing waste. We work diligently 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. No matter the waste volume at any given time, we maintain a cautious approach to waste management. Waste management and minimization plans are in place across MPC and MPLX operating locations. Plans are specific to each operating component and include elements to legally and more responsibly manage waste.

Waste management and minimization plan elements include:

- | | |
|--------------------|--------------------------|
| ○ Handling | ○ Manifesting |
| ○ Characterization | ○ Proper disposal |
| ○ Storage | ○ Employee training |
| ○ Labeling | ○ Emergency preparedness |
| ○ Tracking | ○ Record-keeping |
| ○ Transporting | |

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) related 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 including background checks, legal reviews, CHWMEG® reviews and site audits. Facilities that are approved and that we actively utilize are re-vetted on a recurrent basis.

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

Waste Reuse and Recycling

We actively search for ways to reuse materials and discover new approaches to recapture waste as a resource to manufacture new materials.

CEMENT KILN DISPOSAL

Over the last decade, nearly 110,000 tonnes of waste from our refineries became an alternative fuel source for the cement industry, which avoids over 264,000 tonnes of CO₂e emissions when compared to coal use for cement manufacturing operations.

SPENT CAUSTIC REUSE

In 2022, over 21,000 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

Catalysts are an important part of fuels manufacturing, facilitating a variety of critical chemical processes. 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.

16,000+ TONNES

or nearly all spent catalyst from MPC refining hydroprocessing units were reused or reclaimed in 2022:

- **600 tonnes** reused by MPC refineries
- **2,200 tonnes** reused by others in the oil and gas industry
- **13,300 tonnes** delivered to recyclers for metal reclamation



Biodiversity

We use proactive measures designed to protect plant and animal species in areas where we operate and preserve natural habitat.

Our OEMS provides the procedural framework to account for the potential effects of our activities on ecosystems and prepare necessary mitigation procedures.

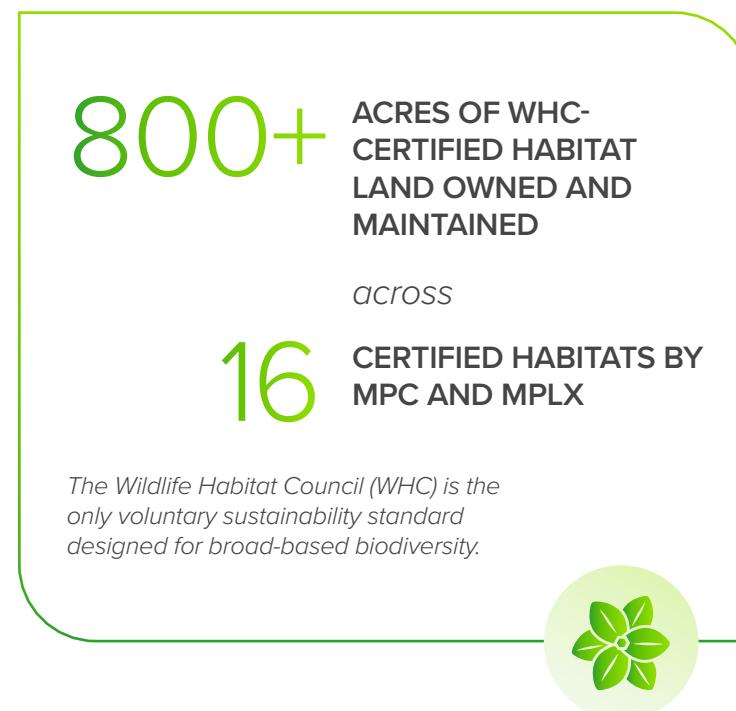
Commitment to Biodiversity

Our formal [Commitment to Biodiversity](#) outlines our approach and practices. Adopted across MPC and MPLX, 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 local stakeholders and applicable state and federal regulatory agencies, including but not limited to the U.S. EPA, U.S. Fish and Wildlife Service (USFWS), U.S. Bureau of Land Management and U.S. Army Corps of Engineers.

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 around our operations. These policies and practices are aligned with the International Finance Corporation's Performance Standards on Environmental and Social Sustainability.¹

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 mitigation credits through approved mitigation banking sources or using other mechanisms to provide ongoing protection to similar ecologically sensitive properties.



Protecting Endangered Species

DAKOTA SKIPPER BUTTERFLY

In 2022, 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 species of butterfly. As a result of pre-construction engagement and recommendations, we rerouted the proposed pipe expansions to avoid this high-quality habitat.

INDIANA BAT AND NORTHERN LONG-EARED BAT

Given the proximity of our Midwest assets to critical Indiana and northern long-eared bat habitat, we work proactively with the USFWS during the entire life cycle of assets located in this area. Maintenance at these locations is intentionally scheduled during the colder months to avoid disrupting the bats' typical breeding, or roosting, season, and we engage with USFWS prior to any vegetation disturbance or maintenance activity.

Protecting Against Invasive Species

NON-NATIVE INVASIVE SPECIES

For over 20 years, our Robinson, Illinois, refinery has partnered with Washington Park to achieve Wildlife Habitat Council certification of a site located within the park. At the beginning of the partnership, invasive species were abundant throughout the site. In 2018, a 10-year forest management plan was produced that includes invasive species management practices, such as planting native trees and shrubs. By encouraging the growth of native plants, non-native invasive species are naturally reduced, and fewer chemical and mechanical removal methods are necessary over time. Stations are set up throughout the site to capture photos that compare invasive species management year over year. At the site, refinery personnel host grade school students on a regular basis to discuss and teach about invasive species management practices.

SPOTTED LANTERNFLY

All employees supporting MPLX Marine operations receive training on how to identify, capture, properly dispose of and report the spotted lanternfly. This insect is an invasive species recently introduced to the United States from Asia and prominently found in Pennsylvania. In 2022, training proved successful for an MPLX Marine crew in Pennsylvania conducting a barge inspection. The crew captured, properly disposed of, and reported approximately 50 spotted lanternflies to the Pennsylvania Department of Agriculture.



We mitigate biodiversity impacts throughout the pipeline life cycle by:

- 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.

¹ 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; Standard 6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources.

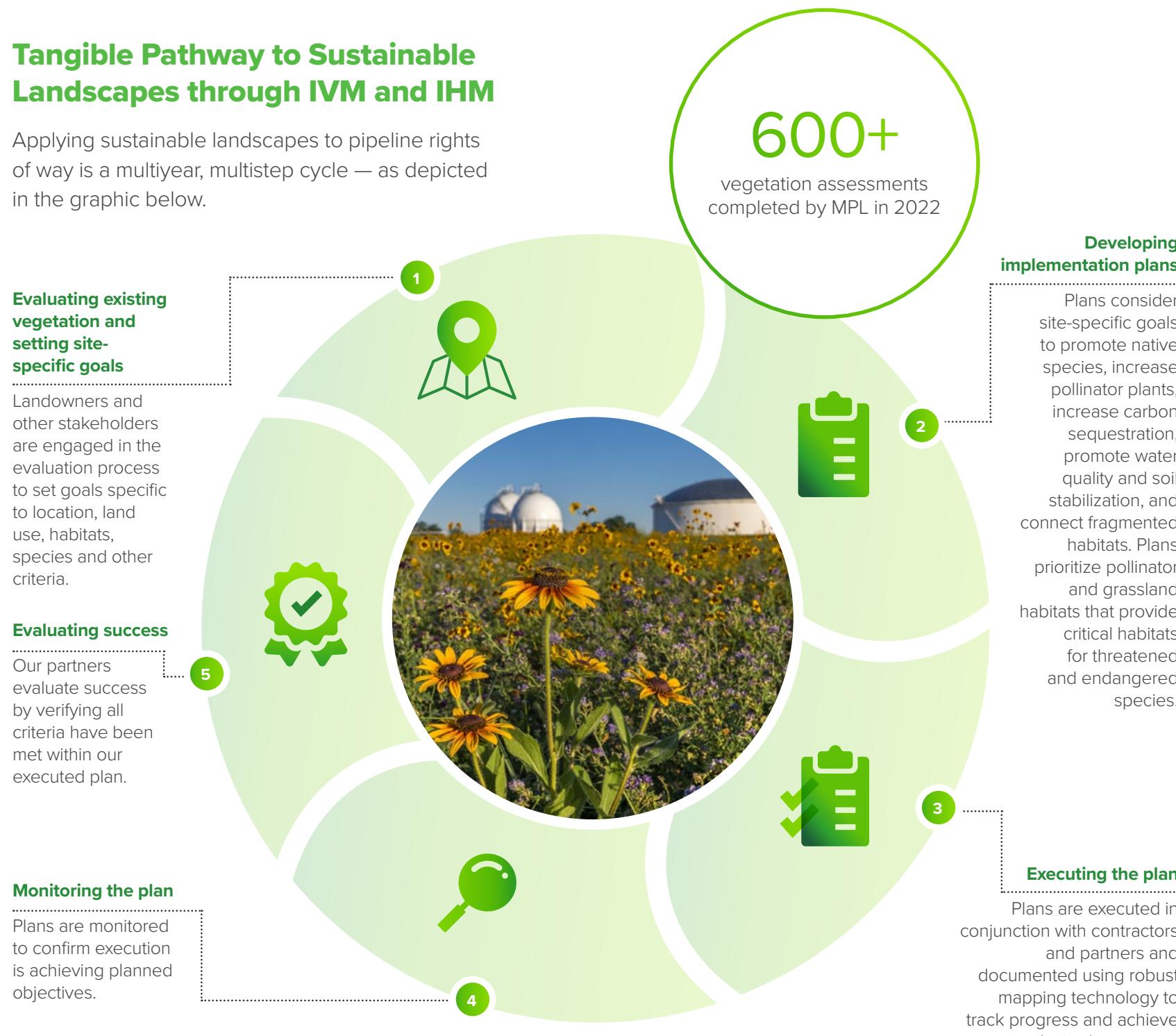
Sustainable Landscapes

Marathon Pipe Line LLC (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. To achieve this goal, MPL is harnessing the power of nature-based solutions — Integrated Vegetation Management (IVM)¹ and Integrated Habitat Management (IHM)² 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.



Tangible Pathway to Sustainable Landscapes through IVM and IHM

Applying sustainable landscapes to pipeline rights of way is a multiyear, multistep cycle — as depicted in the graphic below.



Stakeholder Partnerships

To help achieve our target, MPL established partnerships with The Ohio State University School of Environment and Natural Resources (SENR) and Pheasants Forever and Quail Forever Inc. Ohio State's SENR is conducting research on MPL's pipeline rights of way with a focus on ecology, soil carbon and landowner relations, while Pheasants Forever is supporting site evaluations, plan development and execution, and monitoring outcomes.

Recently these two organizations, along with MPL, delivered a vegetation field assessment workshop to SENR students. The half-day, hands-on experience covered topics such as vegetation that could exist on pipeline rights of way, processes and timelines to convert existing vegetation, and long-term management strategies. Students performed vegetation assessments using MPL's rapid assessment tool, created in conjunction with Pheasants Forever and Quail Forever Inc.

¹ Integrated Vegetation Management (IVM): A flexible, adaptive process of managing plant communities using a variety of methods to strategically promote and protect compatible vegetation while aligning with the intended purpose of the land.

² 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.



Spill Prevention

Zero is always our goal.

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



Marine Integrity Management Program

Marine environments present a unique set of challenges that require a specialized approach to spill prevention.

INSPECTIONS

- Deck areas of vessels and barges are inspected daily.
- The contents of every spill kit are inspected every six months to verify they are intact and ready to use.

SPECIAL MARINE MEASURES

- All of our barges used for river transport of raw materials and refined products are double-hulled. All new vessels entering or operating in U.S. waters are also double-hulled, and existing vessels are either double-hulled or appropriately retrofitted.
- Most of our barges are equipped with pressure relief systems designed to prevent a catastrophic failure if a barge has become over-pressurized.
- Approximately 99% of our barges are equipped with special drip pan containments that exceed regulatory requirements for barges. Drip pan containments capture spills before they enter rivers and other bodies of water.

TRAINING

- We require our trainees to assist on 10 loads and 10 discharges before conducting barge transfers unassisted as a credentialed mariner, well exceeding regulatory requirements.

Pipeline Integrity Management

Our extensive Integrity Management Program seeks to identify 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 are functioning properly. When necessary, we make repairs and implement additional risk mitigation 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.

\$145 million+
invested in pipeline preventive maintenance in 2022

INSPECTIONS¹

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.
 - ✓ 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.
 - ✓ Conducted 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 may impact the pipe.
 - ✓ Conducted at least once every five years for both liquid and gas transmission pipelines.

\$10 million+

invested to add permanent means of launching and receiving in-line inspection tools on pipelines in 2022

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. In 2022, we enhanced this program by updating training on geohazard risks and mitigation techniques for a wider employee base and conducting biannual patrols of select pipeline rights of way. Additionally, applying sustainable landscapes to pipeline rights of way has contributed the added benefits of reducing soil erosion and increasing subsurface stability.

PIPELINE SAFETY ENGAGEMENT

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

MONITORING AND DETECTION

Our highly trained personnel monitor pipeline pressure, flow and volume 24 hours a day, seven days a week. 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 MPLX, we continue to make investments to enhance our robust pipeline in-line inspection and assessment technology programs. We have implemented a combination of state-of-the-art pipeline inspection and advanced analysis technologies to guard the safety of the public and environment.

- Launched new patrols on select pipeline rights of way using airplanes equipped with specialized sensors that detect ground elevations, land slips, hydrocarbon spills and other threats to the pipeline.
- Deployed operational cameras equipped with artificial intelligence technology at 32 remote pipeline facilities. These cameras quickly identify potential crude or highly volatile liquid (HVL) spills and notify our personnel.

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

Emergency Preparedness

Robust preparedness is essential to ensuring we can respond effectively should an emergency event occur. Consistently investing in our response capabilities equips us to mitigate and manage impacts to people and the environment in the event of an incident.

Each of our operating locations have emergency response teams assigned and site-specific emergency preparedness and response plans tailored to the risks they may encounter. These plans are subject to regular drills to test proper execution in preparation for an actual incident.

Several agencies review and approve our plans, 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 focus is to continuously strengthen our capability to respond rapidly and appropriately to an emergency incident anywhere we operate. 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 (ICS), 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 Exercise

To maintain 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 not only help prepare for emergency situations, but are also 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 for Responding to and Managing Emergencies

- **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.



Key Partnerships for Improved Response

In 2022, we took emergency preparedness partnerships to the next level. Collaboration, safety and incident resolution continued to be the focus of our exercises, with added enhancements to key relationship components.

An exercise at our Mandan refinery in North Dakota overseen by the U.S. EPA included participation from 14 federal, state and local agencies, BNSF Railway and strong representation from local tribes, including members of the Standing Rock Sioux Tribe and the Mandan, Hidatsa and Arikara (MHA) Nation. In this exercise, we demonstrated the strength of our response to regulators and commitment to transparency and collaboration with tribal and neighboring communities.

In the Pacific Northwest, a relationship built during an MPC spill exercise resulted in the U.S. EPA calling on MPLX to request a spill response equipment trailer to assist a third party during an actual spill response. Leaders acted swiftly to ensure the trailer was prepped and available for use.

In a similar fashion, our St. Paul Park, Minnesota, refinery Fire Department was called on to aid in a rescue mission when a boat capsized on the Mississippi River after encountering rough waters. The department's resources and quick response helped save the individual from a potential catastrophe.

66 Strong public-private partnerships are critical, especially when it comes to the safety and well-being of our people.

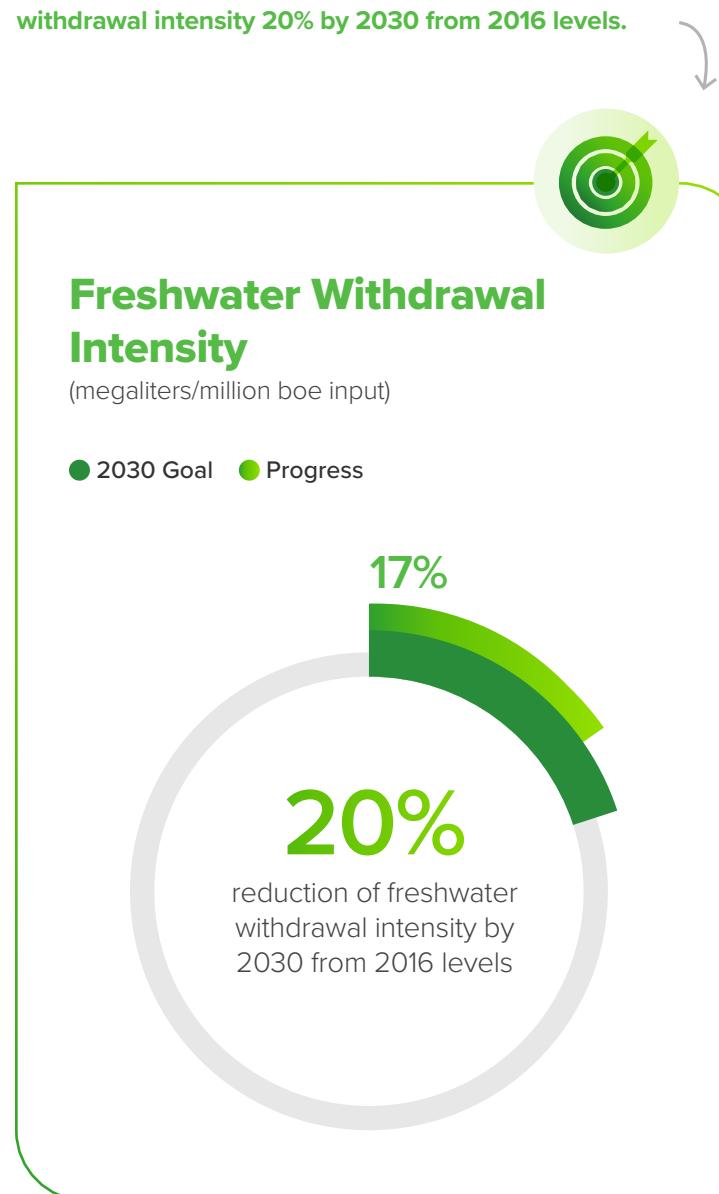
JOE KEGLEY
Assistant Fire Chief, City of St. Paul Park, Minnesota

99

Water

We actively monitor and manage water use throughout all operations, continually looking for ways to reduce our use of this shared resource and use it more efficiently.

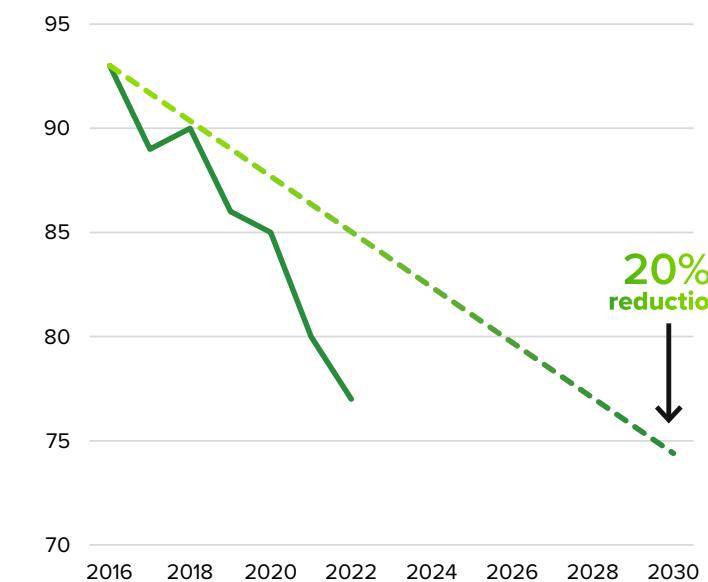
To further our commitment to water conservation, in 2020 we set a companywide target to reduce freshwater withdrawal intensity 20% by 2030 from 2016 levels.



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)

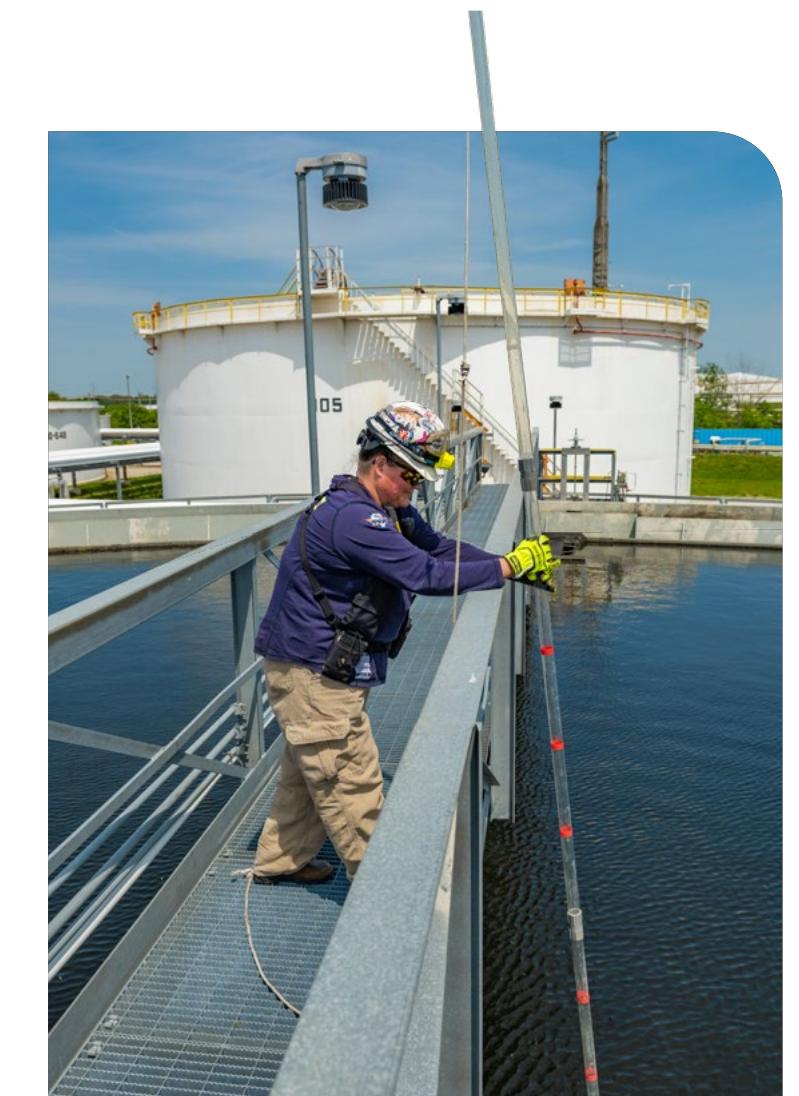
- Add heat to refining process (as steam)
- Clean equipment during maintenance activities
- Control emissions
- Generate hydrogen
- Protect equipment from corrosion
- Purify products (as stripping steam)
- Remove heat from the process (as cooling water)
- Remove salts and impurities from crude oil

MPLX (1% of companywide water demand)

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

Managing Wastewater

We operate 11 biological treatment plants and four primary treatment facilities across our refineries and renewable fuels facilities. Water not reused or consumed in refining activities is collected at these on-site facilities to be treated and recycled back into refining activities or treated and discharged, or sent to a publicly owned treatment works. Water is treated to meet or exceed required state permit or pretreatment permit limits. Our systems are set up for only fully treated water to be discharged to a surface body of water such as a lake, river or bay, so that the quality of these waters is maintained.



Local Water Conservations

Water availability is a concern throughout much of the world, including parts of the U.S. Currently, two of MPC's operating refineries — El Paso, Texas, and Los Angeles, California — and one MPC 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 use aspects of a nine-element guidance framework 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 on how water is used through standardized water monitoring and reporting.

79% of fresh water withdrawn from nonwater-stressed areas¹

Engagement with Water Supply Stakeholder Organizations

Engagement includes:

- Tracking and monitoring the local water supply
- Planning for future changes in water availability and water pricing
- Participating through membership, committee involvement and board leadership

Supported Organizations:

- 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)



Water Framework

Water Limits

Actual water usage and discharges are tracked against known limits.



Commitment and Engagement

Expectations of water targets and goals are clearly communicated, and resources for successful implementation are assigned.



Monitoring and Performance

Water withdrawals are measured to benchmark water demands and understand consumption.



Opportunities

Opportunities are identified and applied to meet water targets and goals and improve performance relative to benchmarking.



Targets and Goals

Water targets and goals are set.



Accounting

Water monitoring programs integrate contractual water volume and cost.



Value Chain and Community Engagement

Mutually beneficial opportunities are sought to reduce water demands and costs and reliance on single-water sources.



Impacts

Water-related business and compliance issues are tracked, investigated and mitigated.



Risks

Water-related risks are identified and assessed based on impact to the company and community.



Water Conservation Results

Through a variety of innovations, we have reduced our freshwater withdrawal intensity by 17% since 2016, which equates to over 3.5 billion gallons of fresh water saved per year. In 2022, we continued our refinerywide 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 500 million gallons of fresh water in 2022. Across the company, we continued to further align water management practices to make significant progress toward our 2030 target.

2022 MPLX WATER SAVINGS THROUGH OPTIMIZATION

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 reused and recycled 2.5 million gallons of fresh water in the New Mexico Permian region by borrowing and returning uncontaminated hydrostatic test water from a local water depot.



Marathon Pipe Line LLC saved 4.5 million 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.

2022 Refining Projects to Reduce Freshwater Withdrawal

500 million+ GALLONS OF FRESH WATER SAVED



ANACORTES, CATLETTSBURG, GARYVILLE AND ROBINSON REFINERIES

Optimized influent treatment, filter backwash cycles and reduced cation and anion regeneration cycles

DETROIT AND GALVESTON BAY REFINERIES

Reduced reverse osmosis reject water and stripped sour water

CATLETTSBURG, DETROIT AND GARYVILLE REFINERIES

Improved cooling tower cycles on evaporative cooling towers

DETROIT REFINERY

Treated and recycled final effluent water

CANTON, EL PASO, GARYVILLE, LOS ANGELES AND ROBINSON REFINERIES

Optimized steam use and increased condensate recovery

DETROIT, GARYVILLE, LOS ANGELES AND ROBINSON REFINERIES

Reduced wash-water demand

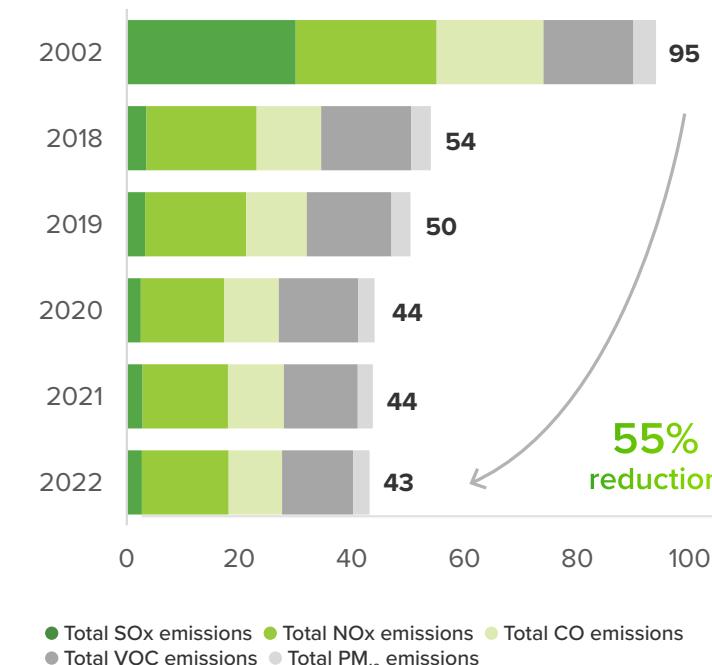
Air Quality and Emissions

We are committed to continuously improving our facilities' programs and strategies that improve air quality. Our comprehensive approach focuses on reducing gas flaring and minimizing fugitive emissions. Through open and ongoing dialogue with stakeholders, we discuss a wide range of topics that are important to them, including air quality.

Over the last two decades, we have achieved a 55% reduction in criteria pollutant emissions even as the footprint of our refining and natural gas assets expanded.

Companywide Criteria Pollutant Emissions

(thousand tonnes)



Reducing Gas Flaring

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

Minimizing Fugitive Emissions

Across MPC refining 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.

Community Air Monitoring

Near real-time, public-facing air monitoring systems are installed at our Detroit, Michigan, and Los Angeles, California, refineries and Martinez, California, renewable fuels facility.

COMMUNITY AIR MONITORING SYSTEMS:

- Accessible by the public on dedicated websites
- Provide easy-to-read, color-coded classifications of overall air quality, emission levels, wind direction, wind speed and temperature
- Allow community members to opt into an alert system that can notify them when air quality reaches a certain level

The Road to Reducing NOx Emissions



Since 2017, the Los Angeles, California, refinery has significantly reduced its NOx emissions through optimization of operations and other measures. In 2019, a team at the refinery began an initiative to reduce additional nitrogen oxide (NOx) emissions by 2026. This initiative will replace and modernize 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 aim to:

- **Reduce** NOx emissions by **20%**, resulting in a total reduction of **~49%** from 2017 levels
- **Lower** GHG emissions
- **Improve** energy efficiency
- **Reduce** water usage by **375 million** gallons per year

Innovate for the Future



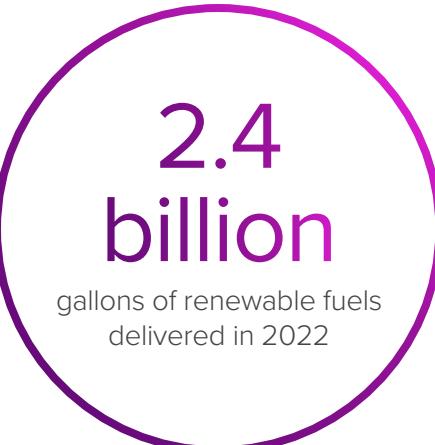
Investing in the energy evolution
to lower carbon intensity and
capture value

20 Renewables and Emerging Technologies

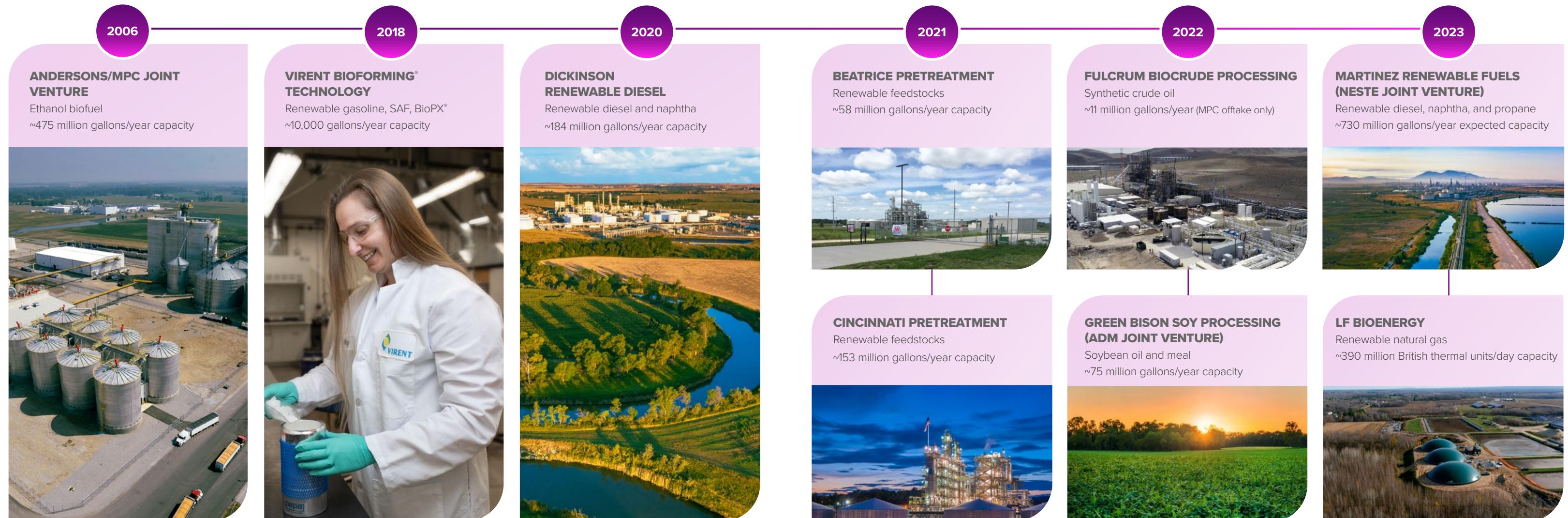


Renewables and Emerging Technologies

At MPC and MPLX, we strive to be market leaders in the production and delivery of renewable fuels, seek ways to expand the use of renewable energy in our operations and deploy 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 going forward as we continue to allocate significant growth capital to low carbon projects, particularly around increasing our production of renewable fuels and natural gas.



Renewable Fuels Portfolio



MPC has a robust renewable fuels portfolio that delivered approximately 2.4 billion gallons of renewable fuels in 2022, making us one of the largest marketers of renewable fuels in the U.S.

We have a long history of producing and blending ethanol into motor gasoline. Our joint venture with The Andersons produced over 460 million gallons of ethanol in 2022, and, in total, we blended approximately 2 billion gallons into the gasoline we sold to consumers.

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 10 million tonnes of CO₂ transportation emissions last year.

million gallons of renewable fuels in 2022. Our Martinez Renewable Fuels Facility – owned through our 50/50 joint venture with Neste – began producing renewable diesel in the first quarter of 2023 and work continues to complete the remaining phases of the project.

Martinez Renewable Fuels

Martinez Renewables, a joint venture with Neste, is operational, having reached full Phase 1 production capacity of 260 million gallons per year of renewable fuels. Phase 2 construction activities are underway and on schedule for pretreatment capabilities to come online in the second half of 2023, which will enable the facility to ramp up to its full expected capacity of 730 million gallons per year with the completion of Phase 3.

Project intended benefits:¹

- ✓ Reduce the facility's stationary greenhouse gas emissions by approximately 60%
- ✓ Lower total criteria air pollutants by 70%
- ✓ Save 1 billion gallons of water per year

Reached Phase 1 production capacity
260 million
gallons per year

1 Projected savings compared to Martinez previous operations as petroleum refinery

MPC will continue to manage project execution and operations of the facility once all phases of construction are complete. The joint venture is optimally positioned to strengthen both partners' footprint in renewable fuels, while utilizing existing processing infrastructure and diverse inbound and outbound logistics.

Converting the Martinez facility from refining petroleum to manufacturing renewable fuels signals our strong commitment to producing a substantial level of lower carbon-intensity fuels in California.

 For more information on our transition from a refinery to renewable fuels facility, please see the [Working Toward a Just and Responsible Transition](#) section of this report.



Expanding our Portfolio with Renewable Natural Gas

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 to produce over 6,500 million Btu per day of RNG by the end of 2026. 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 -200 to -400 grams of CO₂ per megajoule range, as compared to natural gas, which has a carbon intensity of approximately 80 grams of CO₂ per megajoule.¹

¹ California Air Resources Board, Current Fuel Pathways spreadsheet, available at <https://ww2.arb.ca.gov/resources/documents/lcf-pathway-certified-carbon-intensities>

Feedstock Partnership

In June 2022, we broke ground on the Green Bison Soy Processing facility, a joint venture project with ADM, and the first facility of its kind in North Dakota. When complete, the approximately \$350 million complex will feature state-of-the-art automation technology with an anticipated processing capacity of 150,000 bushels of soybeans per day.

By harvest 2023, the facility is expected to produce approximately 600 million pounds of refined vegetable oil annually, which will be supplied exclusively to MPC as a feedstock for renewable fuels.



Virent

At its demonstration plant in Madison, Wisconsin, Virent, a wholly owned subsidiary of MPC, has produced tens of thousands of gallons of BioForm® fuels and chemicals that have been used in successful applications. Virent's BioForming® S2A technology converts widely available, plant-based sugars into low-carbon renewable fuels and chemicals that are almost identical to those derived from petroleum. That makes them "drop-in" replacements for their petroleum-based counterparts. In other words, Virent's bio-based fuels can be used without requiring any modifications to today's engines or infrastructure and its chemicals can be direct replacements for the same compounds derived from petroleum. The company is also working with Johnson Matthey, a multinational chemicals and sustainable technologies company, to license the BioForming® S2A technology.



SUSTAINABLE AVIATION FUELS

Virent's BioForming® S2A technology creates synthesized aromatic kerosene (SAK), a critical component that enables 100% drop-in sustainable aviation fuel (SAF) and results in a greater than 50% reduction in particulate matter emissions compared to conventional jet fuel. BioForm® SAK can be used both as an SAF blending component in conventional jet fuel or combined with other SAF to provide a 100% drop-in SAF alternative.

Virent's BioForm® SAK made aviation history when it was used in several first-ever flights to fly on 100% drop-in SAF including:

- ✓ Bell Helicopter single-engine aircraft
- ✓ Rolls Royce and Gulfstream ultralong-range business jet
- ✓ Emirates' commercial jet in the Middle East and North Africa
- ✓ United Airlines' commercial passenger jet



RENEWABLE CHEMICALS

Virent's BioForming® S2A technology produces bio-paraxylene (BioForm PX®), a key raw material for renewable polyester fibers and packaging. Production of this 100% bio-based chemical has a much lower carbon intensity compared to petroleum-based chemicals and is compatible with existing supply chains and recycling infrastructure.



RENEWABLE GASOLINE

Virent's BioForming® S2A technology makes a drop-in renewable gasoline blend component that has the potential to achieve an overall lower carbon footprint for the gasoline market. Life cycle analysis studies indicate a greater than 50% carbon intensity reduction, with options to achieve net-zero or better. When used in a hybrid vehicle, BioForm® gasoline can provide a carbon intensity comparable to electric vehicles.

Virent's BioForm PX® paraxylene has successfully been used by:

- ✓ Toray Industries, Inc. to demonstrate the manufacturing of 100% bio-based textiles
- ✓ Coca-Cola to produce a 100% plant-based bottle prototype with the potential to contribute to the industry's goal of achieving 100% plant-based content
- ✓ Successfully tested in a 10-vehicle no-harms trial

Carbon Capture and Sequestration and Clean Hydrogen Hubs

Carbon Capture and Sequestration

Carbon capture and sequestration (CCS) is a proven technology used in many applications, including in the production of clean hydrogen. The CO₂ generated in an industrial process is captured, compressed and transported to permanent storage deep underground. CCS can 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 CCS has in achieving global climate goals and encouraged governments to set clear CCS policies to advance its deployment.

MPC and MPLX support the continued development and use of CCS technology as a strategy to reduce emissions of CO₂ and reduce 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 that provide for broad CCS deployment. We are founding members of the Houston CCS Alliance, which is composed of industry leaders that work to advance CCS opportunities in Houston and throughout Texas.

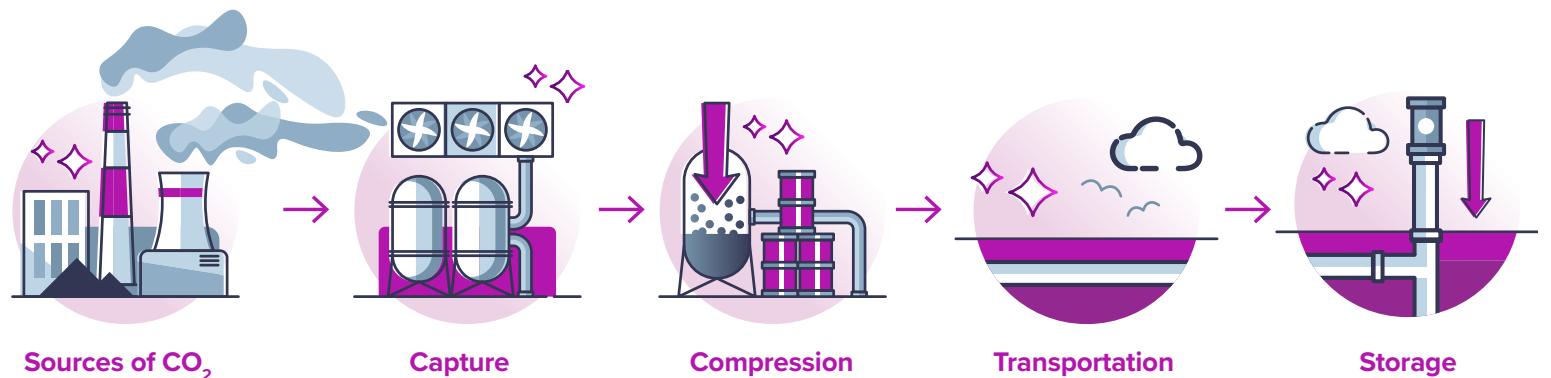
CO₂ Captured For Use in Industrial Applications and Food and Beverage Industry (tonnes CO₂)

Los Angeles, California, refinery	~153,000
Catcher Ranch, Oklahoma, gas plant	~43,000
Albion, Michigan, ethanol plant	~103,000
Greenville, Ohio, ethanol plant	~98,000
Denison, Iowa, ethanol plant	~84,000
Total CO₂ captured	~481,000

Clean Hydrogen Hubs

The U.S. Department of Energy (DOE) launched an initiative to establish clean hydrogen hubs across the country to accelerate the deployment of hydrogen as a clean energy source and reduce CO₂ emissions. A hydrogen hub is essentially a network of hydrogen producers, users and connective infrastructure. DOE is backing this hub effort with up to \$7 billion in grants distributed across six to 10 hubs.

We are collaborating with other companies, national laboratories, academia and other stakeholders to develop three hubs — one each in Texas, the Upper Midwest and the Appalachian area. Based on preliminary plans submitted to the DOE, the agency encouraged all three hubs to submit full grant applications. Those applications have been submitted, and the DOE is to make its final decision in the fall of 2023. Since clean hydrogen production is an emerging technology, DOE funding will be essential to these hubs' potential development.



Embed Sustainability



Embracing sustainability in decision-making, in how we engage our people and in how we create value with stakeholders

- 24 A Culture of Safety
- 25 Engaged and Energized Workforce
- 33 Engaging Our Stakeholders and Communities
- 39 Managing Supplier Risk
- 40 Accountable and Transparent Governance



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, we use a combination of proven 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.

 For more information on our OEMS, please see the [OEMS](#) section of this report.

480,000+

hours of health and safety training for MPC employees in 2022



Safety – A Shared Responsibility

Safety is a responsibility shared across the company by all employees and contractors. Everyone is empowered 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.

STOP-WORK AUTHORITY

If any employee or contractor believes a task is being performed unsafely, they have the authority 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 have the responsibility to report 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. The system, overseen by management, enables tracking and documentation of incident investigations and corrective actions, if needed, until an incident is closed. We also use this system to measure our operating discipline and management system performance through indicators such as management of change tasks, audits and recommendations.

STANDARDS AND COMPLIANCE

Our personal safety standards comply with, and in many cases, exceed local, state and federal regulations. Strict adherence to processes and procedures and comprehensive training programs are integral to our safety culture. We require both our employees and contractors to follow our safety standards, programs and policies. Internal and external subject matter experts conduct frequent audits and quality assurance visits to assess the effectiveness of our standards.

Contractor Selection Process

Safety culture and performance is a priority of 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, but before starting work at any of our facilities, all contractors and subcontractors preparing to perform "safety sensitive services" must meet a series of requirements. These requirements include reviewing our operating guidelines regarding contractor safety management, submitting a pre-job safety questionnaire and completing daily safe work permits with input from the contractor.



CONTRACTOR SELECTION REQUIREMENTS:

- ✓ Prove an exemplary safety record
- ✓ Show a strong health and safety culture and concern for the community
- ✓ Practice sound environmental stewardship
- ✓ Meet all federal and state regulations
- ✓ Receive training for their specific roles

Process Safety Management

We aim to continually improve the safety of our operations by applying good practices in the design and implementation of equipment we use and by keeping safety risk mitigation at the forefront. Through our OEMS and adherence to Process Safety Management (PSM), we work to reduce the number and severity of process safety events.

Our PSM program provides a framework and systematic approach to identify and address environmental, health and safety risks. It is designed to prevent or mitigate an incident's consequences and assure ongoing operations.

Local employees and internal subject matter experts conduct self-audits and collaborative audits at each PSM facility annually. Identified issues are documented in our audit and recommendation tracking tool, and the findings are tracked to closure. Third-party audits are conducted every three years to assess PSM facilities across all process safety elements.

35
VPP STAR
CERTIFICATIONS
EARNED

covering

45
MPC AND MPLX
FACILITIES

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



42%

of PSM facilities were third-party audited in 2022, with the remaining facilities assessed through self- and collaborative audits

14% improvement in companywide process safety events score since 2019

Enhanced Safety Programs

Our goal is an accident-free, incident-free workplace. We want everyone who comes to our sites to go home safely. To improve our safety performance, we continue to implement enhanced programs that focus on reducing safety risks through peer observations and feedback, identifying leading indicators of life-altering incidents and focusing on human and organizational performance foundational beliefs.

Behavior-Based Safety Programs

Behavior-based safety (BBS) programs are implemented across our operations, empowering employees and contractors to enhance safety practices in the workplace through peer observations. These programs manage employee exposure at the working interface: the point at which employee activities interact with workplace conditions and management systems. Safety excellence is directly related to our effectiveness at reducing identified hazards. With nearly 60,000 peer observations conducted in 2022, we have found that BBS programs drive a strong safety culture and performance, equipping us to:

- **Uncover** the reasons for operational choices made
- **Start** conversations that lead to safer decisions before injury can occur
- **Reinforce** safe behaviors
- **Identify** safer ways to perform tasks

Serious Injury and Fatality (SIF) 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 have and continue to implement tools, such as our Field Audit Scoring Tool, American Fuel & Petrochemical Manufacturers (AFPM) Incident Classification Matrix and Serious Injury and Fatality (SIF) Task Force.

- **Field Audit Scoring Tool** – This web-based software allows for quicker safety trend analysis and more timely notifications to refinery personnel to help avoid potential safety issues.
- **AFPM Incident Classification Matrix** – By applying the matrix companywide, data is collected and analyzed from high-potential near-miss incidents to identify areas of improvement before a serious incident occurs.

- **SIF Task Force** – A cross-functional forum for sharing incident details and lessons learned from high potential and serious incidents to prevent them from recurring.

Human and Organizational Performance

In 2022, we continued our commitment to human and organizational performance (HOP) through comprehensive trainings and learning teams focused on the six HOP foundational beliefs. Adopting the HOP foundational beliefs ultimately improves safety by reducing the opportunity for human error to result in an incident and reducing the likelihood of serious incidents.

HOP FOUNDATIONAL BELIEFS:

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

2022 AFPM Safety Awards



ELITE GOLD AWARD – ANACORTES REFINERY

Awarded to facilities with safety performances in the top 5% of industry.

ELITE SILVER AWARD – EL PASO REFINERY

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

SAFETY INNOVATION AWARD – GALVESTON BAY REFINERY

Awarded to sites with innovative practices that improve occupational or process safety performance. The refinery developed a computer-based screening tool to help decrease the number of Tier 3 process safety events and help prevent more severe events from occurring.

2022 ILTA Safety Awards

SAFETY EXCELLENCE AWARD – MPLX TERMINALS

Awarded to companies achieving a total recordable incident rate of 0.75 or less. MPLX terminals achieved an incident rate of 0.55.

Engaged and Energized Workforce

Our competitive advantage is our people.

We strive to create a safe work environment that fosters collaboration and embraces diversity, equity and inclusion (DE&I). We value differences and encourage employees to bring their full and authentic selves to work. We demonstrate our commitment to attract, develop and retain talent in our organization in many ways — by empowering our people, prioritizing accountability, promoting a culture of safety, providing extensive professional development opportunities, recognizing and rewarding accomplishments, and offering benefits that support the well-being of our employees and their families.

Core Values

Our core values guide the way we treat each other and all our stakeholders. We believe what we do — and how we do it — are equally important.

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



Diversity, Equity and Inclusion

Creating a diverse, equitable and inclusive workplace increases the success of individuals, 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 unlock the full potential of our teams — embracing the power of our differences while demonstrating each day that we are better together. We aspire for each employee's unique backgrounds and experiences to be recognized and their perspectives valued.

Our DE&I program is guided by a dedicated team of subject matter experts and supported by leadership companywide. Our program is based on our three-pillar DE&I strategy of building a diverse workforce, creating an inclusive culture and contributing to our thriving communities.

DE&I Strategy

BUILDING A DIVERSE WORKFORCE

- ✓ Streamlining our approach to managing diverse candidate slates
- ✓ Continue to diversify relationships with recruiting partners to expand our talent pipeline

CREATING A MORE INCLUSIVE CULTURE

- ✓ Increase support to employee networks to capture new and emerging opportunities
- ✓ Enhance our leadership model with an emphasis on inclusive leadership

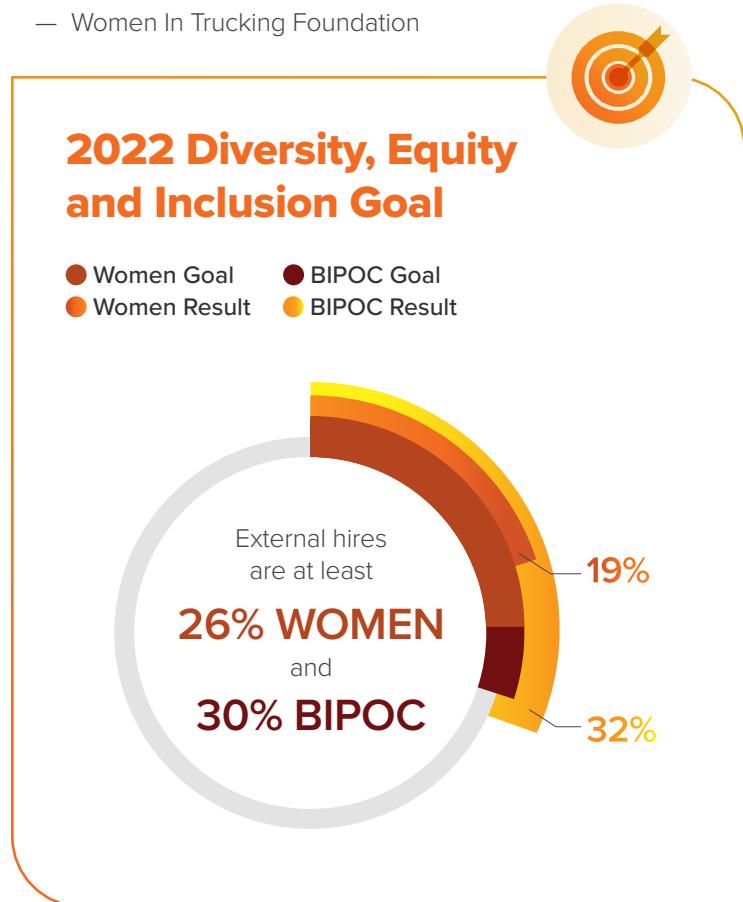
CONTRIBUTING TO OUR THRIVING COMMUNITIES

- ✓ Continue to increase spending with diverse suppliers
- ✓ Continue to align our community investments and DE&I commitments

Building a Diverse Workforce

We strive to have our workforce reflect the diversity in the communities in which we live and work and implemented a DE&I metric tied to compensation. Our goal for 2022 was for external hires to be comprised of at least 30% BIPOC and 26% women.¹ We exceeded the BIPOC goal with 32% result but fell short of our women goal with only 19% result. We continue to improve our existing programs and evaluate new programs that will aid in the retention and recruitment of diverse candidates such as:

- Attending national organization expos:
 - American Indian Science and Engineering Society (AISES)
 - Society of Hispanic Professional Engineers (SHPE)
 - Society of Women Engineers (SWE)
- Partnering with national organizations:
 - United Service Organizations (USO)
 - Women In Trucking Association
 - Women In Trucking Foundation



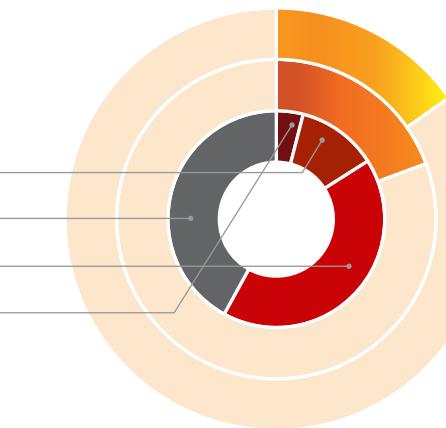
¹ External hires for the purpose of this goal exclude interns and conditional employees. Metrics are aspirational in nature and achieving them will at all times be consistent with our Equal Employment Opportunity Policy.

2022 WORKFORCE METRICS

Workforce | **17,887**

AGE REPRESENTATION

Baby Boomer (1946-1964)	12%
Generation X (1965-1980)	42%
Millennial (1981-1996)	42%
Generation Z (1997-2003)	4%



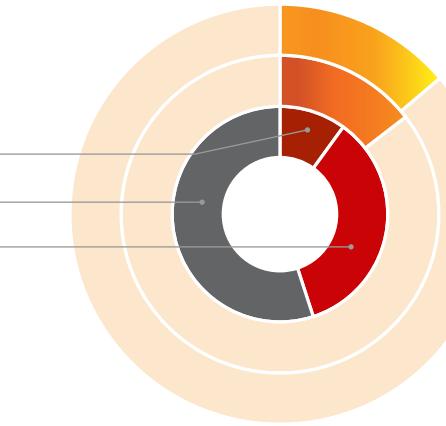
WOMEN
18%

BIPOC
24%

All Supervisors | **2,326**

AGE REPRESENTATION

Baby Boomer (1946-1964)	10%
Generation X (1965-1980)	55%
Millennial (1981-1996)	35%
Generation Z (1997-2003)	0%



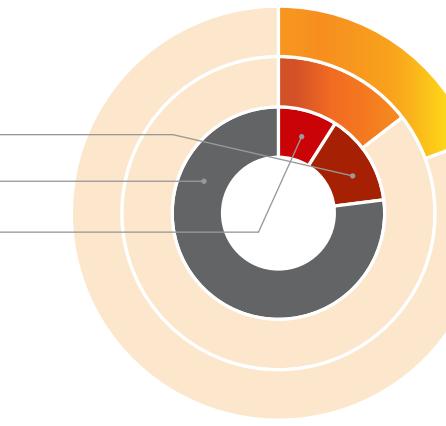
WOMEN
16%

BIPOC
17%

Senior Management | **168**

AGE REPRESENTATION

Baby Boomer (1946-1964)	14%
Generation X (1965-1980)	77%
Millennial (1981-1996)	9%
Generation Z (1997-2003)	0%



WOMEN
24%

BIPOC
11%

TALENT ACQUISITION

At MPC, executing our strategic vision requires us to attract and retain the best talent by presenting new employees with the 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.

We believe each diverse candidate brings a new perspective to our workforce, and we actively seek candidates with a variety of backgrounds and experience. One source for 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 relevant disciplines.

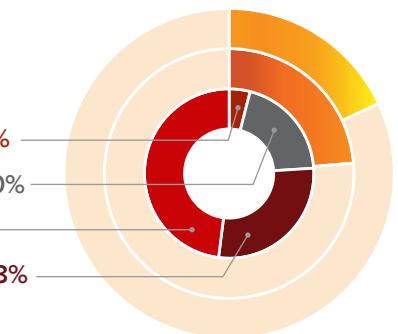
MPC scored a 100% on the Human Rights Campaign's Corporate Equality Index for three consecutive years. This index evaluates corporate policies, practices and benefits pertinent to LGBTQ+ employees.



2022 New Hires¹ | 2,306

AGE REPRESENTATION

Baby Boomer (1946-1964)	4%
Generation X (1965-1980)	20%
Millennial (1981-1996)	48%
Generation Z (1997-2003)	28%



WOMEN

22%

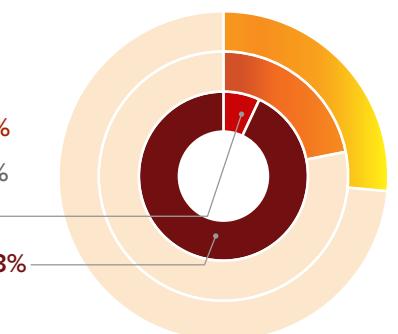
BIPOC

31%

2022 Intern and Co-op Hires | 366

AGE REPRESENTATION

Baby Boomer (1946-1964)	0%
Generation X (1965-1980)	0%
Millennial (1981-1996)	7%
Generation Z (1997-2003)	93%



WOMEN

36%

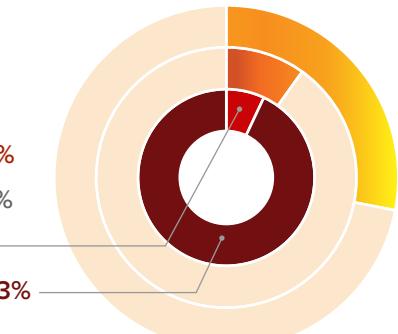
BIPOC

28%

2022 Intern to Employee Conversions | 71

AGE REPRESENTATION

Baby Boomer (1946-1964)	0%
Generation X (1965-1980)	0%
Millennial (1981-1996)	7%
Generation Z (1997-2003)	93%



WOMEN

39%

BIPOC

11%

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 we work to attract and retain women and BIPOC candidates, we continue to seek new places to find diverse talent. We actively recruit at more than 45 universities and have been partnering with Hispanic-serving institutions, including Texas A&M University, and historically Black colleges and universities, including North Carolina A&T State University. We also partner with INROADS, an organization that creates pathways to careers for ethnically diverse high school and college students across the country. In 2022, we participated in INROADS' internship program and had students intern in various departments in our San Antonio, Texas, office. In 2023, we plan to have INROADS program interns located at our Findlay, Ohio, and San Antonio offices.

One of the ways MPC demonstrates its commitment to science, technology, engineering and mathematics education is through supporting Bridge Programs at partner universities including the University of Cincinnati, The Ohio State University and Michigan State University. These programs:

- Prepare students from underrepresented groups to make a successful transition from high school to a university
- Give students the opportunity to adjust to the academic, personal and social challenges they may encounter
- Promote a structured environment conducive to building the fundamental skills to successfully complete a baccalaureate degree

One highlight from University of Cincinnati's Bridge Program was when students gathered for a barge party event hosted by MPC to celebrate their completion of the program. During the event, students cruised down the Cincinnati, Ohio, riverfront while enjoying food, music and networking. MPC employees also gave students a tour of our barge and shared information about STEM career opportunities at MPC.



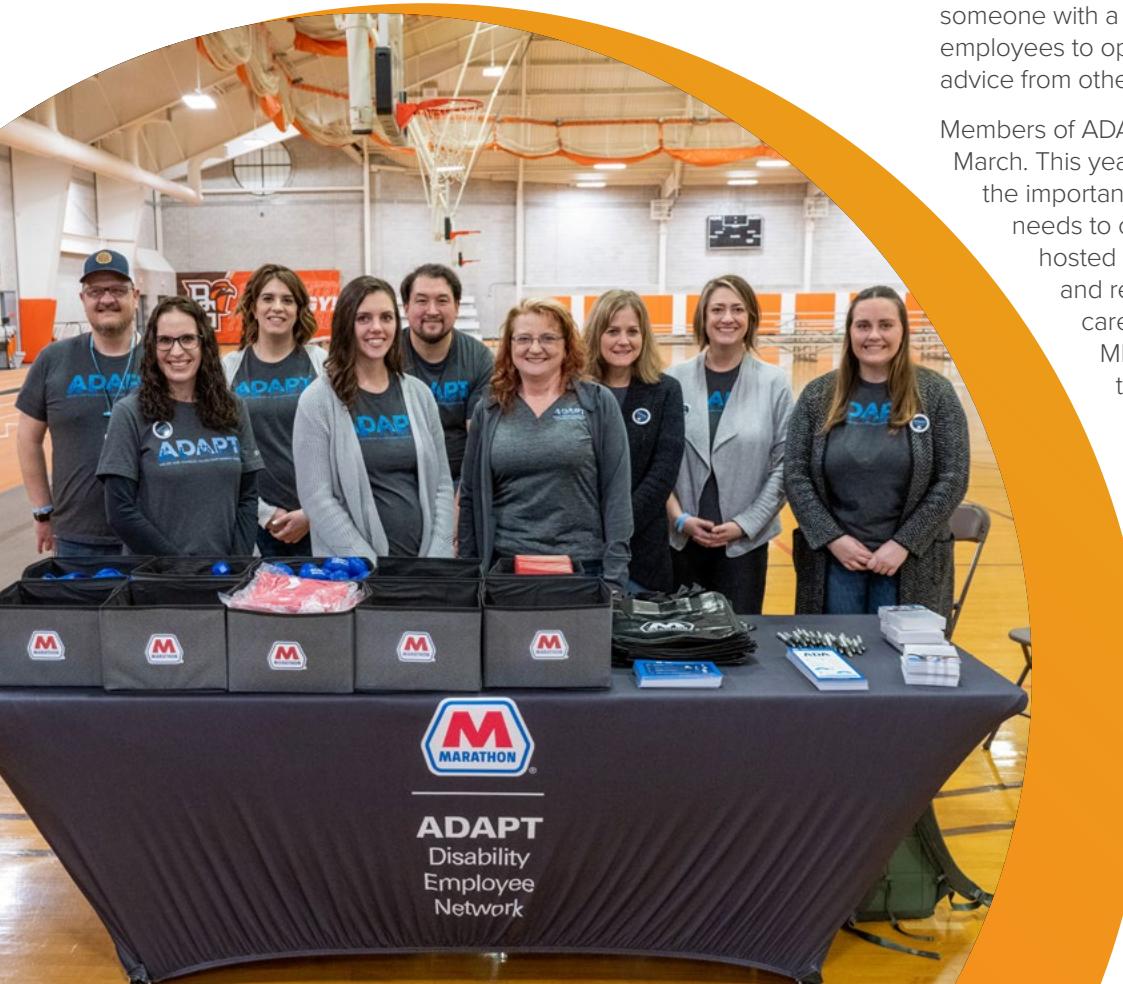
¹ New Hire data includes intern, co-op and conditional employees.

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 goal is to continue to advance our culture to enable us to attract and retain a highly skilled and diverse employee base. Our employee networks are fundamental to achieving this goal.

Our employee networks connect employees with others who have a shared identity and life experiences. These groups use a member and ally model to promote inclusion. Employees from all backgrounds are encouraged to join any network.



In 2022, we launched our newest employee network group, ADAPT — abled and disabled allies partnering together. This expands our outreach to seven populations — Asian, Black, Hispanic, LGBTQ+, Veterans, Women and People with Disabilities. 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.

Our senior executives recognize the strength of a diverse workplace, and many are engaged as employee network sponsors.

Our Employees ADAPT to New Opportunities

The ADAPT employee network was created out of employee passion for supporting and engaging with peers who have disabilities, or are a caregiver, family member or friend to someone with a disability. This network provides a space for our employees to openly share successes and challenges and seek advice from other employees who share similar experiences.

Members of ADAPT celebrated Disability Awareness Month in March. This year's theme was Shift the Story, which highlighted the importance of why the conversation around disabilities needs to change. To start the conversation, ADAPT hosted a panel discussion recognizing the challenges and rewards of being a special needs parent and caregiver, while also functioning as a working parent. MPC employees from across the country tuned in to participate in this authentic discussion.

The ADAPT network also established a partnership with the Northwest Ohio Special Olympics organization. As the presenting sponsor of the regional Winter Games, MPC employees showed their support by volunteering their time to help with events, cheer on athletes and continue to champion MPC's core values of respect and inclusion.

ADAPT

The Disability Employee Network (ADAPT) strives to inspire and connect MPC employees with disabilities along with family members or caregivers of people with disabilities.

- Hosted employee presentation on Deaf culture and American Sign Language
- Celebrated World Down Syndrome Day with a crazy sock contest

Asian

The Asian Employee Network (HOPE) promotes awareness, an environment that values diversity and an atmosphere of HOPE (harmony, opportunity, purpose and engagement).

- Annual participation in Diwali, the Indian Festival of Light
- Meditation and mindfulness sessions for employees
- Shared culinary traditions among employees

Black

The Black Employee Network (PROMISE) works to create an environment where Black employees and people of color feel welcome, valued and equal.

- Annual participation in one of the largest reported Martin Luther King Jr. march in the country
- Martin Luther King, Jr. Commission Scholarship Fund contributor
- Juneteenth flag-raising ceremonies

Hispanic

The Hispanic Employee Network (FAMILIA) attempts to foster an inclusive workplace through engagement, awareness and advocacy and provide support for Hispanic employees throughout the company.

- Hispanic Heritage Month celebrations including Día de Los Muertos (Day of the Dead)
- Volunteer events at local food banks and community gardens
- Hygiene supply drive benefiting homeless communities

LGBTQ+

The LGBTQ+ Employee Network (PRIDE) works to promote and sustain an inclusive and respectful work environment and community in which lesbian, gay, bisexual, transgender and queer (LGBTQ+) employees and community members can feel safe, be fully engaged and contribute their full potential.

- Annual participation in PRIDE festivals across the country during PRIDE Month
- LGBTQ+ career fair and ally training
- PRIDE flag-raising ceremonies

Veterans

Our Veterans Employee Network (HONOR) promotes inclusion to attract, engage and retain prospective veteran employees and consumers by developing a high-performing culture for employees through learning and development opportunities with partnership and engagement in the communities in which we do business.

- Sponsored in the Spirit of Freedom 5K race benefiting K9s For Warriors
- Veterans Day celebrations, including luncheons and recognition ceremonies
- Care package building events benefiting deployed troops

Women

The Women's Employee Network (ARISE) strives to attract, retain, inspire, support and empower women at MPC.

- Networks across the company participated in service projects during the inaugural "A Day to ARISE" celebration
- Hosted "Girls in STEM" day for high school students

4,000+

employees belong
to our 70 employee
network chapters

INTERN AND CO-OP CONNECTIONS

To create supportive and inclusive experiences for interns and co-ops, MPC has created the Employee Network Group (ENG) Member Connection program. An ENG connection is a facilitated introduction between an ENG member and an intern or co-op to promote ENG involvement, personal and professional development, career exploration, empowerment and a sense of community with diverse talent. While promoting ENG engagement opportunities, we are also creating supportive and inclusive experiences for interns and co-ops.

89% of participating interns and co-ops indicated that ENG Connections helped them feel connected to others at MPC

95% of participating interns and co-ops would recommend ENG Connections to others

EMPLOYEE DE&I TRAINING

While our employee network groups offer many training opportunities on various DE&I topics throughout the year, our New Employee Onboarding and New Leader Onboarding virtual courses provide additional DE&I training, designed to increase awareness of the challenges of DE&I. Training for leaders focuses on preparing them to lead effectively within a diverse workforce while continuously building a culture of inclusion through better understanding coworkers and addressing bias and barriers that may exist in the workplace.

Additionally, MPC offers a Diversity Basics Foundations virtual course, which highlights MPC's commitment to maintaining a workforce free of harassment and discrimination.

From understanding unconscious bias, to identity and intersectionality, to emotional intelligence, this training provides an opportunity for employees to begin building a baseline understanding on challenging, important topics.

In partnership with NeuroLeadership Institute, the DE&I team has redeveloped MPC's unconscious bias program, piloted the program with a group of leaders and plans to continue rolling out the training throughout the next three years.

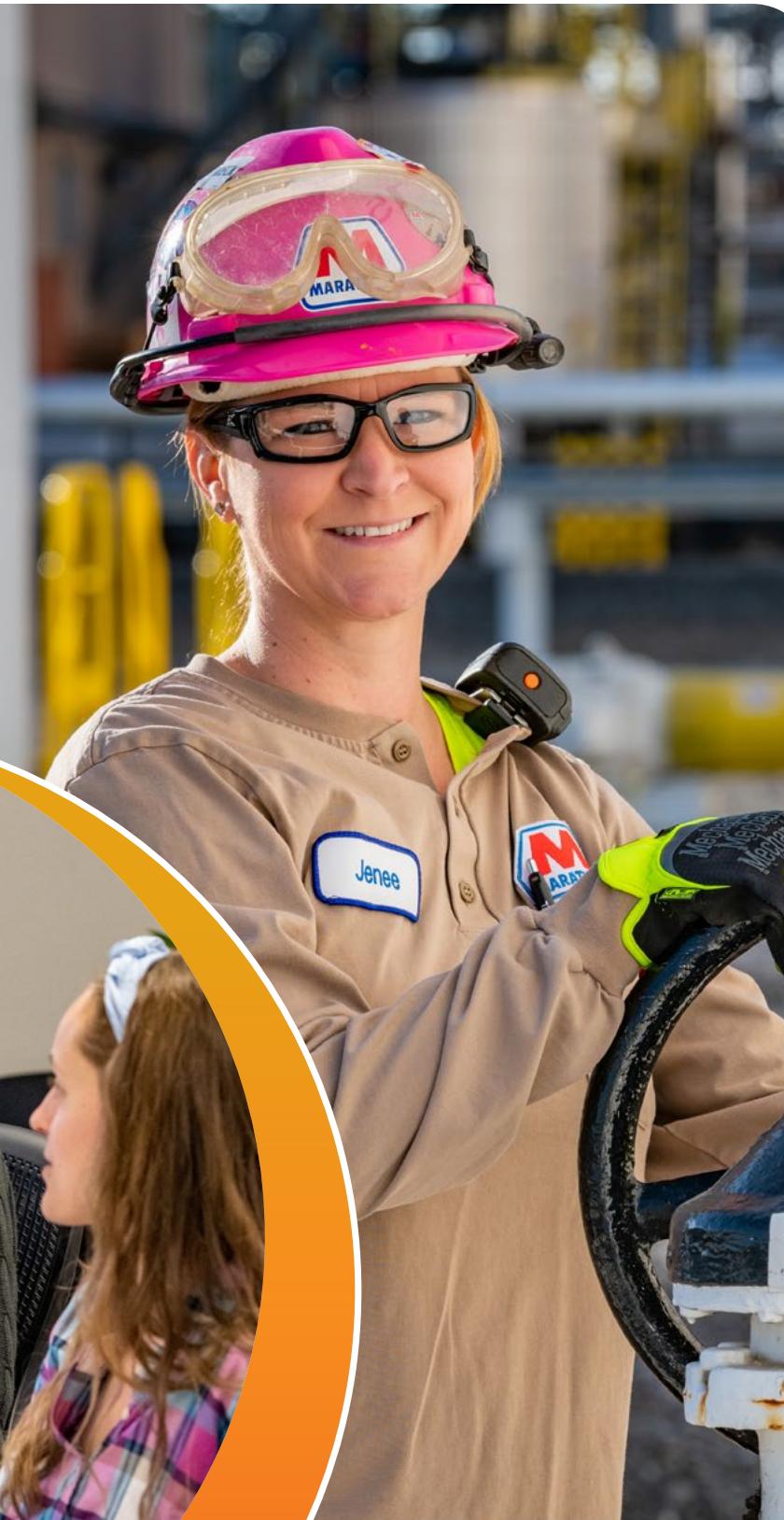
 Learn more about how we contribute to our thriving communities in our [Community Investments](#) and [Supplier Diversity](#) sections.

Females in the Field

Formed in 2022, Females in the Field is a group of women who travel to company field locations and other destinations as an aspect of their job function. The group meets quarterly and discusses topics including travel safety and gender bias. The group serves as a sounding board and safe space for female employees to share their experiences and advice to other females traveling on behalf of the company.

Objectives of Females in the Field are to:

- Equip women to handle issues that could arise while traveling
- Provide support and resources
- Provide opportunities for networking
- Engage and empower allies



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 strengthen and better position us 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 to dig deeper and 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 on a long-term basis, and the findings are used to inform our strategy.

In early 2023, we conducted an employee pulse survey to evaluate how employees are experiencing different aspects of working at MPC and how we can improve employee experience. Our 2023 survey built on the survey we conducted in late 2021 and early 2022 by measuring our progress in the same nine areas of employee experience.

Our work is not done, 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.

Named one of the Top Companies in 2022 for Women to Work for in Transportation by The Women In Trucking Association

This award recognizes companies with:

- ✓ A corporate culture that fosters gender diversity
- ✓ Competitive compensation and benefits
- ✓ Flexible hours
- ✓ Professional development and career advancement opportunities



Investing in Our Employees

Compensation and Benefits

Compensation and benefits serve to attract, acknowledge 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.

Nearly 100% of all salaried, hourly and union employees were rewarded with additional compensation in 2023 based on 2022 company performance.

Our annual bonus program is a critical component of our compensation, as it provides individual rewards for MPC's achievement against preset financial and ESG goals, encouraging a sense of employee ownership. All MPC employees are eligible for our bonus program and work toward the same goals.

Employees in our senior leader pay grades, as well as most other leaders, receive long-term incentive awards annually to align their compensation to the interests of shareholders. To help retain talent, a portion of all mid-level leader compensation is dependent on completion of service.

Off-time and Flexible Work Arrangements

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.

Additionally, eligible employee roles have the flexibility to work remotely one day per week or in some cases observe an Alternative Work Schedule (AWS). An AWS or 9/80 permits a compressed work schedule with every other Friday off.

Benefits

- **Health Benefits** – Medical, dental, vision and wellness sessions
- **Retirement Benefits** – Pension, 401(k) savings plan
- **Education Reimbursement** – Financial assistance for approved degree programs, certifications and licensing
- **Giving and Volunteerism** – Company match for qualified giving and volunteer incentive program
- **Paid Parental Leave** – Eight weeks for birthing parent, four weeks for nonbirthing parent
- **Family Leave** – Unpaid time off for certain family, personal and medical reasons
- **Relocation** – Relocation assistance to help make the transition as easy as possible
- **Employee Assistance Program** – Free counseling, identity protection and more
- **Scholars Program** – Competitive college scholarships for children of employees
- **Competitive Bonus Programs** – Available to all employees
- **Vacation** – Three to six weeks paid time off
- **Adoption Assistance** – Helping pay for adoptions



Health and Wellness

The physical and mental health of our employees is vital to the success of our company. To help provide access to care when needed, our Health Services organization operates 19 occupational health clinics across our locations where medical professionals provide on-site access to health services. We also provide a 24/7/365 nurse hotline, on-site amenities such as fitness and wellness resources, and virtual and on-site educational sessions on a variety of health topics delivered by a team of health and wellness professionals.

ENCOURAGING EMPLOYEES TO BE WELL ALL WAYS

Well ALL Ways is MPC's corporate wellness program that emphasizes to employees the importance of taking care of themselves. Well ALL Ways focuses on preventive health and comes with a financial incentive: Eligible employees who complete an online health assessment and a preventive physical exam with an approved health care provider can earn a \$400 payroll stipend, with an additional \$200 for a qualified spouse or domestic partner. In 2022, about 9,400 employees and spouses took online health assessments and received preventive physicals.

Well ALL Ways focuses on five key aspects:

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

WAYS TO BE WELL ALL WAYS

To promote healthy lifestyles and mental health among our employees in their daily lives, we offer programs that contribute to overall well-being inside and outside of the workplace. When our employees practice healthy habits, they achieve better physical and mental health outcomes that allow them to thrive and grow as people.

Good mental health improves the way we deal with stressors and contributes to safety and productivity in the workplace.

In 2022, some key wellness initiatives included:

- **WebMD Health Coaching** – This one-on-one coaching program connects employees with professional health coaches that provide guidance throughout their wellness journey. Coaching engagement increased nearly four times in 2022 from 2021.
- **WebMD One Wellness Portal Launch** – WebMD One is an online portal and mobile app offering online tools, resources and personalized recommendations on how to achieve wellness goals and access to educational events and workshops – all in one place. More than 9,000 employees have registered since launching in 2022.
- **Invitational Team Steps Challenge** – This challenge encouraged employees to team up, get moving and track their steps. Over 1,000 participants tracked nearly 200 million steps in 2022.
- **Wellness Champion Network** – Our network of wellness champions includes over 170 employees from across the company. The Champion Grant Program funds the development and implementation of local well-being initiatives proposed by champions. In 2022, 51 wellness grants were awarded.

At MPC's Woodhaven Cavern Facility in Michigan, a Champion Grant was used to plant an on-site garden.

 Taking a five-minute break to water the garden, weed it or just harvest some vegetables ... these activities may benefit (employees) by removing them from a problem for a moment and allowing them to clear their mind.

SABRINA ZAJAC
Administrative Assistant, Wellness Grant Recipient

-
- **Let's Talk Workshops** – This monthly virtual session educates employees about mental health, resources and ways to support someone they suspect might be struggling. More than 1,000 employees have attended since these workshops launched in 2020.
 - **Suicide Prevention Workshops** – Introduction of VitalCog: Suicide Prevention in the Workplace training, a professionally developed workshop that helps identify at-risk behaviors and promotes open dialogue about mental health.

Employee Training and Development

Investing in our workforce is one of the best investments we can make as a company. We equip our employees at every level with trainings that provide 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 help them advance and grow their careers within 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 trainings and on-the-job activities.

Leadership Development Programs

Leadership development programs are offered across the company, blending business and leadership content, often with external faculty. We use a variety of training methods to address and engage different learning styles. We believe networking and access to our executive team are key leadership success factors, and we incorporate these opportunities into all our programs.

- **New Leader Onboarding Program** – Designed for newly appointed leaders who have supervisory responsibility, this program consists of a series of four web-based trainings on company policy, business integrity, transitioning from coworker to supervisor and emotional intelligence. Together these trainings provide practical tips, tools and other guidance for employees to successfully transition into supervisor roles.

423 employees participated in the New Leader Onboarding Program in 2022

- **Frontline Leadership Skills Program** – Created for supervisors of hourly employees, this program consists of web-based

1 million+



training hours recorded by MPC employees in 2022, with each employee recording an average of **64** training hours

trainings, an online resource center and a monthly speaker. Together these offerings provide supervisors with improved tactics and skills to build stronger relationships, be adaptable to change and think strategically.

1,390 employees participated in the Frontline Leadership Skills Program in 2022

- **PATH Program** – Developed for new refining engineers and professionals, this program consists of in-person workshops and courses that focus on gaining industry-specific knowledge, problem-solving and hands-on training. Courses are tailored to 14 disciplines and have been chosen and structured by leadership to add value to the employee's career and enable a path for future advancement.

478 employees participated in the PATH Program in 2022

Employee Development Workshops

We offer a range of in-person workshops that are open to all employees. These workshops go beyond technical capabilities and focus on interpersonal skills such as leadership, communication and teamwork.

- **Delivering Powerful Presentations** – Developed to help employees become more confident, enthusiastic and persuasive when delivering presentations and to enhance their overall communication style and public speaking skills.
- **Best Negotiating Practices** – Delivered to enable employees to build the necessary skills to evaluate, negotiate and execute in support of our strategic priorities.

179 employees participated in these employee development workshops in 2022

Career Development Plans

Across the company, 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.

PERFORMANCE PROCESS

Our performance process helps our 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 in terms of values, knowledge and competencies.



4,000+

career development plans initiated by MPC employees in 2022

~100%

of our salaried employees participate in our performance process each year

Driver Trainer Program

MPC takes pride in its fleet of over 1,100 drivers, who play a pivotal role in delivering essential transportation fuels to gas stations and various locations across the nation. In 2022, we successfully integrated approximately 300 new drivers into our transport fleet. Prior to allowing new drivers to operate independently, they undergo a comprehensive training period, during which they are accompanied by experienced driver trainers.

Our driver trainers have extensive experience in the field and an exceptional safety record. They serve as a mentor to the new driver by sharing their experiences, lessons learned and technical knowledge. To deliver the highest standard of training, our driver trainers participate in a weeklong in-person workshop focusing on essential skills such as conflict resolution, effective communication, ergonomics, leadership and the facilitation of the Smith System defensive driving course.

150+

MPC transport drivers served as driver trainers in 2022



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 also expect our suppliers, contractors and other business partners to likewise respect human rights and remediate 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 to reduce the risk of potential violations by identifying and monitoring risks, reporting concerns and remediating violations that relate to identified impacts and risks.

Human Rights Due Diligence

Human rights due diligence is embedded in our ways of working, which are applicable to all employees and contractors. Our approach is guided by several key standards, procedures and processes and related employee training:

- **Policy on Human Rights, Including the Rights of Indigenous People** – This policy provides guidance on how to manage our obligation to respect the rights of our employees and members of the community, including Indigenous communities where we operate.
- **Core Values** – Our values guide the way we treat each other and all stakeholders. We believe how we do our work is just as important as what we do.
- **Code of Business Conduct** – This code is our standard on how employees, contractors and anyone acting on behalf of MPC and MPLX must behave as representatives of the company. MPC provides mandatory Code of Conduct training with required re-affirmation on an annual basis.
- **Employee Well-Being** – We promote well-being by providing competitive compensation and benefits, maintaining safe and healthy work environments, respecting freedom to associate and bargain collectively, and encouraging diversity, equity and inclusion. We prohibit harassment, discrimination and the use of coerced, forced and child labor.
- **Supplier Code of Conduct** – This code of conduct provides our guidelines and expectations for 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.
- **Supplier ESG Performance Assessments** – These assessments evaluate compliance with the Supplier Code of Conduct for our Tier 1 Critical Suppliers. Tier 1 suppliers provide essential goods and services for our base business. We are also developing a sustainability due diligence process to assess risk within our renewable feedstock supply chain.
- **Operational Excellence Management System** – Our OEMS provides a standard and integrated approach to identifying, monitoring and managing risks in our operations, including potential human rights risks.
- **Commitment to Respecting Our Neighbors** – We work to mitigate impacts from projects and operations responsibly and strive to contribute to the communities in which we operate. We conduct impact assessments on major projects and

consider the economic, social, environmental opportunities and risks. The assessments help manage and reduce impacts on the environment and on communities throughout the lifetime of projects. As part of this process, we engage with communities and other stakeholders to share information, consider suggestions and address concerns.

- **Stakeholder Engagement and Feedback Mechanisms** –

Two-way communication supports our integrated approach to human rights due diligence. Through our feedback mechanisms, for example, we help provide appropriate channels for individuals or communities to raise concerns, whether through Community Advisory Panels (CAPs), widely communicated and accessible hotlines or community engagements. We then work to manage, respond to and resolve issues in a timely manner.

- **Tribal Affairs Working Group** – Our internal teams drive a proactive approach to building relationships with tribes within our operational footprint. When engaging with tribal communities, we seek first to understand their culture and unique history, traditions and beliefs.

 Learn more about our engagement with Indigenous communities in our [Partnership with Our Tribal Neighbors](#) section.



Engaging Our Stakeholders and Communities

At MPC and MPLX, we seek to build relationships in our communities, and we consistently strive to create shared value with our stakeholders.

We work to understand our stakeholders' goals, perspectives and concerns and incorporate their feedback into our business and engagement strategies. This involves establishing regular communications with our stakeholders, assessing community impacts and providing avenues where stakeholders can share their concerns. We continue to adapt and expand our approach to engagement to meet the changing needs of our company and our stakeholders.

We Are Listening

Engaging with our stakeholders means being accessible to the communities we serve, actively listening and considering ways to address their concerns.

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 of our pipeline rights of way can contact us to ask questions and report concerns. Our teams route messages to the appropriate area and are empowered to escalate concerns when necessary.

COMMUNITY ADVISORY PANELS

Community Advisory Panels (CAPs) are made up of community representatives from various backgrounds and are established at all our major refining assets. CAP 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.



How We Engage



Stakeholder Engagement Plans

Our stakeholder engagement plans are carefully crafted road maps that provide intentional engagement strategies tailored to meet the needs of the communities we serve. We regularly evaluate key stakeholders and local issues through ongoing dialogue, surveys and other feedback mechanisms to keep our strategies relevant. This is important to:

- Foster collaborative 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 tribes near our MPLX assets through ongoing dialogue and proactive engagements.

OUR 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.

STAYING ENGAGED WITH KEY STAKEHOLDERS

The majority of contacts were general inquiries. Less than 4% of inquiries were marked as complaints and 99% of calls were responded to within three business days, with an average response time of 12.5 hours.

In 2022, new stakeholder contact methods included the launch of a private Facebook group for landowners and local emergency responders, and enhancements to our New Neighbor Program that connects us with new property owners living along our rights of way.

2022 MPL Public Engagement Highlights

1,600+

public inquiries received

~1,000

engagements initiated with new neighbors

300+

members added to MPL's landowner and first responder Facebook group

9,000+

farmers and drain tile installers educated on pipeline safety

Partnership with Our Tribal Neighbors

MPC and MPLX are committed to engage, communicate and partner with tribal nations and communities where we operate. We understand each tribe has its own unique culture, government, language and customs, and we value and welcome their valuable perspectives as we work together to create shared value opportunities.

To improve our collaboration with tribes, we educate our employees on tribal history, culture and the best methods of communication. These training sessions were created with input from MPC employees who are members of tribes such as Blackfeet, Navajo and Muscogee (Creek) Nations. Additional input comes from subject matter experts within tribes such as Mandan, Hidatsa and Arikara (MHA) and Cherokee.

Our Tribal Affairs Working Group consists of internal MPC employees who work hard to build strong relationships with tribes. This group helps make recommendations on community investment projects focused on workforce development, sustainability and helping drive impact toward thriving tribal communities. In 2022, our Tribal Affairs Working Group meetings included guests from Tribal Nation leaders, including the Chairman of the Navajo Nation and the Chief of the Osage Nation. Their valuable perspective on how to best engage in their communities continues to enhance the way we work together.

This year, we celebrated a milestone partnership by including members of the Standing Rock Sioux Tribe and the MHA Nation in emergency preparedness training in partnership with the EPA. We will continue to incorporate unique tribal perspectives on our approach to safety and preservation of cultural and environmental resources in our strategy and planning for project execution and operational activities.

Shared Values and Purposeful Engagement Drive Impact

In addition to direct partnerships with tribal nations, we recently partnered with several national tribal organizations that aim to provide education and elevate members of tribal communities, including:

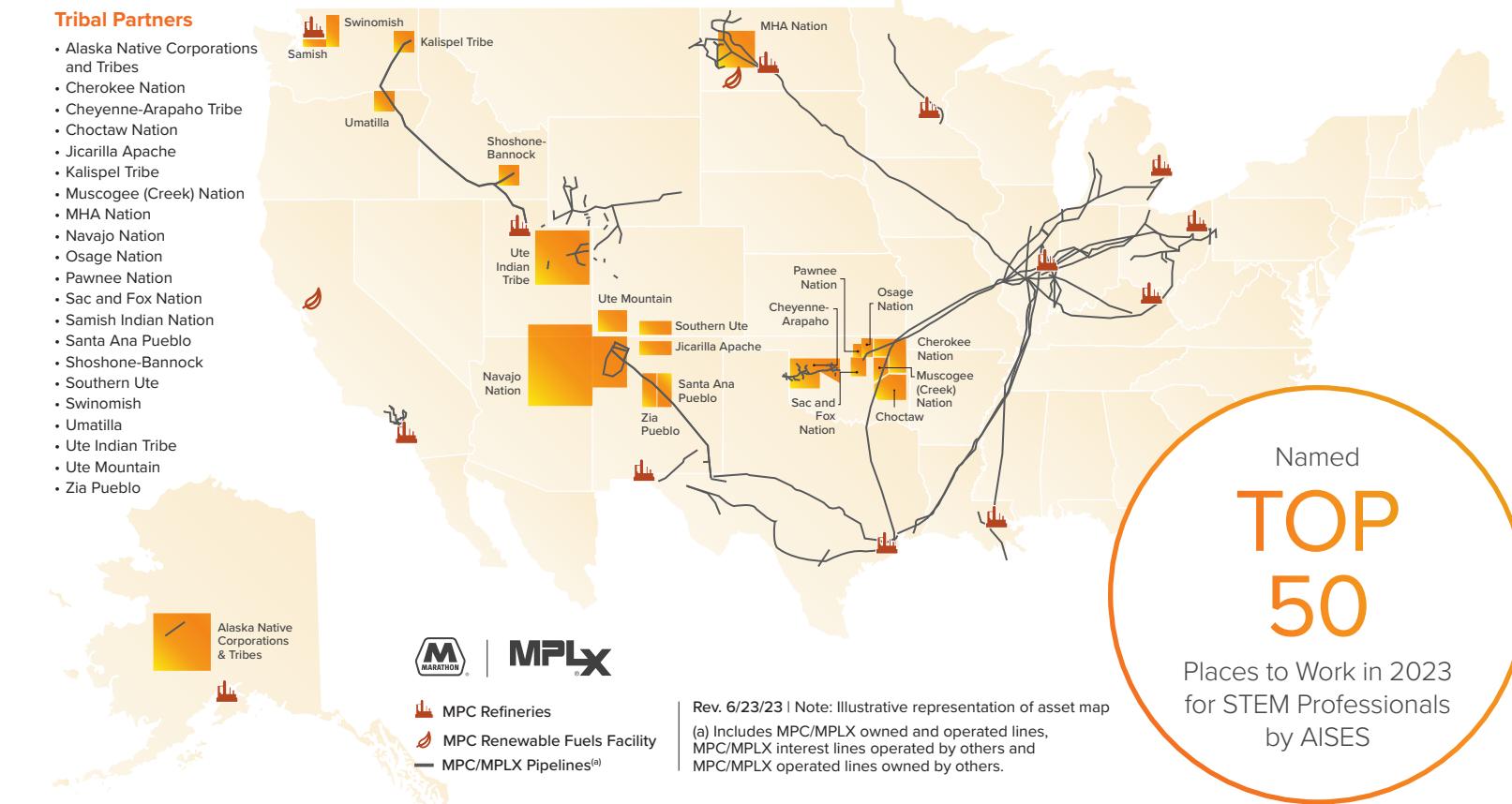
- American Indian Science and Engineering Society
- American Indian Business Leaders
- Native Forward
- National Native American Hall of Fame
- American Indian College Fund
- Tribal Colleges and Universities - Navajo Technical University and United Tribes Technical College

Each new partnership has the potential for impact on a national scale and will help improve access to scholarships, internships, career planning and employment opportunities for native students.

\$1 million+

invested by MPC and MPLX in 2022 to directly support tribal communities where we operate

These investments directly serve community members and demonstrate our shared value and commitment to tribal country. We are excited to continue to engage, collaborate and drive positive impact with our tribal neighbors.



**Named
TOP
50**

Places to Work in 2023
for STEM Professionals
by AISES

Tribal Partnerships Highlights

American Indian Science & Engineering Society (AISES) is the largest, oldest leader in STEM students and professionals in Indian country. AISES membership represents over 200 tribal nations. MPC invested \$100,000 to support the *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 Navajo Nation. In 2022, about 80% of students in this program successfully advanced to college.

American Indian College Fund is an educational partner that has helped establish the *Future Energy Professionals Project*. The project provides scholarships and academic and career services for Native college students pursuing post-secondary credentials at tribal colleges and universities in New Mexico and North Dakota, areas where MPC operates and has strong community ties. Our \$100,000 grant will help provide a guided pathway to Native students interested in energy-specific professions where Native people are underrepresented.

Nueta Hidatsa Sahnish College (NHS College) supports students of the MHA Nation. A \$100,000 grant from MPC is helping to restart their commercial driver's license (CDL) program and fund equipment for their welding trades program. Welders and CDL drivers are in high demand across the state of North Dakota and with MPLX. These programs will help Natives secure jobs in high demand with above average pay. MPLX leadership will help to develop curriculum for NHS College and promote employee involvement in these programs.

Pueblo of Santa Ana expressed a need to renovate ponding areas, restore wetlands and create a new pond for their community. A \$75,000 grant from MPC is helping to provide environmental and wildlife habitat enhancements and improving the area to be used for educational and outreach opportunities for the Pueblo Santa Ana tribal community members. The renovated space will serve as an outdoor classroom for the Departments of Natural Resources, Education and Wellness and will allow visitors to learn more about the area's natural history.

Community Investments

MPC's community investment strategy focuses on contributions to and partnerships with charitable organizations that align with:

- The priorities of our community stakeholders
- Our core values
- Our sustainability strategy
- Our ability to make a positive, measurable impact in the communities where we live and work

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.

The 2022 MPC Gives Charity Golf Tournament in San Antonio, Texas, raised \$2 million+ in support of national nonprofit partners.

High Impact Community Investments in 2022

\$8.5 million+
community investments of
\$20K to over 150 organizations

100,000+
impacts reported

Data includes a mix of initial results, interim estimates and final reports and may fluctuate as programs/projects near completion.

2022 Community Investments by the Numbers

\$23 million+

invested in communities by MPC and MPLX



\$4 million+

employee donations to nonprofits



1,000+

nonprofits supported



Charitable Contributions and Grants

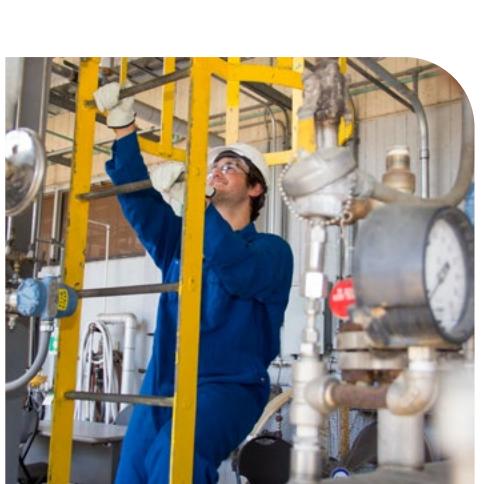
MPC and MPLX consistently seek unique and innovative investment opportunities that challenge the view of typical grantmaking. By engaging with stakeholders from various backgrounds, we pursue projects that allow us to create a positive, measurable impact and build partnerships across diverse organizations.

WORKFORCE DEVELOPMENT

Enhancing Skills for the Future Workforce

MPC's Galveston Bay, Texas, refinery established a scholarship fund with College of the Mainland (COM), a local community college in Texas City, Texas, to support students pursuing higher education. For the 2022-2023 academic year, 100 students enrolled in the Petrochemical Process Technology (P-Tech) program at COM received scholarship support as a direct result of the MPC partnership. This academic year, 35 scholarship recipients are expected to complete the program.

P-Tech scholarship recipients are from diverse backgrounds and circumstances and represent about 30% of the refinery's new hires.



SUSTAINABILITY

Developing Sustainability Leaders

MPC's Kenai, Alaska, refinery is an annual partner of the "Caring for the Kenai" competition that challenges students from the Kenai Peninsula Borough School District to consider how they can better care for the environment or improve the area's preparedness for a natural disaster.

The competition helps spark creativity in students and presents a real-life opportunity to create change.

In its 32nd year, the contest has awarded more than \$245,000 to students with the most innovative and sustainable ideas. The contest winners' schools also received grant money to support programming that challenges young minds and helps develop sustainability leaders of tomorrow.



THRIVING COMMUNITIES

Helping to Meet Basic Needs

Part of building thriving communities is ensuring basic needs are met. In 2022, MPC partnered with organizations such as Habitat for Humanity and Operation Warm to help build affordable housing and provide clothing to those in need.

Across our company footprint, our employees volunteered over 1,300 hours to support Habitat for Humanity events. To support our employees' passion for this organization, MPC also donated nearly \$350,000 to help fund the building of new homes.

In several MPC and tribal communities, we invested in programs that helped to provide clothing and warm coats to children to prepare for back-to-school and the winter season. Our partnership with Operation Warm alone has helped clothe more than 2,000 children who may not otherwise have been prepared for the cold winter season.



Employee Giving and Volunteer Incentive Programs

Our employees are dedicated to helping communities, and we support them through our MPC Giving and Volunteerism Programs. To back their investments of time and money, we provide a robust matching gifts program and reward those who volunteer in the communities where we live and work. We match 100% of employee donations, dollar for dollar, to qualified 501(c)(3) organizations, up to \$10,000 per calendar year. Matching Gifts for Higher Education provides a company match of up to \$10,000 for qualified gifts to two- and four-year accredited colleges and universities. This is separate from and in addition to the Employee Giving Program match.

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

\$4.2 million+

employee donation



\$3.7 million+

match on employee donations



87,000+

employee volunteer hours



~850

employee volunteer projects



740+

VIP awards earned by MPC employees in 2022, totaling **370,000+**

HELPING COMMUNITIES IN RECOVERY

When disaster strikes, our communities come together in support of friends and neighbors.

MPC's disaster response support considers immediate humanitarian needs, as well as long-term recovery in affected communities. As an added form of support in times of high-impact emergencies, MPC activates a special employee donation matching program separate from our company matching gift program, enabling employee donations to make a greater impact in times of crisis.

\$1.2 million+

donated to disaster recovery efforts in 2022



Kentucky Flooding

In July 2022, storms swept through eastern Kentucky and left behind a sea of deadly flood waters. The floods affected communities near our MPLX G&P assets prompting teams to spring into action. Employees served on rescue and recovery teams and collected and distributed drinking water and basic supplies.

In addition to volunteer support, MPC contributed \$50,000 to fund the purchase of a rescue vehicle and a semitruck load of additional supplies to aid in recovery.

Hurricane Ian

In September 2022, MPC teams braced for Hurricane Ian near the Florida coast. With the safety of our employees and communities in mind, dry goods, supplies and emergency shelters were secured in advance of the storm.

In the aftermath, our teams provided humanitarian aid to communities and generators to employees who lost power in their homes. In addition, MPC contributed \$50,000 toward relief efforts to the American Red Cross and Volunteer Florida Foundation.

Working Toward a Just and Responsible Transition

In 2022, MPC published a report, *Creating Shared Value Through a Just and Responsible Transition*, available on our website. Our Just Transition Report was the first such report to be published by a company in the oil and gas sector and one of the few to be published across any sector.

As detailed in our report, we will continue to do our part to enhance the opportunities for our people and value for our communities as we position MPC for the future with a steady, long-term approach to climate planning. We do this by building upon our long-standing commitments and practices, through engaging with stakeholders, investing in our people and investing in community workforce development.

 For more information on our approach to a just transition, please see our report, [Creating Shared Value Through a Just and Responsible Transition](#).

Progressing the Transition of Martinez Renewable Fuels

MPC continues to progress construction of the Martinez Renewable Fuels facility. After this former petroleum refinery was indefinitely idled, MPC announced plans to convert the facility to renewable fuels production shortly thereafter.

A definitive agreement was announced in 2022 to form a joint venture with Neste to advance the delivery of lower carbon intensity fuels. Total project development costs are projected at \$1.2 billion through the completion of the project.

Our ongoing conversion of Martinez Renewable Fuels illustrates one of the ways we are doing our part to responsibly manage changes to our business, while prioritizing integrity, respect and authentic engagement in our approach.

 For more information on our climate strategy and outlook against decarbonization scenarios, please see our report, [Perspectives on Climate-related Scenarios](#).



Engaging with Stakeholders

MPC undertook extensive outreach to local affected stakeholders to discuss our plans to transition the Martinez facility in a just and responsible fashion. This included early engagement with local communities and community groups, elected and appointed officials at the state and local level, organized labor, environmental advocacy organizations, business groups, law enforcement and emergency services, and local charities and other nonprofit organizations.

MPC representatives emphasized transparency with these stakeholder groups, publicly presenting information about the project and responding to questions and concerns.

We established a website with information about the project, renewable fuels and our activities in the community, providing regular updates as news became available. The website was widely publicized in the community to provide easy access to information.

In addition to considering public feedback received at meetings and presentations, stakeholder feedback came through the permitting process for the project, which involved a comprehensive environmental impact report that received significant stakeholder input during a public comment period. All comments were addressed, and based on the final environmental impact report and other factors, the Contra Costa County Board of Supervisors unanimously approved the project.

Stakeholder engagement continues to be a priority as the project unfolds. This includes ongoing dialogue with community members, in particular through the facility's Community Advisory Panel, which meets regularly with facility leadership for project updates and discussion about community perceptions and needs.

Attended **13** public meetings, included the Martinez State of the City event.

Hosted an Open House attended by over **100** people, with **15,000** invitations mailed with project information.

Directly engaged with **approximately 430** people, including key community stakeholders, industry leaders and businesses.



Investing in Workforce Development

Community investment is one way MPC demonstrates its commitment to shared value. We invest across three key focus areas of workforce development, sustainability and thriving communities. In the context of just transition, workforce development investments are particularly important, as they support education and skills-based, workforce-readiness training to prepare individuals for the jobs of tomorrow.

\$1.5 million+



in the Martinez Renewable Fuels local community from 2021-2022, with more than a quarter of this investment focused on workforce development.

In addition to our ongoing community investments in the area, a key part of the project's approval by the Contra Costa County Board of Supervisors was the project's Community Benefits Agreement, through which MPC committed to donate \$10 million total (\$1 million per year) to Contra Costa County in support of building and sustaining a strong and resilient local economy and workforce. This support includes development and training programs to prepare residents for new renewable and clean energy career pathways and jobs. Funding is managed and deployed by Contra Costa County, with beneficiaries including community colleges, nonprofit organizations and apprenticeship programs in the area. Consistent with our overall community investments approach, our engagement in this important agreement is not limited to funding – MPC is actively involved, with our local community investment expert serving on the county's Workforce Development Board.

 For more information on our investment priorities and representative examples of 2022 giving, please visit the [Community Investments section](#) of this report.

Spotlight on Partnership with Habitat for Humanity, Martinez, California

MPC launched its signature *Hands on for Habitat* program, a three-year partnership with Habitat for Humanity East Bay/Silicon Valley that takes high school students focused on construction trades beyond the classroom and introduces them to the world of volunteerism and real-world construction. Each year, the program will benefit more than 100 11th and 12th graders enrolled in construction trade programs in the Mount Diablo, Martinez and Pittsburg school districts.

MPC is sponsoring the program for the next three years with a \$105,000 investment and has donated an additional \$5,000 grant to each participating classroom. Teachers will use the classroom grants to buy new equipment and tools and help modernize the learning experience for students.

Through this innovative program, MPC is helping students explore high-paying careers while advancing the goal of building the workforce pipeline for our industry and the Bay Area economy.

Each school year, students will spend the fall semester developing technical skills in the classroom, learning project management and exploring career opportunities. In the spring, students will spend a day working at Habitat for Humanity's Esperanza Place Development in Walnut Creek. Not only will this new neighborhood bring homeownership within reach of families typically priced out of the opportunity, its Zero Net Energy design will enable it to produce more energy than it will consume. Under the supervision of Habitat for Humanity's trained staff, students will apply their classroom knowledge on a real construction site, learning tool skills, site safety and gaining a deeper understanding of the construction industry.



Investing in Our People

Utilizing our existing Martinez industrial site for this investment in renewable fuels manufacturing allowed us to repurpose infrastructure and retain, retrain and redeploy talent, where possible.

Construction work at the facility is being done through local building trades with which we have had long relationships. This work is anticipated to continue through completion of the project in late 2023. Contract workers, including skilled craftspeople, contribute to the project alongside MPC employees. As was the case when the facility operated as a refinery, MPC continues to utilize union labor as the operator of the renewable fuels facility.

We invest in our people to ensure those performing construction and operations at the site are fully trained to safely perform their duties. While the skills and protocols required for this facility are closely related to those needed for hydrocarbon refining, new processes necessitate upskilling. Console operators, for example, undertake four full days (32 hours) of focused simulator training to obtain mastery of the new process.

Additionally, all newly hired operators receive comprehensive training and must successfully complete rigorous qualifications. This includes an assessment to demonstrate knowledge of process hazards, a drawing assessment to demonstrate knowledge of flows and schemes, and a skills assessment with field testing to demonstrate knowledge of operating fundamentals, core operating procedures and sampling protocols. Operators who previously worked at the facility and have been rehired after more than 18 months away also receive these trainings and assessments to reskill.

Martinez Journey

701

employees at time of idling

26%

employees retained and/or transferred to another facility at time of idling

~176

current employees

81%

of 2022 hires are rehires (from prior workforce)

~200

approved total headcount to support the site

11.3 years

average employee tenure

~6 million

anticipated total project work hours (inclusive of all phases)

~2,000

contractors on-site during peak construction in October 2022

1,000+

contractors working to advance Phase 2

0.15

total recordable incident rate

~67%

of work hours completed



“When the indefinite idling of the facility happened, it was a relief for me to know that the company was doing things to help people. I can even remember attending the employee career fair that the company helped put together when my future was uncertain. Ultimately, I was fortunate and retained. Honestly, I was a little surprised. For me, it just meant that someone believed in me. I stepped up into a big role as a shift foreman, and I had the opportunity to prove myself. From there, I moved on to an even bigger position as an operations excellence specialist.”

My new job is training and retaining operators for our renewable fuels facility. The site has changed so much that it doesn't matter if they are new employees or some of the recalled employees who were separated during the idling. It doesn't matter who they are, or what they did previously, it is my job to help them see the change and the progress we are making toward a long-term, successful site for our company and employees.”

OLUBUKAYO “AYO” WACHUKU
Operations Excellence Specialist

At the time of idling, Ayo was a newly promoted shift supervisor. Since then, she was selected to help run the terminal facility and has since been promoted to operations excellence specialist.

99

Managing Supplier Risk

Our commitment to sustainability is embedded in our strategic planning, daily operations and key processes, which 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 is adaptable, agile and able to quickly respond to local, national and global events. MPC and MPLX strive to effectively consider risk when making strategic and operational decisions that will allow for the continuity of goods and services required to support our operations. Through programs governing supplier engagement, employee education, supplier selection, Supplier Code of Conduct and supplier diversity, we continue to improve our business practices to better manage and mitigate risks inherent in our supply chain.

In 2022, we conducted a comprehensive assessment of our supplier risk management program. During this assessment, we evaluated our supplier risk management processes, identified gaps and prioritized opportunities for improvement. Our commitment is to enhance our supplier risk management program by addressing the most value-added improvement opportunities and implementing processes that mitigate risk more effectively.

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 2022, a total of 10 awards were given in the following categories: Exceptional Partnership, Innovative Partnership, Sustainability Partnership, Diverse Supplier of the Year and Supplier of the Year.

\$9 billion

spent with 13,600+ suppliers in 2022¹



Employee Education

Supply chain personnel are trained on sustainable procurement topics, which enables each employee to proactively manage and minimize risk through supplier selection, contracting and compliance assurance.

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 advantages.

No significant changes to our Tier 1 suppliers occurred in 2022 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.

We provide an Integrity Helpline and encourage suppliers to anonymously report suspected unethical or illegal acts. 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.

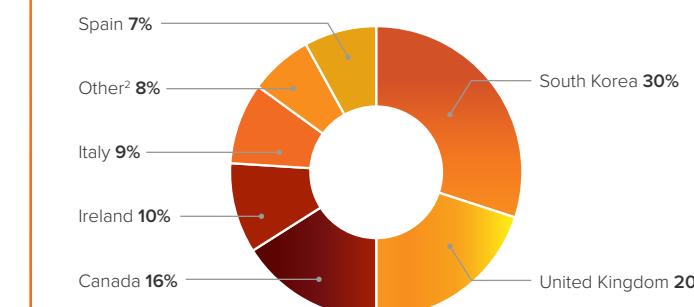
The Supplier Code of Conduct emphasizes expectations of suppliers in the areas of:

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

Since 2021, approximately 90 of our Tier 1 critical suppliers have participated in our ESG assessment. This assessment evaluates supplier ESG performance and compliance with the Supplier Code of Conduct.

2022 NON-U.S. SPEND BY COUNTRY¹

(non-U.S. spend %)



¹ Excludes crude/feedstock purchases

² "Other" category includes the following countries, each having spend of 2% or less: Australia, Belgium, Denmark, France, Hungary, Mexico, Netherlands and Switzerland.

Supplier Diversity

\$700 million+

spent with diverse suppliers in 2022

79%

increase in annual diverse supplier spend since 2019



MPC and MPLX are committed to a diverse and inclusive supply base, one that is reflective of the communities where we live and operate. Our Supplier Diversity program enables us to support partnerships with 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 diverse businesses in the U.S. By participating in these organizations and programs, we provide diverse suppliers with education and tools to support their 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

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, the government and others who have a stake in how we operate. 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 six independent directors. Of these, three have been women, including two women of diverse ethnic/racial backgrounds.

We continuously look for ways to enhance our corporate governance, and in 2023, we revised our Corporate Governance Principles to affirmatively state the Board's policy on director commitments.

Director Skills and Expertise

	Senior Leadership	Risk Management	Corporate Governance	Finance & Accounting	Energy Industry	Sustainability	Government, Legal & Regulatory
Abdulaziz F. Alkhayyal	•	•	•	•	•	•	
Evan Bayh	•	•	•	•		•	•
Charles E. Bunch	•	•	•	•		•	
Jonathan Z. Cohen	•	•	•	•	•	•	•
Edward G. Galante	•	•	•		•	•	•
Michael J. Hennigan	•	•	•	•	•	•	
Kim K.W. Rucker	•	•	•	•	•	•	•
Frank M. Semple	•	•	•	•	•	•	
J. Michael Stice	•	•	•	•	•	•	
John P. Surma	•	•	•	•	•	•	•
Susan Tomasky	•	•	•	•	•	•	•



Pictured: Front row (left to right): Evan Bayh, Edward G. Galante, Michael J. Hennigan, Charles E. Bunch.
Back row (left to right): Frank M. Semple, Abdulaziz F. Alkhayyal, Kim K.W. Rucker, John P. Surma, Jonathan Z. Cohen, J. Michael Stice, Susan Tomasky

2022 Governance Highlights

10/11

independent directors with an independent chairman of the board

At year-end 2022, 10 of MPC's 11 directors were independent as defined by New York Stock Exchange guidelines.

36%

board diversity

At year-end 2022, 36% of directors were women and/or a racial/ethnic minority or Native American tribal member.

5.7

years of tenure

At year-end 2022, the average tenure of directors was 5.7 years.

100%

board meeting attendance

Each director attended 100% of board and assigned committee meetings in 2022.

Sustainability Governance

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

- 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**
 - 10 of 11 directors are independent
 - Strong independent Chairman 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 right to submit director nominations for inclusion in our proxy statement
 - Robust shareholder engagement program
- **ESG accountability**
 - Strong oversight by the Board and its four standing committees
 - Industry-leading disclosures on environmental targets and performance
 - Extensive human capital management disclosures, including EEO-1 data

BOARD OF DIRECTORS

Audit Committee

Responsibilities and Oversight:

- Oversees risks associated with financial, financial reporting and accounting matters
- Monitors compliance with regulatory requirements and internal control systems
- Oversees our enterprise risk management process and reviews performance
- Reviews ESG and climate risk disclosures within the financial reporting framework
- Oversees business continuity, data privacy and cybersecurity risks

Compensation and Organization Development Committee

Responsibilities and Oversight:

- Oversees risks associated with our compensation programs, plans and policies to ensure they do not encourage excessive risk-taking
- Oversees our management succession planning process and our human capital management strategies and policies, including DE&I initiatives
- Oversees stakeholder engagement on compensation and human capital management matters

Corporate Governance and Nominating Committee

Responsibilities and Oversight:

- Oversees risks associated with corporate governance matters, including director independence, Board composition and succession, and Board effectiveness
- Oversees the evaluation of the Board, its committees and individual directors
- Oversees stakeholder engagement on corporate governance matters

Sustainability and Public Policy Committee

Responsibilities and Oversight:

- Oversees risks and opportunities associated with sustainability, ESG and public policy matters
- Reviews our sustainability and climate reports and other key sustainability disclosures
- Oversees establishment of our sustainability targets
- Oversees governance framework and budgets for our political contributions and lobbying expenditures
- Oversees stakeholder engagement related to sustainability, ESG and public policy matters

MPC EXECUTIVE LEADERSHIP TEAM

Sustainability is embedded across executive committees with responsibility for sustainability strategies and standards

- External Policy Committee
- HES&S Management Committee
- Enterprise Risk Management Committee
- Strategic Steering Committee

LEADERSHIP TEAM

Drives sustainability strategies across the enterprise

- ESG and Sustainability Working Group
- HES&S Planning Committee
- Renewables & Low Carbon Strategy Council

CROSS-FUNCTIONAL TEAMS

Implement key sustainability strategies, programs and plans

- Environmental Justice Team
- Renewables Compliance Governance Committee
- Embedding and Communicating ESG Team
- Focus on Water Team
- Focus on Energy Team

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 20 years 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 expands beyond RC14001® and aligns with ISO 9001, which incorporates quality and an increased focus on a process approach and stakeholder engagement.

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, integrate stakeholder feedback and continually improve our performance.

OEMS Governance

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

100%

of our operations are in scope of our OEMS, which has been third-party reviewed for alignment with RC14001® and ISO 9001.



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 identifies emerging risks that may impact our ability to operate and allocate resources efficiently. The process involves a cross-functional review of potential 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 6 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 that have the potential to impact our business, such as GHGs and other air emissions, water withdrawals and effluents, hazardous materials management, product specifications and employee health and safety.

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, strategic transaction risks and general risk factors.

Role and Responsibilities



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 enterprise-wide 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 & Ethics Program on our [website](#).

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

Code of Business Conduct

Our Code of Business Conduct 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 is never acceptable.

The Code applies to:

- All MPC employees, including all employees of consolidated subsidiaries and MPC employees that 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.

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, anticorruption compliance, insider trading, aircraft usage and officer business expense reports. Objectives in these categories are reviewed and tested by MPC's Internal Audit organization in conjunction with other company organizations.

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 must also comply with our Supplier Code of Conduct. We communicate our expectations to these business partners annually.

CODE TRAINING AND CERTIFICATION

New employees take Code of Business Conduct training upon hire and must complete a questionnaire, which 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 identify 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 best efforts to fully comply with it.

Code of Ethics for Senior Financial Officers

The chief executive officer, chief financial officer, 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 to certify 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.

Anticorruption Program

Our Anticorruption Program emphasizes our commitment to conducting our business and operations with the highest level of integrity everywhere we operate. All employees receive anticorruption 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. We regularly review our Compliance and Ethics Program, and in 2023 we engaged a third party to review our anticorruption compliance program.

2022 Compliance and Ethics Highlights

99.8%



of MPC employees hired in 2022 completed Code of Business Conduct Training

100%



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



MPC and MPLX senior financial officers complete 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 a good-faith submission to be a cause for disciplinary action.

Our goal is to resolve all matters within 90 days. Where warranted, investigations may result in a change in policy or procedure, a determination that an allegation could not be substantiated or disciplinary action. Disciplinary levels 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 may also result in a lower performance rating and adversely impact an employee's merit increase and bonus opportunity.



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 Officials, our Business Integrity and Compliance group has direct access to the Board chairman, chief executive officer, chief financial officer, vice president of Audit and the Board's Audit Committee.



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

- ✓ To be given the opportunity to remain anonymous.
- ✓ To be assigned an investigator.
- ✓ To be assigned 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.

Political Contributions and Advocacy

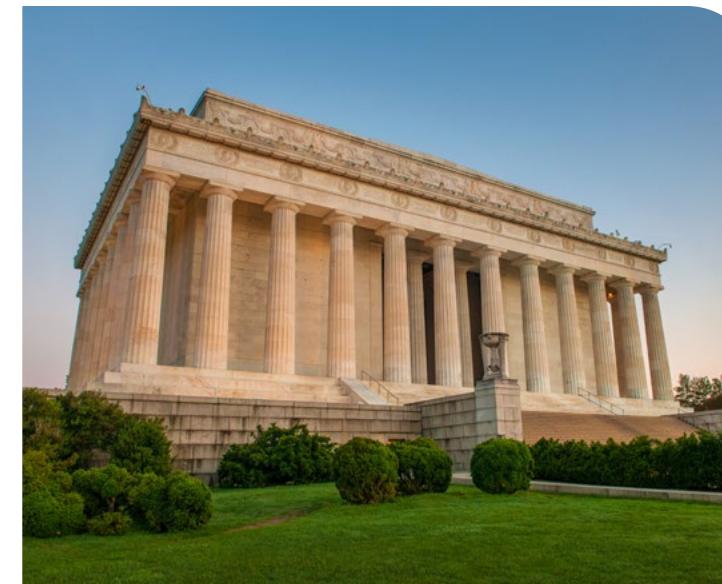
We believe participating in the political process is an essential part of advancing the meaningful exchange of information and views on issues that affect our company and our stakeholders.

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, general counsel and senior vice president of 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 that continue to transform our company. Recent examples of issue advocacy include policies that enable sustainable aviation fuel; carbon capture, utilization and storage; 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 business communities in which we operate. Trade associations provide important ways for us to engage in the development of industry standards and practices and share advances in science and engineering that inform the best practices of the future.

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 have continued to enhance our disclosures, reporting information for each of the past five years through our web-based platform for the following:

- Federal lobbying disclosure, including a link to the Clerk of the U.S. House of Representatives database where our quarterly federal lobbying reports can be obtained via a search of "Marathon Petroleum" and 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.

We also expanded our disclosures to include 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

We manage cybersecurity risks by working continuously to protect our computer systems, data, assets, infrastructure and computing environments from threats — and to safeguard confidentiality, integrity and availability. We implement a comprehensive suite of policies, practices and standards that guide our teams on how to mitigate and manage these risks.

Our cybersecurity program aligns with the National Institute of Standards and Technology (NIST) – Cybersecurity Framework and relevant NIST publications, such as NIST SP 800-53 and NIST SP 800-82. The NIST Cybersecurity Framework helps companies develop a standardized model on which to build their information technology (IT) and operational technology (OT) cybersecurity program and subsequently measure their maturity in this important area.

Threat Awareness and Prevention Training

We provide our personnel, both employees and contractors, with training to help them manage cybersecurity risks. Informed personnel use best practices and situational cybersecurity awareness to protect our information and critical systems from threats.

All personnel act as control agents for what comes into and goes out of both company networks and personal home networks. We only allow our secured devices to access our network remotely, since security on these personal networks is even more important given work-from-home arrangements.

We use a simulated phishing program to train and test corporate email account users on how to augment our hardware and software safeguards against this form of email-based cyberthreat. Users are shown how to identify and report phishing emails and, periodically, simulated phishing emails test users' awareness of phishing attacks. Our phishing prevention program provides immediate feedback to users and notifies the individual's management in the event of repeated failures. Management then takes appropriate actions, and additional training is issued.

Threat awareness and prevention training begins at the time of hiring and continues throughout each individual's tenure, delivering training and materials across multiple channels.

2022 Training Metrics

98%

of personnel completed cybersecurity awareness training



99%

of email account holders received phishing simulations



Cybersecurity Risks

TECHNOLOGY RISKS

We manage technology risks through a resilient system of layered defenses. We place security limits on physical access, segment business and operational networks, and align critical applications to strengthen resilience with additional layers of security.

Internal IT and OT controls allow us to detect security events by collecting and analyzing data in our centralized Cybersecurity Operations Center.

THIRD-PARTY RISKS

Using both internal and vendor-provided capabilities, we maintain a proactive, data-centric cybersecurity risk assessment and management program. As part of the approach, personnel are trained to report and escalate suspicious incidents and cyberthreats to our IT Service Desk. From there, threats are screened and escalated to our 24/7 Cybersecurity Operations Center for appropriate action. We continue to expand our due diligence capabilities in response to a changing cloud-computing landscape.

Governance and Compliance

The Chief Information Security Officer is responsible for our cybersecurity program and provides routine briefings to the Board of Directors Audit Committee and the Board as a whole at least twice a year. The Audit Committee further reviews and provides input on our cyber and information security strategy.

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.

Cybersecurity policies apply to MPC and MPLX entities, 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 personnel have access to our cybersecurity policies, and we emphasize policy awareness through training and supervisor engagement and implement policy compliance through a structured escalation program, if needed.

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

We actively monitor the regulatory landscape to ensure continued compliance with governmental cybersecurity regulations and orders specific to our industry. These include but are not limited to:

- Transportation Security Administration Security Directive-02C
- United States Coast Guard Maritime Transportation Security Act
- North American Electric Reliability Corporation
- Chemical Facility Anti-Terrorism Standards

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. MPC adheres 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.

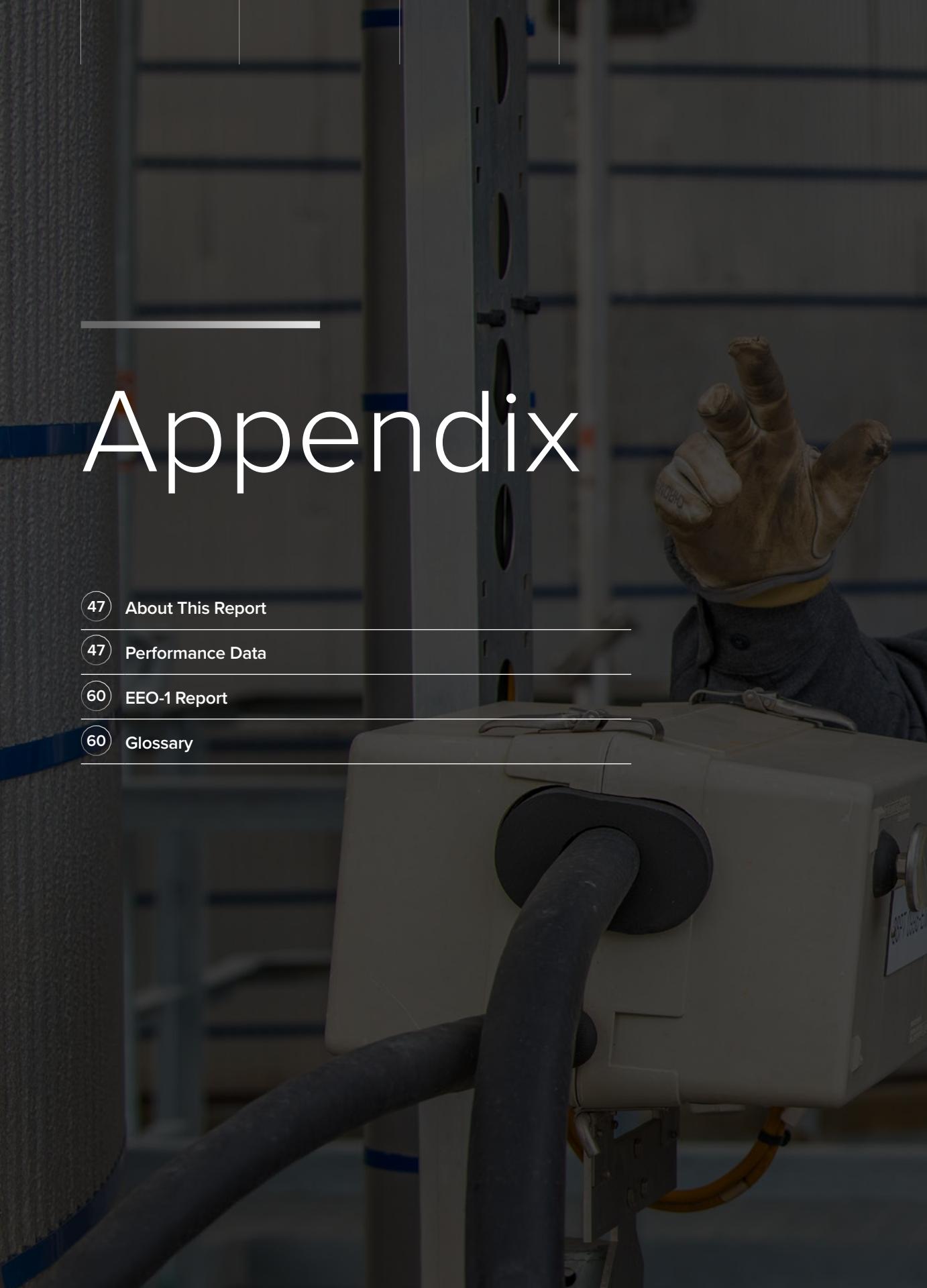
Incident Preparedness and Response

Robust preparedness is essential to respond effectively should a cybersecurity breach occur. Our highly trained Cybersecurity Incident Response Team is ready to respond 24/7. We test our cybersecurity incident response procedures and business continuity plans at least annually, and conduct risk assessments, vulnerability analyses and targeted penetration testing throughout the year. Independent third parties audit, assess and test aspects of our IT and cybersecurity programs annually.



Appendix

- [47 About This Report](#)
- [47 Performance Data](#)
- [60 EEO-1 Report](#)
- [60 Glossary](#)



About This Report

MPC and MPLX's 2022 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

MPLX – mplx.com/sustainability

Performance Data

Company Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Economic Performance⁽¹⁾									
Sales and Other Operating Revenue	\$ millions	-	201-1a.i	-	96,504	123,949	69,779	119,983	177,453
Income from Operations	\$ millions	-	-	-	5,571	5,576	(12,247)	4,300	21,469
Net Income Attributable to MPC	\$ millions	-	201-1a.iii	-	2,780	2,637	(9,826)	9,738	14,516
Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	-	4,304	6,133	2,754	1,815	2,788
Environmental Expenditures (capital and expense) ⁽²⁾⁽³⁾	\$ millions	-	-	-	957	1,213	630	991	1,226
Operational Performance⁽⁴⁾									
MPC Manufacturing Inputs		million boe	-	-	1,717	1,817	1,627	1,682	1,741
Refining Manufacturing Inputs	million boe	EM-RM-000.A	-	-	1,111	1,142	940	1,012	1,068
MPLX Gas Plant Manufacturing Inputs	million boe	-	-	-	605	675	687	670	673
Crude Oil Refining Capacity	thousand bpcd	EM-RM-000.B	-	-	3,021	3,067	2,874	2,887	2,898
Natural Gas Gathering Volumes	million cubic feet per day	EM-MD-000.A	-	-	-	5,967	5,331	5,131	5,684
MPLX Crude and Refined Products Transported		thousand bpd	-	-	-	5,114	4,712	5,453	5,660
MPLX Crude Oil Transported	thousand bpd	EM-MD-000.A	-	-	-	3,228	2,998	3,380	3,549
MPLX Refined Products Transported	thousand bpd	EM-MD-000.A	-	-	-	1,886	1,714	2,073	2,111
Total Addressable Market for Advanced Biofuels and Associated Infrastructure	\$ billions	EM-RM-410a.2	-	-	-	2.8	3.7	8.4	10.2
Market Share of Total Addressable Market for Advanced Biofuels and Associated Infrastructure ⁽⁵⁾	%	EM-RM-410a.2	-	-	-	2	2	5	4.5

Reporting Frameworks

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.

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 2022, unless otherwise indicated.

Data Quality

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 Internal Audit 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.

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Greenhouse Gas Emissions⁽⁴⁾⁽⁶⁾									
Total Scope 1 and Scope 2 GHG Emissions	million tonnes CO ₂ e	-	-	CCE-4 - C1	45.2	45.0	40.2	39.9	40.4
Scope 1 and 2 GHG Intensity (excludes GHG associated with exported power from cogen)	tonnes CO ₂ e/mboe input	-	305-4a	CCE-4 - C4	25.3	23.8	23.7	22.9	22.4
Total Scope 1 and 2 GHG Intensity Reduction Since 2014	%	-	305-5a	-	-15	-21	-21	-23	-25
Total Scope 1 GHG Emissions ⁽⁷⁾⁽⁸⁾	million tonnes CO ₂ e	-	305-1a	CCE-4 - C1	37.0	36.8	32.2	33.0	33.7
Total Scope 1 CO ₂ Emissions	million tonnes CO ₂	-	-	CCE-4 - C1	36.2	35.9	31.3	32.2	33.1
Total Scope 1 CH ₄ Emissions	thousand tonnes CH ₄	-	-	CCE-4 - C1	29	31.7	32.7	23.5	22.8
Total Scope 1 N ₂ O Emissions	thousand tonnes N ₂ O	-	-	CCE-4 - C1	0.2	0.2	0.2	0.2	0.2
Total Scope 1 SF ₆ and Tracer Emissions	tonnes SF ₆ and tracer	-	-	CCE-4 - C1	2	1	0	9	0
Refining Scope 1 GHG Emissions	million tonnes CO ₂ e	EM-RM-110a.1	-	CCE-4 - C3	31.6	31.0	26.7	27.5	28.3
Refining Scope 1 GHG Covered by Emissions-limiting Regulation ⁽⁹⁾	%	EM-RM-110a.1	-	-	28	27	25	23	23
MPLX Scope 1 GHG Emissions ⁽¹⁰⁾	million tonnes CO ₂ e	EM-MD-110a.1	-	CCE-4 - C3	5.4	5.7	5.4	5.5	5.4
MPLX Scope 1 GHG Emissions from Methane (CO ₂ e basis)	%	EM-MD-110a.1	-	-	11	11	13	8	8
MPLX Scope 1 GHG Covered by Emissions-limiting Regulation	%	EM-MD-110a.1	-	-	-	< 2	< 2	< 1	< 1
MPLX G&P Scope 1 Methane Emissions Intensity	%	-	-	-	0.026	0.026	0.029	0.020	0.018
Total Scope 2 GHG Emissions ⁽¹¹⁾	million tonnes CO ₂ e	-	305-2a	CCE-4 - C2	8.2	8.2	8.0	6.9	6.7
Refining Scope 2 GHG Emissions	million tonnes CO ₂ e	-	-	CCE-4 - C3	3.9	4.0	3.8	3.5	3.4
MPLX Scope 2 GHG Emissions ⁽¹⁰⁾	million tonnes CO ₂ e	-	-	CCE-4 - C3	3.8	3.8	3.8	3.3	3.3
Scope 3 - Category 11: Use of Sold Products - Refinery Yield Method	million tonnes CO ₂ e	-	305-3a	CCE-4 - A2	-	426	352	379	404
Energy Consumption⁽⁴⁾⁽⁶⁾									
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
Energy Intensity	gj/boe	-	302-3a	CCE-6 - A2	0.4	0.3	0.3	0.4	0.3
Refining Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.5	0.5	0.5	0.5	0.4
MPLX G&P Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.1	0.1	0.1	0.1	0.2
Energy Consumption Purchased/Produced by Renewable Sources	million gj	-	302-1b	CCE-6 - C2	-	-	6.1	5.4	6.1
Energy Consumption Purchased/Produced by Combined Heat and Power	million gj	-	302-1c	CCE-6 - C2	-	-	-	58	55
Energy Consumption Purchased/Produced by Combined Cycle Gas Turbine	million gj	-	302-1c	CCE-6 - C2	-	-	-	9.1	9.5
Avoided Energy Consumption from Efficiency Efforts	million gj	-	302-4a	-	20	18	13	19	20
Air Emissions⁽⁴⁾⁽⁶⁾									
Total Criteria Pollutant Emissions	thousand tonnes	-	-	-	54.0	50.3	43.9	43.7	43.1
Total SOx Emissions	thousand tonnes	-	305-7a.ii	ENV-5 - C1	3.5	3.3	2.5	2.8	2.7
Total NOx Emissions	thousand tonnes	-	305-7a.i	ENV-5 - C1	19.6	17.9	14.8	15.2	15.4

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Air Emissions (continued) ⁽⁴⁾⁽⁶⁾									
Total CO Emissions	thousand tonnes	-	305-7a.vii	ENV-5 - A1	11.4	10.8	9.7	9.9	9.5
Total VOC Emissions	thousand tonnes	-	305-7a.iv	ENV-5 - C1	16.0	15.0	14.1	13.1	12.6
Total PM ₁₀ Emissions	thousand tonnes	-	305-7a.vi	ENV-5 - A1	3.5	3.4	2.9	2.7	2.9
Total Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	-	31.4	27.7	27.0	26.0	24.8
Refining Criteria Pollutant Emissions									
Refining SOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	3.4	3.2	2.4	2.7	2.6
Refining NOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	11.8	11.9	10.0	10.6	10.8
Refining CO Emissions	thousand tonnes	-	-	ENV-5 - A3	7.7	7.6	7.0	7.3	7.3
Refining VOC Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	7.4	7.3	6.9	6.9	7.2
Refining PM ₁₀ Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.9	2.8	2.5	2.3	2.5
Refining H ₂ S Emissions ⁽¹²⁾	thousand tonnes	EM-RM-120a.1	-	-	0.08	0.09	0.08	0.06	0.06
Refining Criteria Pollutant Emissions from Flaring	thousand tonnes	-	-	-	2.6	2.5	2.1	2.9	3.2
Refining Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	ENV-5 - A3	29.8	28.7	30.6	29.5	28.5
Hazardous Air Pollutant Emissions ⁽¹²⁾	thousand tonnes	-	305-7a.v	-	1.0	0.9	0.9	1.0	1.2
Number of Refineries in or Near Areas of Dense Population	count	EM-RM-120a.2	-	-	-	12	12	12	12
MPLX Criteria Pollutant Emissions⁽¹⁰⁾									
MPLX SOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	20.8	17.4	15.1	13.9	12.7
MPLX NOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	7.8	5.9	4.8	4.6	4.6
MPLX CO Emissions	thousand tonnes	-	-	ENV-5 - A3	3.7	3.2	2.7	2.6	2.3
MPLX VOC Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	8.7	7.7	7.1	6.2	5.4
MPLX PM ₁₀ Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 - A3	0.6	0.5	0.4	0.4	0.4
Water⁽⁴⁾⁽⁶⁾									
Total Water Withdrawal	megaliters	-	303-3a	-	158,823	162,831	145,269	140,181	144,400
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	ENV-1 - C1	155,301	157,379	139,036	135,057	133,736
Other water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	ENV-1 - A4	3,522	5,452	6,234	5,124	10,664
Surface Water Withdrawal	megaliters	-	303-3a.i	-	86,133	87,693	79,001	77,123	77,303
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	86,133	87,693	78,999	77,123	77,303
Groundwater Withdrawal	megaliters	-	303-3a.ii	-	20,647	21,496	22,861	25,103	25,819
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	17,521	17,338	17,883	21,502	18,502
Seawater Withdrawal	megaliters	-	303-3a.iii	-	0	87	75	73	59
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	-	0	87	75	73	59
Third-Party Withdrawal	megaliters	-	303-3a.v	-	52,044	53,555	43,331	37,532	40,467

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Water (continued) ⁽⁴⁾⁽⁶⁾									
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.i	-	51,648	52,348	42,153	36,432	37,931
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-3c.ii	-	396	1,207	1,178	1,101	2,536
Total Freshwater Recycled	megaliters	-	-	ENV-1 - A5	7,669	9,167	26,055	27,766	30,648
Refining Freshwater Withdrawal	megaliters	EM-RM-140a.1	-	-	153,518	155,697	137,420	134,495	132,786
Refining Freshwater Recycled ⁽¹³⁾	%	EM-RM-140a.1	-	-	5	6	19	21	23
Refining Freshwater Withdrawal in High Baseline Water Stress Areas as Percentage of Total Freshwater Withdrawal	%	EM-RM-140a.1	-	-	27	26	23	23	21
Refining Freshwater Consumed in High Baseline Water Stress Areas as Percentage of Total Freshwater Consumed	%	EM-RM-140a.1	-	-	31	27	24	25	18
Refining Total Water Consumption	megaliters	-	303-5a	-	74,356	74,661	63,540	62,811	66,590
Total Water Withdrawal in Stressed Areas	megaliters	303-3b	ENV-1 - C4	44,636	44,069	37,135	34,576	36,567	
Surface Water Withdrawal in Stressed Areas	megaliters	-	303-3b.i	-	0	0	0	0	1
Groundwater Withdrawal in Stressed Areas	megaliters	-	303-3b.ii	-	11,212	11,911	13,931	15,989	17,426
Third-Party Withdrawal in Stressed Areas	megaliters	-	303-3b.v	-	33,424	32,158	23,203	18,587	19,122
Total Freshwater Withdrawal in Stressed Areas	megaliters				41,510	39,911	32,157	30,975	27,858
Total Freshwater Recycled in Stressed Areas	megaliters	-	-	-	5,781	5,267	15,173	16,404	16,895
Total Freshwater Recycled in Stressed Areas	%	-	-	-	14	13	47	53	61
Total Freshwater Withdrawal Intensity	megaliters/million boe	-	-	ENV-1 - A2	90	87	85	80	77
Total Water Consumption	megaliters	-	303-5a	ENV-1 - C2	75,443	76,299	64,784	63,178	67,269
Total Water Consumption in Stressed Areas	megaliters	-	303-5b	-	24,942	22,757	18,947	18,184	18,983
Total Water Consumption Intensity	megaliters/million boe	-	-	-	44	42	40	38	39
Total Water Discharge	megaliters	-	303-4a	ENV-2 - A5	85,657	89,483	82,478	78,702	79,294
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	83,354	86,427	79,825	76,670	76,686
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	2,303	3,056	2,652	2,033	2,608
Surface Water Discharge	megaliters	-	303-4a.i	ENV-2 - A6	51,819	52,047	49,453	48,710	46,871
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	ENV-2 - A5	51,819	52,047	49,404	48,710	46,867
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	0	0	49	0	4
Groundwater Discharge (includes deepwell injection)	megaliters	-	303-4a.ii	ENV-2 - A6	2,276	2,951	1,993	1,699	2,162
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	0	32	2	3	0
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	2,276	2,919	1,991	1,696	2,162
Seawater Discharge	megaliters	-	303-4a.iii	ENV-2 - A6	6,416	6,377	3,841	1,100	995
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	6,416	6,290	3,766	1,087	895
Other Water ($>$ 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	0	87	75	13	100
Third-Party Discharge	megaliters	-	303-4a.iv	ENV-2 - A5	25,145	28,108	27,191	27,193	29,265
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.i	-	25,119	28,059	26,653	26,870	28,923

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Water (continued) ⁽⁴⁾⁽⁶⁾									
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4b.ii	-	27	49	538	323	341
Total Water Discharge in Stressed Areas	megaliters	-	303-4c	ENV-2 - A7	19,694	21,312	18,188	16,392	17,583
Freshwater (\leq 1,000 mg/L total dissolved solids)	megaliters	-	303-4c.i	-	19,694	21,312	18,188	16,392	17,562
Other Water (> 1,000 mg/L total dissolved solids)	megaliters	-	303-4c.ii	-	0	0	0	0	21
Seawater Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	6,416	6,290	3,757	1,087	895
Third-Party Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	13,278	15,022	14,431	15,303	16,676
Incidents of Noncompliance with Discharge Limits	count	-	303-4d.iii	-	-	92	92	59	25
Incidents of Noncompliance with Water Quality Permits, Standards and Regulations with Enforcement	count	EM-RM-140.a2	-	-	-	13	13	12	7
Waste ⁽⁴⁾⁽⁶⁾⁽¹⁴⁾									
Total Waste Generated	thousand tonnes	-	306-3.a	-	-	422	253	318	254
Hazardous Waste Generated	thousand tonnes	-	306-3.a	-	-	42	42	36	37
Nonhazardous Waste Generated	thousand tonnes	-	306-3.a	-	-	381	211	282	217
Total Waste Diverted from Disposal	thousand tonnes	-	306-4.a,b	-	-	119	69	90	40
Hazardous Waste Diverted from Disposal	thousand tonnes	-	306-4.a	-	-	13	13	10	19
Hazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4.b.i	-	-	0	0	0	5
Hazardous Waste - Recycling	thousand tonnes	-	306-4.b.ii	-	-	13	13	10	14
Hazardous Waste - Other Recovery	thousand tonnes	-	306-4.b.iii	-	-	0	0	0	0
Nonhazardous Waste Diverted from Disposal	thousand tonnes	-	306-4.a,c	-	-	106	56	80	22
Nonhazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4.c.i	-	-	2	0	0	0
Nonhazardous Waste - Recycling	thousand tonnes	-	306-4.c.ii	-	-	104	56	80	21
Nonhazardous Waste - Other Recovery	thousand tonnes	-	306-4.c.iii	-	-	0	0	0	0
Total Waste Directed to Disposal	thousand tonnes	-	306-5.a	-	-	303	184	228	214
Hazardous Waste Directed to Disposal	thousand tonnes	-	306-5.a,b	-	-	29	29	26	18
Hazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5.b.i	-	-	19	16	10	12
Hazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5.b.ii	-	-	7	8	12	5
Hazardous Waste - Landfilling	thousand tonnes	-	306-5.b.iii	-	-	3	5	4	2
Hazardous Waste - Other Disposal	thousand tonnes	-	306-5.b.iv	-	-	0	0	0	0
Nonhazardous Waste Directed to Disposal	thousand tonnes	-	306-5.a,c	-	-	275	155	202	195
Nonhazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5.c.i	-	-	21	20	13	6
Nonhazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5.c.ii	-	-	1	0	1	1
Nonhazardous Waste - Landfilling	thousand tonnes	-	306-5.c.iii	-	-	253	135	188	188
Nonhazardous Waste - Other Disposal	thousand tonnes	-	306-5.c.iv	-	-	0	0	0	1

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Waste (continued) ⁽⁴⁾⁽⁶⁾⁽¹⁴⁾									
Refining Hazardous Waste Generated	thousand tonnes	EM-RM-150a.1	-	-	-	38	41	34	32
Refining Hazardous Waste Recycled	%	EM-RM-150a.1	-	-	-	34	31	25	43
Underground Storage Tanks (USTs) ⁽¹⁵⁾	count	EM-RM-150a.2	-	-	-	15,872	15,753	298	298
UST Releases Requiring Cleanup	count	EM-RM-150a.2	-	-	-	32	80	0	0
UST Releases Requiring Cleanup in States with UST Financial Assurance Funds	%	EM-RM-150a.2	-	-	-	47	85	0	0
Spills⁽⁴⁾⁽⁶⁾									
Hazardous Material Spilled >1 bbl - volume	bbls	-	306-3	-	-	4,594	681	54,108	6,132
Hazardous Material Spills >1 bbl - count	count	-	306-3	-	-	8	3	8	9
Total Oil Spilled >1 bbl - volume	bbls	-	-	ENV-6 - C2	3,680	5,446	1,003	5,493	6,668
Total Oil Spills >1 bbl - count	count	-	-	ENV-6 - C2	158	160	61	47	70
Oil Spilled to Land >1 bbl - volume	bbls	-	-	ENV-6 - A3	2,207	5,340	515	4,740	5,760
Oil Spills to Land >1 bbl - count	count	-	-	ENV-6 - A3	133	140	59	46	66
Oil Spilled to Water >1 bbl - volume	bbls	-	-	ENV-6 - A3	1,473	106	488	753	908
Oil Spills to Water >1 bbl - count	count	-	-	ENV-6 - A3	25	20	2	1	4
MPLX Hydrocarbons Spilled >1 bbl - volume	bbls	EM-MD-160a.4	-	-	-	2,232	855	2,748	5,506
MPLX Hydrocarbon Spills >1 bbl - count	count	EM-MD-160a.4	-	-	-	41	34	26	47
MPLX Hydrocarbons Spilled to Land >1 bbl - volume	bbls	EM-MD-160a.4	-	-	-	2,127	293	1,995	4,606
MPLX Hydrocarbons Spilled to Water >1 bbl - volume	bbls	EM-MD-160a.4	-	-	-	105	488	753	901
MPLX Hydrocarbons Spilled in Arctic >1 bbl - volume	bbls	EM-MD-160a.4	-	-	-	0	0	0	0
MPLX Hydrocarbons Spilled in Unusually Sensitive Areas >1 bbl - volume ⁽¹⁶⁾	bbls	EM-MD-160a.4	-	-	-	0	0	0	3,500
MPLX Hydrocarbons Spilled Recovered >1 bbl - volume	bbls	EM-MD-160a.4	-	-	-	2,140	781	2,528	4,558
Reportable Pipeline Incidents	count	EM-MD-540a.1	-	-	-	14	12	14	11
Reportable Pipeline Incidents - Significant	%	EM-MD-540a.1	-	-	-	28.6	33	50	6
Rail Transportation Accident Releases	count	EM-MD-540a.3	-	-	-	0	0	0	0
Rail Transportation Non-Accident Releases	count	EM-MD-540a.3	-	-	-	5	6	3	6
Natural Gas Pipelines Inspected ⁽¹⁷⁾	%	EM-MD-540a.2	-	-	-	22.9	11	12	9.9
Hazardous Liquid Pipelines Inspected ⁽¹⁷⁾	%	EM-MD-540a.2	-	-	-	26.7	23.7	34.0	32.1
Designated Environmental Incidents (DEIs)⁽¹⁸⁾									
Number of Tier 2, 3 and 4 DEIs	count	-	-	-	228	228	151	166	187
Tier 2 DEIs	count	-	-	-	93	143	101	111	135
Tier 3 and 4 DEIs	count	-	-	-	135	85	50	55	52
Ecological Impacts									
Wildlife Habitat Council Certified Habitats Owned and Maintained	count	-	-	-	23	23	22	20	16

Environmental Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Ecological Impacts (continued)									
Acres of Wildlife Habitat Council Certified Habitats Owned and Maintained	acres	-	-	-	1,347	1,317	1,313	1,183	817
Land Owned, Leased, and/or Operated within Areas of Protected Conservation Status or Endangered Species Habitat ⁽¹⁹⁾	%	EM-MD-160a.2	304-1	-	-	-	23	21	19
Terrestrial Acreage Disturbed ⁽²⁰⁾	acres	EM-MD-160a.3	-	-	-	3,294	4,644	7,328	1,565
Impacted Areas Restored ⁽²¹⁾	%	EM-MD-160a.3	304-3	-	-	100	92	100	117
Social Performance									
U.S. Equal Employment Opportunity Commission Statistics (EEO-1 DATA)⁽²²⁾									
TOTAL EMPLOYEES									
Women	%	-	405-1	SOC-5 - C2	-	18.6	18.1	18.1	18.0
Hispanic or Latino	%	-	405-1	SOC-5 - C2	-	12.3	12.5	12.5	13.0
Black or African American	%	-	405-1	SOC-5 - C2	-	4.8	4.8	4.9	5.0
Asian	%	-	405-1	SOC-5 - C2	-	3.1	2.8	2.9	3.0
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	-	1.2	0.8	0.8	0.9
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	-	0.3	0.3	0.4	0.4
Two or More Races	%	-	405-1	SOC-5 - C2	-	1.4	1.3	1.4	1.5
Total Minority Representation	%	-	405-1	SOC-5 - C2	-	23.1	22.6	23.0	23.8
White	%	-	405-1	SOC-5 - C2	-	76.9	77.4	77.0	76.2
EXECUTIVE/SENIOR OFFICIALS AND MANAGERS									
Women	%	-	405-1	SOC-5 - C2	-	22.6	23.1	24.0	33.3
Hispanic or Latino	%	-	405-1	SOC-5 - C2	-	3.2	3.8	4.0	0.0
Black or African American	%	-	405-1	SOC-5 - C2	-	0	0	0	0.0
Asian	%	-	405-1	SOC-5 - C2	-	0	0	0	0.0
American Indian or Alaskan Native	%	-	405-1	SOC-5 - C2	-	0	0	0	0.0
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 - C2	-	0	0	0	0.0
Two or More Races	%	-	405-1	SOC-5 - C2	-	0	0	0	0.0
Total Minority Representation	%	-	405-1	SOC-5 - C2	-	3.2	3.8	4.0	0.0
White	%	-	405-1	SOC-5 - C2	-	96.8	96.2	96.0	100.0
FIRST/MID-LEVEL OFFICIALS AND MANAGERS									
Women	%	-	405-1	SOC-5 - C2	-	12.9	14.2	16.0	14.9
Hispanic or Latino	%	-	405-1	SOC-5 - C2	-	7.4	7.4	7.9	8.2
Black or African American	%	-	405-1	SOC-5 - C2	-	3	3.2	3.5	3.6
Asian	%	-	405-1	SOC-5 - C2	-	2	1.9	2.2	2.5

Social Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Workforce									
Board of Directors									
Board of Directors - Women	%	-	405-1	SOC-5 - C3	17	17	17	17	18
Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	25	25	25	33	27
Board of Directors by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	-	83	83	83	82
Board of Directors by Age Group Generation X	%	-	405-1	SOC-5 - C3	-	17	17	17	18
Officers									
Officers - Women	%	-	405-1	SOC-5 - C3	21	22	25	27	28
Officers - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	4	4	5	5	0
Officers by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	-	67	55	41	39
Officers by Age Group Generation X	%	-	405-1	SOC-5 - C3	-	29	40	50	56
Officers by Age Group Millennials	%	-	405-1	SOC-5 - C3	-	4	5	9	6
All Senior Management									
Senior Management - Women	%	-	405-1	SOC-5 - C3	15	17	21	23	24
Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	9	9	11	12	11
Senior Management by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	-	31	22	15	14
Senior Management by Age Group Generation X	%	-	405-1	SOC-5 - C3	-	67	75	77	77
Senior Management by Age Group Millennials	%	-	405-1	SOC-5 - C3	-	2	3	8	9
All Supervisors									
Supervisors - Women	%	-	405-1	SOC-5 - C3	-	18	17	17	16
Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	-	14	15	16	17
Supervisors by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	-	22	15	13	10
Supervisors by Age Group Generation X	%	-	405-1	SOC-5 - C3	-	54	56	56	55
Supervisors by Age Group Millennials	%	-	405-1	SOC-5 - C3	-	24	29	31	35
Total Hires - All Employees									
Total Hires - Women	%	-	401-1	-	2,650	2,750	1,590	1,366	2,306
Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	-	24	25	27	23	22
Total Hires by Age Group Baby Boomer	%	-	401-1	SOC-5 - C3	-	7	3	5	4
Total Hires by Age Group Generation X	%	-	401-1	SOC-5 - C3	-	23	17	22	20
Total Hires by Age Group Millennials	%	-	401-1	SOC-5 - C3	-	49	41	42	48
Total Hires by Age Group Generation Z	%	-	401-1	SOC-5 - C3	-	21	39	31	28
Intern/Co-op Hires - Total									
Intern/Co-op Hires - Women	%	-	405-1	SOC-5 - C3	36	35	35	36	36
Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C3	24	25	24	25	28

Social Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Workforce									
Interns by Age Group Millennials	%	-	405-1	SOC-5 - C3	-	24	10	7	7
Interns by Age Group Generation Z	%	-	405-1	SOC-5 - C3	-	76	90	93	93
Intern to Employee Conversions - Total	count	-	-	SOC-7 - A2	119	136	139	51	71
Intern to Employee Conversions - Women	%	-	405-1	SOC-7 - A2	35	32	47	35	39
Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	SOC-7 - A2	20	19	15	24	11
Intern to Employee Conversions by Age Group Baby Boomer	%	-	405-1	SOC-7 - A2	-	1	0	0	0
Intern to Employee Conversions by Age Group Generation X	%	-	405-1	SOC-7 - A2	-	1	0	0	0
Intern to Employee Conversions by Age Group Millennials	%	-	405-1	SOC-7 - A2	-	80	62	18	7
Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	SOC-7 - A2	-	18	38	82	93
Community Investment⁽²³⁾									
Community Investment Dollars	\$ million	-	-	SOC-13 - C2	21.7	18.7	13	21	23.2
Nonprofits Supported	count	-	-	-	921	534	937	956	1,013
Schools Supported	count	-	-	-	-	128	123	150	138
Employee Donations to Nonprofits	\$ million	-	-	-	3.35	5.6	4.61	4.1	4.2
Employee Volunteer Hours	hours	-	-	-	43,765	55,525	44,433	57,522	87,076
Corporate Sponsorships, Local Giving, Company Matching Gifts, Disaster Relief	\$ million	-	-	-	-	-	-	10.1	9.0
Focused, Long-Term Investments and Employee Volunteer Program	\$ million	-	-	-	-	-	-	2.9	11.4
Commercial Initiatives	\$ million	-	-	-	-	-	-	2.1	1.5
Value of Employee Volunteer Hours During Working Hours ⁽²⁴⁾	\$ thousand	-	-	-	-	-	-	119	60
Community Investment Overhead	\$ million	-	-	-	-	-	-	1.6	1.7
Rights of Indigenous Peoples									
Operations Where Indigenous Communities are Present	count	-	OG-9	-	-	13	14	21	21
Number of Significant Disputes with Local and Indigenous Peoples	count	411-1	OG-10	-	-	0	0	0	0
Operations Where Involuntary Resettlement Took Place with Indigenous Communities	count	411-1	OG-12	SOC-11	-	0	0	0	0
Supply Chain									
Supply Chain Spend (excluding crude/feedstock purchases)	\$ billion	-	-	-	-	19.7	15	7	9
Diverse Supplier Spend (excluding crude/feedstock purchases)	\$ million	-	-	-	-	395	277	575	708

Safety Performance	Unit of measure	SASB Map	GRI Map	Ipieca Map	Result 2018	Result 2019	Result 2020	Result 2021	Result 2022
Personal Safety Performance⁽²⁵⁾									
TOTAL COUNT OF SAFETY INCIDENTS									
Refining	count	-	-	-	78	86	54	66	72
Employee	count	-	-	-	25	37	20	29	37
Contractor	count	-	-	-	53	49	34	37	35
MPLX	count	-	-	-	130	139	113	101	111
Employee	count	-	-	-	34	76	80	91	94
Contractor	count	-	-	-	96	63	33	10	17
FATALITIES⁽²⁶⁾									
Total Company - Fatalities	count	-	-	SHS-3 - C1	2	0	1	0	1
Employee	count	-	-	SHS-3 - C1	1	0	0	0	1
Contractor	count	-	-	SHS-3 - C1	1	0	1	0	0
Total Company - Fatality Rate	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.002	0.000	0.002	0.000	0.003
Employee	per 200,000 hrs worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.002	0.000	0.000	0.000	0.005
Contractor	per 200,000 hrs worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.004	0.000	0.005	0.000	0.000
OSHA RECORDABLE INCIDENT RATE⁽²⁷⁾									
Total Company	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.43	0.42	0.39	0.51	0.51
Employee	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.26	0.47	0.45	0.60	0.69
Contractor	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.58	0.38	0.33	0.36	0.31
Refining	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.27	0.28	0.22	0.34	0.31
Employee	per 200,000 hrs worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.20	0.29	0.18	0.30	0.38
Contractor	per 200,000 hrs worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.32	0.27	0.27	0.39	0.26
MPLX	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.76	0.71	0.74	0.94	1.07
Employee	per 200,000 hrs worked	-	403-9	SHS-3 - C1	0.45	0.95	0.98	1.25	1.33
Contractor	per 200,000 hrs worked	-	403-9	SHS-3 - C1	1.00	0.55	0.46	0.29	0.50
LOST TIME RATE⁽²⁸⁾									
Total Company	per 200,000 hrs worked	-	-	SHS-3 - C1	0.10	0.09	0.10	0.15	0.15
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.10	0.11	0.15	0.19	0.24
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.10	0.07	0.04	0.08	0.05
Refining	per 200,000 hrs worked	-	-	SHS-3 - C1	0.04	0.05	0.04	0.08	0.07
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.07	0.07	0.05	0.08	0.15
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.02	0.03	0.03	0.07	0.02
MPLX	per 200,000 hrs worked	-	-	SHS-3 - C1	0.20	0.17	0.22	0.33	0.35
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.19	0.22	0.34	0.43	0.45
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.21	0.14	0.07	0.12	0.12

Safety Performance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Personal Safety Performance (continued)									
TOTAL COUNT OF HEALTH ILLNESSES⁽²⁹⁾									
Total Company									
Total Company	count	-	403-10	-	-	0	36	27	0
Process Safety Performance									
PROCESS SAFETY EVENTS SCORE⁽³⁰⁾									
Total Company	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	120	127	77	84	109
Refining	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	90	92	49	67	91
MPLX	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	30	35	28	17	18
PROCESS SAFETY EVENTS RATE - TIER 1									
Total Company	(total Tier 1 count/total work hrs) × 200,000	-	OG-13	SHS-6 - C1	0.07	0.04	0.06	0.08	0.10
Refining	(total Tier 1 count/total work hrs) × 200,000	EM-RM-540a.1	OG-13	SHS-6 - C1	0.05	0.04	0.04	0.06	0.09
MPLX	(total Tier 1 count/total work hrs) × 200,000	-	OG-13	SHS-6 - C1	0.18	0.06	0.19	0.24	0.25
PROCESS SAFETY EVENTS RATE - TIER 2									
Total Company	(total Tier 2 count/total work hrs) × 200,000	-	OG-13	SHS-6 - C1	0.17	0.19	0.11	0.17	0.15
Refining	(total Tier 2 count/total work hrs) × 200,000	EM-RM-540a.1	OG-13	SHS-6 - A1	0.16	0.18	0.08	0.16	0.14
MPLX	(total Tier 2 count/total work hrs) × 200,000	-	OG-13	SHS-6 - A1	0.30	0.24	0.38	0.30	0.37
Governance Performance									
Governance	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2018	2019	2020	2021	2022
Board Composition - Independent Directors	%	-	2-9	GOV-1 - A1	-	92	92	92	91
Board Composition - Independent Directors	count	-	2-9	GOV-1 - A1	-	11	11	11	10
Board Composition - Board Diversity (women + ethnic minorities)	%	-	2-9, 405-1	GOV-1 - A1	-	33	33	42	36
Board Composition - Women	count	-	2-9, 405-1	GOV-1 - A1	-	2	2	2	2
Board Composition - Ethnic Minorities	count	-	2-9, 405-1	GOV-1 - A1	-	3	3	4	3
Board Experience - Significant Refreshment Since 2017	%	-	-	GOV-1 - A1	-	50	50	50	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
Total Amount of \$ Losses from Legal Proceedings Associated with Price Gouging, Price Fixing or Price Manipulation ⁽³¹⁾	\$ million	EM-RM-520a.1	206-1	-	-	22.5	0	0	0
Cybersecurity									
MPC Email Account Holders Receiving Phishing Simulations	count	-	-	-	-	32,000	36,228	23,236	22,786
MPC Email Account Holders Receiving Phishing Simulations	%	-	-	-	-	100	100	99	99

Notes

(1) As reported in the MPC 2022 Annual Report on Form 10-K for 2022 data. On May 14, 2021, MPC completed the sale of Speedway to 7-Eleven, Inc. As a result of this sale, Speedway's results are reported separately as discontinued operations. Previous years' data is as reported in the MPC 2021 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) Data before 2019 is inclusive of facilities that MPC did not yet own so that performance can be compared across the same asset base over time. Assets included are those that MPC owned/operated as of Dec. 31, 2019, unless otherwise noted. Estimates used in some instances where historic data was unavailable.

(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 – nonprofit organization that directs engineering and environmental studies on the interaction between automotive/other mobility equipment and petroleum products.

- U.S. DRIVE Fuels Working Group – researching higher levels of biofuels into gasolines. U.S. DRIVE is 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 reported for facilities of which MPC and MPLX has operational control.

(7) Scope 1 direct GHG emissions include those from Refining and MPLX and are typically 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 (CO₂), methane (CH₄), nitrous oxide (N₂O), and sulfur hexafluoride (SF₆). 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 data sets were used to determine areas of endangered species habitat. As MPC's and MPLX's operations are limited to the U.S., these two data sets are appropriate for the evaluation of this metric in place of the references suggested in the standard. As of the end of 2022, 26,029 acres out of 134,749 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) Includes Marathon Petroleum Foundation dollars.

(24) Calculated using Independent Sector's 2021 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.

(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. There were no COVID-19 related cases in 2022.

(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.

(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. Press releases on this settlement by both MPC and the Kentucky attorney general's office 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> and <https://kentucky.gov/Pages/Activity-stream.aspx?n=AttorneyGeneral&pId=807>, respectively. 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.

2021 EEO-1 Report

Click [here](#) to view our original 2021 EEO-1 consolidated report. Our 2022 EEO-1 consolidated report will be available in late 2023, as federal reporting deadlines are later this year than previous years.

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												OVERALL TOTALS
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/Senior Officials and Managers	1	0	18	0	0	0	0	0	6	0	0	0	0	0	25
First/Mid Officials and Managers	175	45	1,992	79	5	51	11	30	359	19	2	11	2	9	2,790
Professionals	357	200	2,909	93	3	185	8	45	1,204	39	2	105	6	28	5,184
Technicians	151	20	995	68	5	20	12	15	122	20	1	7	2	2	1,440
Sales Workers	4	2	50	2	0	2	0	0	19	1	0	0	0	1	81
Administrative Support	31	119	111	7	1	4	0	3	479	35	2	17	4	7	820
Craft Workers	271	4	1,395	92	10	24	25	18	27	5	0	0	1	0	1,872
Operatives	773	38	3,461	361	27	86	68	75	169	24	0	6	4	7	5,099
Laborers and Helpers	20	3	289	19	4	1	2	2	11	2	0	1	0	0	354
Service Workers	0	0	3	0	0	0	0	0	2	0	0	0	0	0	5
TOTAL	1,783	431	11,223	721	55	373	126	188	2,398	145	7	147	19	54	17,670
PREVIOUS REPORT TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

CO₂: Carbon dioxide

CO₂E: Carbon dioxide equivalent — a common unit of measurement converting all greenhouse gases to carbon dioxide. MPC calculates CO₂e 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)
- 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)
- 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)
- 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: 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 SERVICES: 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



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," "estimate," "expect," "forecast," "goal," "guidance," "intend," "may," "objective," "opportunity," "outlook," "plan," "policy," "position," "potential," "predict," "priority," "project," "prospective," "pursue," "seek," "should," "strategy," "target," "will," "would" or other similar expressions that convey the uncertainty of future events or outcomes. Forward-looking statements in this document include those relating to our Scope 1 and Scope 2 GHG emissions reduction targets, methane emissions reduction targets, freshwater withdrawal intensity reduction targets, Scope 33 - Category 11 GHG emissions reduction targets, expected timing of completion of projects, future market, industry and legislative conditions, future safety performance, DE&I targets and goals, future operating performance and management of future risks. 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: 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 timeframes, 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 timeframes 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; our ability to successfully implement our sustainable energy strategy and principles and achieve our ESG plans and goals within the expected timeframes, 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; 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; our ability to identify and recruit diverse employee candidates; and the factors set forth under the heading "Risk Factors" in MPC's and MPLX's Annual Reports on Form 10-K for the year ended Dec. 31, 2022, 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.marathontpetroleum.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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