SUSTAINABILITY *Driven*

2024 SUSTAINABILITY REPORT

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On the cover: MPC employee at our MPLX Burley, Idaho, terminal.

MPC AT A GLANCE

138 years
in the energy business, innovating and evolving since 1887

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

~3 million
barrels per calendar day of crude oil refining capacity

~12.4 billion
standard cubic feet per day of natural gas processing capacity

348
vessels and barges owned and operated through marine business

~2.8 billion
gallons of renewable fuels delivered in 2024

~21,000
miles of pipeline owned, leased or with ownership interest

559
transport trucks owned and operated

~40 million
barrels of terminal storage capacity

~8,900
North American retail and marketing locations

2 strong brands
Marathon® and ARCO®

~13,550
rail tank cars

THE BUSINESS OF MPC

Through our 138-year history, MPC has become a leading, integrated, downstream and midstream energy company.

We operate one of the nation's largest refining systems, where we process a wide variety of crude oils and condensate from various suppliers to produce numerous refined products. We sell these products to wholesale market customers, buyers on the spot market, independent entrepreneurs who operate primarily Marathon® branded outlets and direct dealers who operate locations mainly under the ARCO® brand.

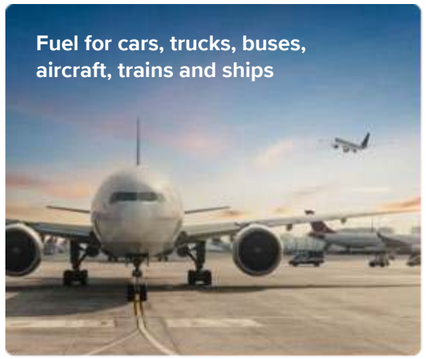
Our renewable diesel assets process renewable feedstocks into renewable diesel that, similarly, is sold to wholesale marketers, buyers on the spot market, and direct dealers who operate locations mainly under the ARCO® brand.

Our midstream operations gather, transport, store and distribute crude oil, refined products, including renewable diesel, and other hydrocarbon-based products via refining logistics assets, pipelines, terminals, towboats and barges. We also gather, process and transport natural gas and transport, fractionate, store and sell natural gas liquids (NGLs).

↗ To view a map of our operations, please visit the Operations page of our website.

We're in the Business of Accelerating Life's Possibilities

The energy and products we produce support industrial and residential needs across a broad value chain, including:


Fuel for cars, trucks, buses, aircraft, trains and ships

Asphalt for roads and roofing

Fuel for steam and electricity generation, heating and cooling

Fuel for outdoor heaters, grills, cooktops and lanterns

Ingredients for other product manufacturing, such as plastics, fertilizers, synthetic fibers, cosmetics, pharmaceuticals, solvents and aerosol propellant

A MESSAGE FROM OUR CEO

"This report illustrates the progress we have made in advancing our sustainability goals and demonstrates our objective to continually challenge ourselves to be a stronger, better company."

Maryann T. Mannen
President and CEO, MPC and MPLX

At Marathon and MPLX, accelerating life's possibilities is the mission we strive to deliver each day. That includes operating all facets of our business responsibly.

In this Sustainability Report, we explain the connection between *what* we do – the critical work of providing energy – and *how* we do it. We consider the *how* to be just as important as the *what*, which is why sustainability is one of the criteria we use to measure our success.

We believe sustainability means advancing environmental stewardship, empowering our people in a variety of ways, engaging stakeholders and communities to create shared value, and executing our work with the highest degree of integrity. Throughout this report, we have endeavored to provide you with background, examples and data that demonstrate and support our commitment to sustainability and continuous improvement.

One of the primary cornerstones of our sustainability commitment is our Core Values – the guiding framework for the decisions we make and the actions we take every day. In 2024, we confirmed our Core Values of Safety & Environmental Stewardship, Integrity, Inclusion, and Collaboration. We also added the value of Excellence. While Excellence has always been a part of the way we work at Marathon and MPLX, we formally added it to our Core Values to emphasize our drive for exceptional performance in all we do, our continuous improvement approach, and the rigorous expectations and accountability by which we measure our results.

As we strive for Excellence in all areas of our business, our priority is safety. Nothing is more important than the health and safety of the men and women who do our important work, and we invest in empowering our people with the resources, skills, training and authority to make the right, safe choices every day. Our focus on safety continues to be recognized industry wide. As just one example, the American Fuel & Petrochemical Manufacturers association awarded four U.S. refineries its top safety recognition for 2024 – the Distinguished Safety Award – and three of the four awards were to Marathon refineries. Similarly, in our midstream business, the International Liquid Terminals Association recognized MPLX's Terminals organization with its Platinum Safety Award for achieving a peer-leading 2024 OSHA recordable incident rate.

While we are proud of our safety accomplishments, we are not satisfied and work each day to demonstrate this unwavering commitment. Continuing to strengthen the effectiveness of our safety programs and our safety performance is non-negotiable. Safety is not a set of rules that we follow, but rather a culture that we work to uphold each day.

As with our goals to achieve even better safety performance, we continue to push ourselves when it comes to environmental stewardship. In these pages, we describe a number of programs and initiatives and provide a wide variety of metrics that show our progress. In 2024, Designated Environmental Incidents (DEI) – a metric we use to track the number and severity of incidents – were the lowest in six years, and we reduced the most severe DEIs more than 30% from 2023.

We have established ambitious goals to reduce our use of fresh water, decrease our methane emissions intensity, and lower our greenhouse gas (GHG) emissions intensity, all of which we have progressed through disciplined programs and the diligent efforts of our people. Our Scope 1 and 2 GHG emissions intensity is down 28% from our 2014 baseline, freshwater withdrawal intensity is down 18% from a 2016 baseline, and we have reduced methane emissions intensity an impressive 59% from 2016 levels.

Marathon refineries continue to be peer-leading in their energy efficiency; collectively, we have earned more U.S. EPA ENERGY STAR® recognitions than all other refiners combined. Our Bluestone gas processing facility in Pennsylvania became the first and only facility in the U.S. natural gas processing sector to achieve the EPA's ENERGY STAR Challenge for Industry, decreasing its energy intensity almost 15% in one year. These advances in our energy efficiency not only reduce our environmental footprint, but they also reduce our fuel consumption, representing substantial cost savings.

The dedication of our people makes our accomplishments possible, and we strive to provide meaningful, growth-oriented career opportunities, rewards, and recognition that support the long-term health and wellness of our employees and their families. We were proud to be recognized in 2025 as one of America's most just companies by JUST Capital, which ranked us as industry best in terms of how we invest in our employees. Our efforts to attract and retain the best employees start early, often beginning long before full-time employment. In 2024 we welcomed more than 450 interns and co-ops, who not only gained valuable experience, but also ranked Marathon highly, placing us among the top 100 internship programs on National Intern Day.

The communities where we work and live are among the key areas we support across our company. Building relationships that create shared value with our neighbors is of critical importance, and we invest our time and resources accordingly. Our employees reported over 57,000 volunteer hours with charitable organizations in 2024 alone, and our dollar contributions to philanthropic organizations – from Marathon, MPLX, our employees and fundraising partners – amounted to approximately $34 million last year.

We have been in business for 138 years, but as you will see from this publication, our commitment to Excellence drives us to keep making progress and to always look for our next opportunity to innovate and improve. This report illustrates the progress we have made in advancing our sustainability goals and demonstrates our objective to continually challenge ourselves to be a stronger, better company.

Sincerely,

Maryann T. Mannen
President and CEO, MPC and MPLX

2024 SUSTAINABILITY HIGHLIGHTS

U.S. EPA ENERGY STAR®
Partner of the Year - Sustained Excellence Award for five years in a row

59% reduction
in methane emissions intensity since 2016

~2.8 billion
gallons of renewable fuels delivered — making MPC one of the largest marketers of renewable fuels in the U.S.

~600 million
gallons of renewable fuels produced — a company record

28% reduction
in companywide Scope 1 and 2 GHG emissions intensity since 2014

18% reduction
in freshwater withdrawal intensity since 2016

~390,000 tonnes
of CO_2 captured from operations and joint ventures

~$34 million
invested in communities by MPC, MPLX, our employees and fundraising partners

American Fuel & Petrochemical Manufacturers Distinguished Safety Award
presented to three refineries

1 million+
employee training hours

Named to the
Texan by Nature 20
list for leadership in advancing conservation and sustainability in Texas

8,825 acres
of pipeline rights of way converted to sustainable landscapes since 2021

Proudly recognized among the
Top 100 Internship Programs
by National Intern Day

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

International Liquid Terminals Association Platinum Safety Award
presented to MPLX Terminals

OUR APPROACH TO SUSTAINABILITY

At MPC and MPLX, our commitment to sustainability means working to create shared value with our stakeholders as we produce affordable, reliable energy. We do this by advancing environmental stewardship, empowering our people, engaging with stakeholders and communities, and executing with integrity. Our sustainability-driven approach supports our relentless commitment to continuously improve as we contribute to an evolving energy industry.

Advance
ENVIRONMENTAL STEWARDSHIP

We are committed to reducing our carbon footprint and implementing practices that conserve natural resources and reduce environmental impacts.

Empower
OUR PEOPLE

We prioritize safety and are dedicated to cultivating a safe, collaborative and inclusive work environment that supports the growth and success of our people.

Engage
STAKEHOLDERS AND COMMUNITIES

We are committed to building relationships in our communities, consistently pursuing opportunities to create shared value with our stakeholders.

Execute
WITH INTEGRITY

We are committed to integrating sustainability in our decision-making and upholding accountable and transparent governance.

2024 SUSTAINABILITY-RELATED TARGETS

Our suite of targets helps measure our sustainability progress. We assess progress with these targets on an annual basis and may modify them or adopt new metrics as we work towards achieving our goals or new sources of information come to light.

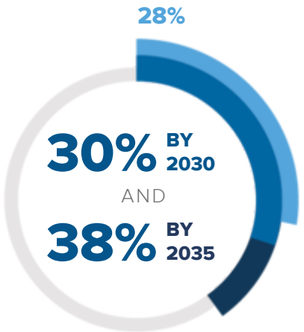
In 2024, we increased our Scope 1 and 2 GHG emissions intensity target to a 38% reduction by 2035 from 2014 levels. This extends our previous goal of 30% by 2030 from 2014 levels.

After thorough evaluation, we have recalibrated our approach to Scope 3 GHG emissions reductions. Please see Page 9 for information regarding our commitment to transparent Scope 3 - Category 11 GHG emissions reporting.

↗ For more information on the underlying data for our targets, see our Performance Data on Page 47.

Scope 1 and 2 GHG Emissions Intensity
(tonnes CO_2e/thousand boe input)

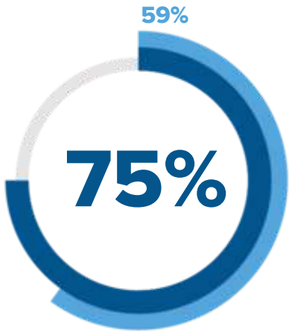
● 2035 Goal ● 2030 Goal ● Progress



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

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

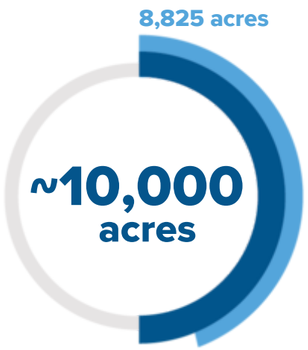
● 2030 Goal ● Progress



75% REDUCTION of MPLX methane emissions intensity by 2030 from 2016 levels

Biodiversity — Sustainable Landscapes
(acres)

● 2025 Goal ● Progress



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

Freshwater Withdrawal Intensity
(megaliters/million boe input)

● 2030 Goal ● Progress

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

STAKEHOLDER ENGAGEMENT AND SHARED VALUE

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

2024 BY THE NUMBERS

Our People

$4 BILLION+

paid in wages and benefits to 18,000+ employees

Shareholders

42% OF SHARES OUTSTANDING

participated in engagements with our company

Customers

~3.6 MILLION

barrels per day of refined products sold to 5,900+ customers

Business Partners

~$9 BILLION

paid to 9,000+ suppliers and business partners for goods and services[1]

Communities

~$34 MILLION

invested in the communities in which we operate through company contributions, our employees and fundraising partners

Governments

$15.7 BILLION+

paid in taxes, contributing to national, state and local economies[2]

HOW WE ENGAGE

- CEO communications
- Code of Business Conduct
- Employee experience surveys
- Employee networks
- Integrity Helpline
- Performance management
- Regular employee communications
- Safety meetings
- Training and career development
- Wellness programs

- Annual Shareholder Meeting
- Engagement with analysts and portfolio managers
- Engagement with investor stewardship teams
- Investor presentations and conferences
- Press releases
- SEC filings

- Company events and meetings
- Global, regional and local industry events, forums and conferences
- Working groups to advance best practices

- Business partner reviews
- Contract management
- Sourcing process
- Strategic partnership management
- Supplier audits
- Supplier Code of Conduct
- Supplier diversity program
- Supplier recognition awards

- Community Advisory Panels and Councils
- Community engagement and board representation
- Community hotlines
- Community surveys
- Company and employee contributions, company match programs and company-led fundraisers
- Employment fairs
- Facilitation of community events
- Facility tours
- Focus groups
- Landowner events
- Sponsorships
- Websites, news and social media

- Advocacy
- Collaboration on community investment projects
- Facility tours
- Industry and trade association representation
- Policy development
- Regulatory and permitting compliance
- Regulatory audits

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

[2] Includes sales, use, excise taxes.

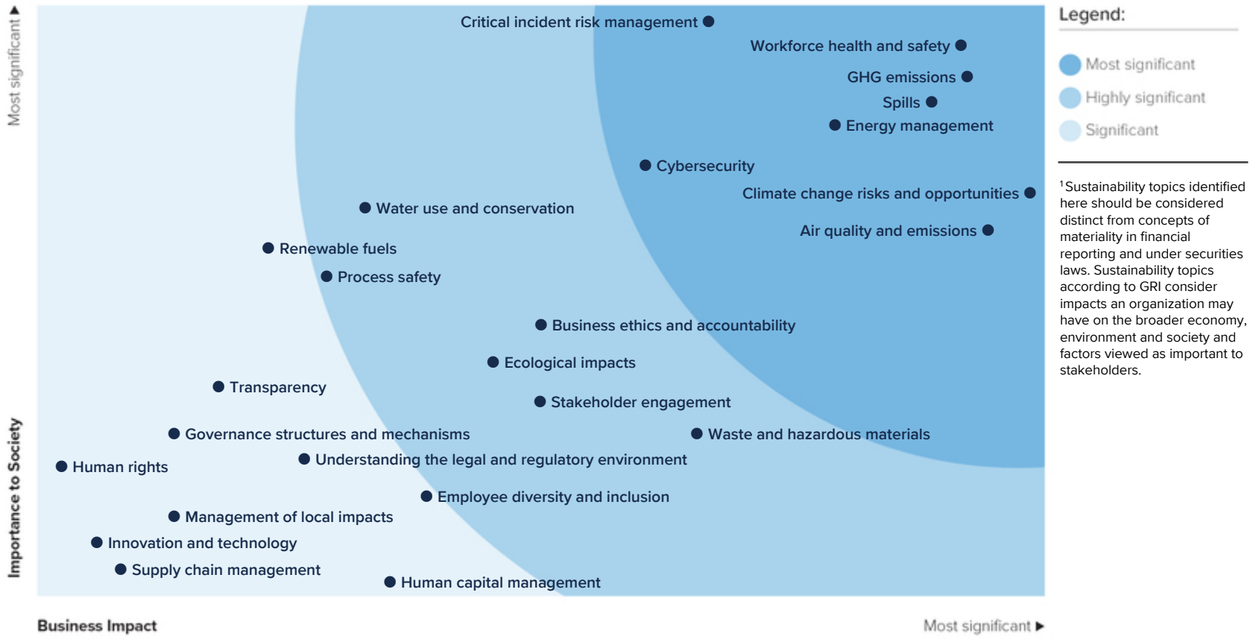
IDENTIFICATION OF SUSTAINABILITY TOPICS

In 2025, we updated our sustainability reporting assessment to prioritize sustainability reporting topics based on external developments and stakeholder feedback. Consistent with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Oil and Gas Sector Standard, we continued to focus on topics that reflect significant sustainability impacts and enable the assessment of our company performance.

We engaged both external and internal stakeholders to understand their perspectives on a broad range of identified topics. Surveys were conducted with community members, customers, government officials, employees and business partners. We had extensive engagement with shareholders, including outreach to shareholders representing 71% of our outstanding shares and investor engagements with shareholders representing 42% of our outstanding shares. Shareholder feedback provides our Board and leadership with valuable insights on our business strategy and performance, corporate responsibility, executive compensation, sustainability initiatives and many other topics.

We incorporated insights from these recent engagements with industry benchmarks, government regulations, voluntary initiatives, and an analysis of online news by Datamaran®. The prioritized topics closely resemble our previous analysis in 2024, with an elevated focus on cybersecurity and energy management. Workforce health and safety remains a primary concern for all.

Sustainability Reporting Topics[1]



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

Advance ENVIRONMENTAL STEWARDSHIP

We are committed to reducing our carbon footprint and implementing practices that conserve natural resources and reduce environmental impacts.

Lowering Our Carbon Footprint	9
Conserving Natural Resources	14

LOWERING OUR CARBON FOOTPRINT

We have made demonstrable progress reducing the carbon footprint of our operations through energy-efficiency improvements that enhance the performance and resiliency of our assets. We work to optimize the operations of our assets, make select investments in renewables and lower-carbon products, and continue to expand our natural gas business.

Scope 1 and 2 GHG Emissions

In 2020, we adopted a companywide Scope 1 and 2 GHG emissions intensity reduction target to reduce our intensity 30% below 2014 levels by 2030. As we are on track to achieve our Scope 1 and 2 goal prior to 2030, we extended and strengthened our commitment by setting a new target of a 38% reduction of Scope 1 and 2 GHG emissions intensity from 2014 levels by 2035.

The metric is computed by aggregating the Scope 1 GHG emissions (direct emissions from our operations) and Scope 2 GHG emissions (indirect emissions from the electricity and steam we purchase to support our business activities across all our organizations) and dividing that figure by the total manufacturing inputs.

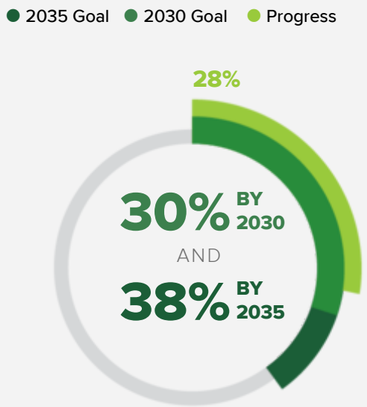
Because our manufacturing sites entail a wide range of inputs, including but not limited to, crude oil, natural gas, natural gas liquids and renewable feedstocks, we normalize these manufacturing inputs on a common energy unit known as barrel of oil equivalent (boe).

We are focused on reducing our GHG emissions through multiple initiatives, including driving efficiency through our Focus on Energy program, the expansion of our MPLX Natural Gas and NGL Services business, and the optimization of our renewable fuels production.

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

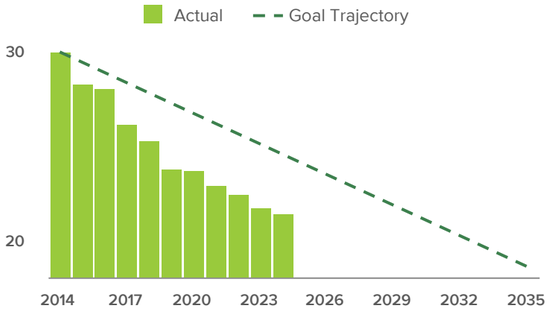
- We have achieved a 28% reduction in Scope 1 and 2 GHG emissions intensity compared to our 2014 baseline, representing 10 consecutive years of progress.
- Since 2019, our companywide Scope 1 and 2 GHG emissions have decreased by over 10% on an absolute basis.

Scope 1 and 2 GHG Emissions Intensity
(tonnes CO_2e/thousand boe input)



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

Companywide Scope 1 and 2 GHG Emissions Intensity
(tonnes CO_2e/thousand boe input)

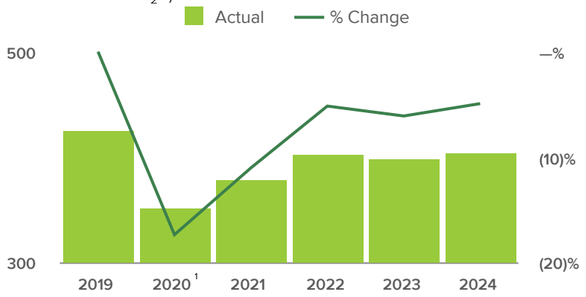


Refining Scope 3 GHG Emissions

As a petroleum refiner, MPC's Scope 3 - Category 11 GHG emissions (use of sold products) are primarily related to production volumes from our refineries. Since 2020, we have indefinitely idled one petroleum refinery and repurposed two other refineries to produce renewable diesel, a product that reduces GHG emissions in hard-to-abate transportation sectors. Those measures have collectively reduced our absolute Scope 3 - Category 11 GHG emissions by 5% from a 2019 baseline. Going forward, we will continue to provide transparency around our Scope 3 - Category 11 GHG emissions, while transitioning from an absolute emissions reduction target.

↗ **Please see Page 30 of our annual Perspectives on Climate-Related Scenarios report for detailed information on our reduction efforts, factors impacting the pace and magnitude of reductions, and our recalibrated approach.**

Absolute Scope 3 - Category 11 GHG Emissions
(million tonnes CO_2e)



[1] 2020 was not representative of a normal year because production was impacted by COVID-19 lockdowns.

[2] Does not include MPLX capital allocation.

Capital Allocation

At MPC and MPLX, we invest to strengthen the competitive position of our assets and increase our resilience as we allocate growth capital between traditional and low-carbon investments. Today, we are focused on optimizing our core refining and logistics portfolio and expanding our natural gas and NGL business.

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.

MPC's capital allocation can be broken down into sustaining capital and growth capital. Sustaining capital underpins our commitment to safety, reliability and environmental performance across our assets and represents approximately 30% of MPC's anticipated 2025 capital spend.[2] The remainder is growth capital, which we invest in a disciplined fashion in areas that we believe will enhance our competitiveness. Of MPC's anticipated 2025 growth capital, approximately 12% is allocated to lower-carbon projects which, for example, can help lower GHG emissions at our refineries or represent investments in renewables and emerging technologies. The remainder of growth capital is aimed at projects that will primarily occur at our large, competitively advantaged facilities to help position MPC well into the future.

Focus on Energy

We have achieved energy-efficiency improvements, GHG reductions and costs savings through our Focus on Energy program, including avoiding the equivalent of over 1.3 billion Btu/hour of energy use, resulting in savings over $28 million in 2024. This is roughly the same amount of energy used by over 80,000 homes or 140,000 gasoline-powered passenger vehicles in one year.

With Focus on Energy programs in place at all 13 of our refineries, we've expanded these efforts to include our renewable diesel facilities. In 2024, key performance indicators were developed for the Dickinson Renewable Fuels facility and initial implementation began at the Martinez Renewable Fuels facility.

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

- Conduct deep-dive studies to benchmark our refineries against peers
- Identify and track energy-operating parameters
- Develop and implement energy-conservation road maps
- Evaluate more efficient technologies
- Consider energy efficiency in new project scopes

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

Improving Energy Efficiency

Through the success of our Focus on Energy program, MPC has been recognized by the U.S. EPA for our leadership in industrial energy efficiency by winning the 2024 ENERGY STAR Partner of the Year – Sustained Excellence Award. ENERGY STAR is a voluntary industrial energy management program managed by the U.S. EPA that aims to assist industry in improving energy efficiency and reducing environmental impact.

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

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

MPC ENERGY STAR 2024 Certified Refineries:

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

Garyville refinery's steam challenge was recognized as one of

U.S. EPA's Top Projects

in the U.S. industrial sector during the 2024 ENERGY STAR® Industrial Partner Meeting.

SPOTLIGHT ON

Garyville Refinery

Steam is used for many applications throughout a refinery, and optimizing its use is an important factor in the management of energy costs. The Garyville refinery challenged itself to reduce fired steam generation by 100,000 pounds-per-hour in 2024. The Garyville team exceeded that goal by recovering 129,000 pounds-per-hour of steam in 2024. This amounts to more than $5 million in annual cost savings and over 45,000 metric tons of carbon dioxide-equivalent emissions per year.

The success of this initiative was driven by the refinery's strategic focus on the education and active engagement of employees to create a collaborative environment where all contributions are valued. Some examples of initiatives that led to the success include:

- Implemented optimization strategies for process unit operating temperatures and equipment sizing.
- Maximized waste-heat steam generation by cleaning a unit heater convection system and repaired steam leaks.
- Adjusted process unit valves to recover excess purge steam.

By promoting best practices and encouraging new ideas, the Garyville refinery continues building upon efforts that have helped the site remain ENERGY STAR® certified for 19 consecutive years.

Energy Efficiency Across Midstream

To build upon the success of our refinery-specific Focus on Energy program, MPC expanded Focus on Energy to various MPLX facilities.

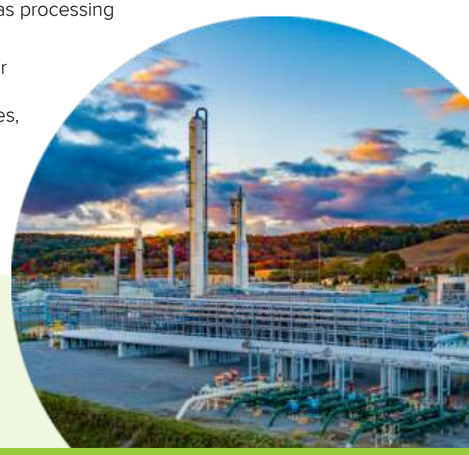
The ENERGY STAR Challenge for Industry is a national call to action to improve the energy efficiency of America's manufacturers by 10% or more. By taking the ENERGY STAR Challenge, manufacturing sites set a goal to reduce their energy intensity by 10% within five years. MPLX marked an industry first by entering the ENERGY STAR Challenge for Industry in December 2022, and since, 12 terminals and one natural gas plant achieved the challenge.

Bluestone Gas Processing Facility

The Bluestone natural gas plant in Pennsylvania has become the first and only facility in the U.S. natural gas processing sector to achieve the EPA's ENERGY STAR Challenge for Industry. Bluestone surpassed the requirement of lowering its energy intensity by 10% within a five-year period. A 12-month rolling average of data showed that Bluestone's energy intensity decreased almost 15% from its established baseline. Recognizing this significant accomplishment, Bluestone was provided the opportunity to host an ENERGY STAR Industrial Showcase in October 2024 to highlight its progress for stakeholders, legislators and members of other industries.

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

Our intention is to expand our industrial energy-efficiency initiatives to additional facilities, which will further reduce company energy use and strengthen the position of our assets.

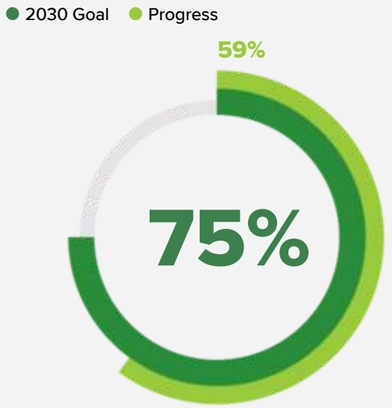


Methane Emissions

In 2022, we expanded our methane emissions intensity reduction target for MPLX to 75% below 2016 levels by 2030. The reduction target applies to MPLX Natural Gas and NGL Services operations. Through 2024, we have achieved a 59% reduction in our methane emissions intensity from 2016 levels.

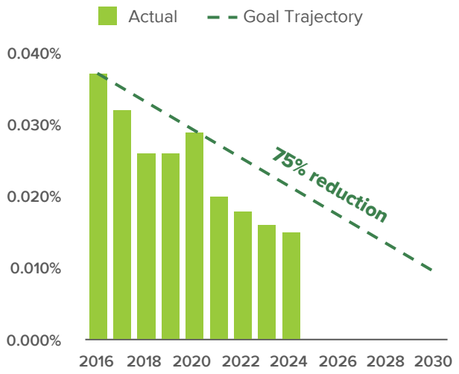
Since the extension of our target, the U.S. EPA has issued updates to its GHG reporting rules, which are effective for 2025 emissions (to be reported in 2026). These updates included significantly higher emission factors for select equipment, such as compressor engines due to methane slip. Methane slip refers to methane released into the atmosphere due to incomplete combustion in flares, heaters, and, most commonly, reciprocating engine and turbine exhaust. Extensive testing conducted by MPLX indicates that our actual engine performance generally resulted in lower emissions than these revised EPA factors, but at rates higher than the factors used in the current rule. The data from our compressor engine study, as well as the updated EPA emission factors, indicate an impact to our intensity baseline and current annual reported methane emissions. Accordingly, we plan to adjust our affected targets when the new reporting and emission factors are implemented.

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



TARGET: 75% REDUCTION of MPLX methane emissions intensity by 2030 from 2016 levels

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



Addressing Methane Slip

We are actively implementing and expanding the following equipment performance optimizations to reduce methane slip:

- Engine Upgrade Kits: An engine supplier has introduced cost-effective, low-emission upgrade kits that can be installed during overhauls, significantly reducing methane slip while also lowering other co-pollutants.
- Fuel Optimization: Through our Equipment, Compression Health & Optimization (ECHO) program, we are enhancing efficiency and reducing emissions by optimizing fuel use. Our goal is to deploy ECHO throughout the MPLX Natural Gas and NGL Services operational footprint by the end of 2026.
- Data-Driven Maintenance: We are prioritizing engine maintenance and overhauls based on insights from aerial detection data, facilitating targeted emission reduction efforts.

Focus on Methane

Through MPLX's Focus on Methane program, we have implemented measures that have achieved approximately 13,000 tonnes per year of methane emissions reductions and enhanced system efficiency relative to a 2016 baseline.

In 2024, advanced technologies were deployed to enhance measurement-informed emission inventories, improving accuracy and transparency. Investments in these initiatives, coupled with expanded advocacy and industry engagement, have strengthened data-driven decision-making and reinforced MPLX's commitment to lowering our methane intensity.

MPLX FOCUS AREAS FOR METHANE REDUCTIONS	Reductions achieved since 2016 (tonnes per year)
Maintenance Venting and Other Controls We are optimizing maintenance venting to reduce emissions going to the atmosphere, including using vapor recovery units and portable flares. Additionally, newly constructed systems are designed with lower potential for methane emissions.	~5,000
Pneumatic Devices We are phasing out high-bleed pneumatic controllers at our compressor stations.	~3,000
Leak Detection and Repair (LDAR) We adopted an enhanced LDAR program at our gas processing and fractionation plants to reduce fugitive methane emissions intensity.	~3,000
Pipeline Launchers and Receivers We designed pipeline launcher and receiver stations to reduce methane and volatile organic compound emissions by as much as 85% each time they are opened as part of required operation. More information can be found at: https://www.mplx.com/Pipeline-LauncherReceiver-Emissions-Reduction-Systems/.	~1,000
Reciprocating Compressors[1] We are installing low-emissions packing material and measurement ports on reciprocating compressors. Rod packing replacements will occur proactively when warranted.	~1,000
Flaring Improvements[1] We are implementing process improvements to reduce flaring and achieve enhanced control efficiency.	-
Advancing Measurement and Quantification Technology[1] We are analyzing data from Fourier transform infrared spectroscopy testing and employing advanced monitoring technologies, such as satellite imagery, flyovers and drones, to identify leaks and inform calculations.	-
TOTAL	~13,000

[1] Ongoing and/or future development opportunities. Currently available estimates are based on EPA's upcoming revised GHG reporting rule.

INDUSTRY ENGAGEMENT

Frequent and effective communication with our peers and academic institutions is a key element to achieving our methane intensity reduction aspirations. Sharing best practices with our peers and research partners allows MPLX to identify and execute on the highest-priority opportunities for emission detection and reduction technologies. A few of these industry groups include:

- **Appalachian Methane Initiative (AMI):** Led by the Energy Emissions Modeling and Data Lab — an initiative of the University of Texas, Colorado State University, and the Colorado School of Mines — AMI is a proactive, first-of-its-kind basinwide initiative designed to further enhance methane emissions monitoring and facilitate methane emissions reductions in the Appalachian Basin. AMI aims to establish operator and basinwide metrics that will drive long-term reductions.
- **Colorado State University Methane Emissions Technology Evaluation Center (CSU METEC):** Operated by the Energy Institute at CSU, METEC is a leading research facility for developing, testing, and demonstrating emissions leak detection and quantification technologies.
- **The Environmental Partnership (TEP):** TEP is comprised of a number of American oil and gas members that share reliability, emission and operations metrics to progress efficiency and improved environmental outcomes.

Renewables and Emerging Technologies

KEY OBJECTIVES:

- **Identify and pursue renewable opportunities that offer attractive returns, lower costs, increase reliability and reduce emissions.**
- **Deploy emerging technologies that reduce environmental impact while enhancing business performance.**

We have a long history of innovation that continues today. We seek to optimize our core fuels manufacturing and logistics businesses and expand our natural gas business while making strategic, measured investments in renewable and low-carbon energy solutions, emerging technologies and early-stage developments.

We believe energy supply and technologies will continue to evolve, and we are excited to be engaged in providing energy solutions for a changing world.

Hydrocarbon fuels are critical to today's economy and are likely to continue to be for the foreseeable future. Optimizing how they are produced and delivered is important to energy markets, strategic to our business and foundational to our environmental stewardship commitment. Our investments in renewable fuels serve our customers and contribute to reducing the carbon intensity of our products.

In 2024, we were one of the largest suppliers of renewable fuels in the U.S., delivering approximately 2.8 billion gallons of renewable fuel to customers. Our investments have positioned us to be able to offer our customers lower-carbon intensity products, and this volume of renewable fuel avoided approximately 15.8 million tonnes of CO_2 transportation emissions.[1]

~600 million

gallons of renewable fuels produced in 2024[2] — a company record

[1] MPC estimated avoided emissions using fuel carbon intensity values generated per the California Air Resources Board Low Carbon Fuel Standard life-cycle analysis models and documentation (i.e., CA-GREET3.0).

[2] This figure includes production by joint venture entities accounted for as equity method investments.

RENEWABLE FUELS PORTFOLIO

Renewable Diesel

Martinez Renewables, a joint venture that we co-own with Neste Corporation, has a renewable diesel production capacity of 730 million gallons per year and includes pretreatment capabilities. The facility, which had previously been a petroleum refinery, reached full capacity in late 2024, placing it among the largest renewable diesel facilities in the world.

Our renewable diesel facility in Dickinson, North Dakota, was operated as a petroleum refinery until its conversion to renewables in 2020. This facility has the capacity to produce 184 million gallons per year of renewable fuels.

These facilities exemplify how MPC has transitioned certain facilities to enable access to customers in lower-carbon markets while seeking to utilize existing assets and workforce.

Green Bison Soy Processing, a joint venture with ADM, includes a processing plant in Spiritwood, North Dakota, which has the capacity to produce approximately 600 million pounds of refined soybean oil annually, enough feedstock for approximately 75 million gallons of renewable diesel per year.

Renewable Natural Gas

MPC expanded its portfolio in 2023 to include renewable natural gas (RNG) through acquisition of a 49.9% interest in LF Bioenergy, a renewable energy developer that builds, owns and operates facilities that turn organic waste on dairy farms into RNG. Since then, LF Bioenergy has initiated commercial operations at five facilities and has two additional sites under construction across the U.S.

Renewable Feedstock Responsible Sourcing

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

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

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

EXAMPLES OF EMERGING TECHNOLOGY INVESTMENTS

Blue Planet

MPC is collaborating with Blue Planet Systems Corporation to advance the commercialization of Blue Planet's patented Geomimetic® technology, which uses mineralization to sequester and permanently store CO_2 in the built environment. Blue Planet's process captures and stores CO_2 in synthetic limestone aggregate used to make concrete and other building products.

Bioleum

MPC invested in Bioleum Corporation (formerly Comstock Fuels), and the two companies are developing a commercial framework to advance Bioleum's process. Bioleum's technology can convert biomass feedstock into drop-in hydrocarbon fuels compatible with existing petroleum-based infrastructure.

ElectraLith Sustainable Lithium

MPC invested in ElectraLith Sustainable Lithium, whose Direct Lithium Extraction and Refining processes technology extracts and produces battery-grade lithium hydroxide in a single, scalable and modular step that requires no water or chemicals. ElectraLith has been recognized by the World Economic Forum as a top innovator in the Sustainable Mining: Mining the Unmined Challenge.

Flyscan

MPC became a strategic investor and development partner in Flyscan. Flyscan's technology enables early detection of threats and hydrocarbon leaks along pipeline rights of way using its patented aerial inspection system.

Sapphire Technologies

MPC invested in Sapphire Technologies, a developer and manufacturer of energy recovery systems for natural gas applications. Sapphire Technologies' systems are designed to convert energy that would otherwise be wasted in pressure reduction processes into electric power without interrupting operations.

STAX Engineering

MPC invested in STAX Engineering, which is developing emissions-capturing technology on marine vessels in port.

ENERGY VENTURE DAY

During San Francisco Climate Week, MPC cosponsored and employees participated with Pegasus Tech Ventures in a Startup Pitch Contest, where approximately 60 energy ventures competed for the opportunity to participate in Pegasus' Startup World Cup Finale in October of 2025. The event focused on emerging energy solutions, allowing innovative startups to present their transformative technologies in areas such as energy industry modernization, energy supply chain optimization, artificial intelligence and machine learning, and climate technologies. Employees participated in pitch previews, one-on-one sessions with startup ventures and as a judge for the final pitch competition.

Carbon Capture, Utilization and Sequestration

Carbon capture, utilization and sequestration (CCUS) is a proven technology for many industrial applications. The CO_2 generated in an industrial process is captured, compressed and transported to permanent, safe storage deep underground (typically more than a mile below the surface). CCUS could be used to decarbonize "hard-to-abate" sectors, such as petroleum refining, the manufacture of chemicals, steel and cement, and heavy-duty transportation and shipping. However, to date, CCUS technology has been adopted in limited applications.

MPC and MPLX support the continued development and use of CCUS technology as a strategy to reduce emissions of CO_2 and the carbon intensity of the products we supply. MPC and MPLX work with industry coalitions, trade associations and other entities to promote policies and regulations that preserve the optionality for broad CCUS deployment.

~390,000 tonnes

of CO_2 captured from MPC and MPLX operations and their respective joint ventures in 2024 for use in

industrial applications
AND
food and beverage industry

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 our business activities can affect ecosystems and communities, and we must manage and mitigate these impacts. Our Core Values guide the way we conduct our business. Safety and Environmental Stewardship is one of our Core Values. We are committed to minimizing our environmental impact through advanced technologies, practices and investments that conserve natural resources.

$1.9 billion+ invested in 2024 to improve the environmental performance of our assets

Environmental Management

100% of our operations are in scope of our Operational Excellence Management System (OEMS), which is third-party reviewed for alignment with the intent of the RC14001® standard. This standard incorporates our environmental stewardship policies, which include responsibilities to assess and minimize our environmental impact, train our employees on environmental management best practices and communicate with stakeholders about the environmental impacts of our products and operations.

Learn more in the OEMS section.

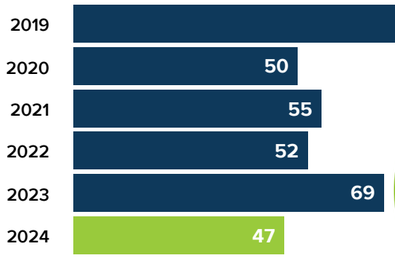
31,000+ hours of environmental training for MPC employees in 2024

Accountability

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

Our main goal is to prevent incidents. We also invest in our response capabilities and preparedness training to provide our teams the knowledge and resources to help mitigate and manage impacts to people and the environment should an incident occur. In these instances, we devote ourselves to thoroughly examining and learning from the occurrence to strengthen our processes and practices. We are using findings from our investigations of 2024 DEIs to inform process improvements and other measures designed to address root causes and reduce the number of incidents.

Tier 3 and 4 DEIs
(count)



Lowest
number of Tier 3 and 4 DEIs in the past six years

PRIORITY AREAS TO CONSERVE NATURAL RESOURCES

- Reducing, reusing, and recycling waste
- Protecting biodiversity
- Reducing freshwater withdrawal
- Improving air quality
- Preventing spills
- Maintaining emergency preparedness

Biodiversity

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

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

↗ To view our formal Commitment to Biodiversity, please visit our website.

800+ acres of Wildlife Habitat Council-certified habitat across 14 habitats on land owned and maintained by MPC and MPLX

Wildlife Habitat Council Certification®, powered by Tandem Global, is the only voluntary sustainability standard designed to recognize and promote biodiversity enhancement and conservation education on corporate landholdings.

↗ Click here to learn more about our contributions in Detroit, Michigan.

Protecting Biodiversity throughout the Asset Life Cycle

Our policies and practices for siting, constructing, operating, maintaining and decommissioning assets are designed to protect the environmental quality of the habitats in and adjacent to our operational areas. These policies 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 through the funding of approved conservation mitigation banks or using other mechanisms to provide ongoing protection to similar ecologically sensitive properties.

At each stage of the asset life cycle, we:

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

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

Pipeline Nature Impact Mitigation

Our recent work focuses on identifying and understanding location-specific risks and dependencies of our pipeline operations located within areas of threatened or endangered species habitat. Risks identified include habitat impacts, species movement and nature dependency-related risks, including regulation of water quality and soil stabilization. To mitigate these risks, we apply best management practices and techniques throughout the pipeline life cycle.

BEST MANAGEMENT PRACTICES AND TECHNIQUES APPLIED TO MITIGATE IMPACTS TO NATURE

Conservation Mowing
Adjusting mowing schedules and mower height throughout the year helps protect ground-nesting birds and avoid disturbing wildlife during important migration periods.

Selective Herbicide
Applying U.S. EPA-approved products to target invasive or incompatible plant species mitigates impacts to native vegetation. Weed management plans keep treated areas free of invasive and non-native weeds.

Enhanced Planting
Planting seeds that attract pollinators or provide food to boost biodiversity helps crowd out incompatible or invasive plants.

Hand Clearing
Clearing woody plants by hand and using targeted treatments help minimize disruption in the area.

Assessments and Education
- 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 employees and contractors about biodiversity and maintaining assets in sensitive areas.
- Using signage to identify sensitive areas.

ASSESSING OUR IMPACT

In 2024, we engaged a certified wildlife biologist to monitor a more than 420-mile stretch of pipeline in Pinedale, Wyoming, to assess conditions related to weeds, erosion and vegetation. They used a qualitative scoring system to identify areas needing improvement and to evaluate what successful restoration would look like. The project yielded the following actions and observations:

Avoid

Focus on monitoring and preserving areas with intact native vegetation and avoid any unnecessary disturbance.

Reduce

Manually dig up and remove musk thistle in the area to reduce the need for chemical treatments.

Regenerate

Regenerate areas dominated by halogeton, a noxious and invasive weed, by reseeding with native species such as Rocky Mountain bee plant and annual sunflower to outcompete the halogeton weed through rapid biomass production and shading.

Restore

Implement erosion control processes, including reshaping terrain, applying seed mixes and enforcing stabilization practices based on severity and soil type to restore area to a more natural state.

Areas deemed to be higher risk received treatments based on assessment recommendations and are currently being monitored to determine progress toward recovery.

Areas with little to no risk will continue to be monitored demonstrating our commitment to environmental stewardship.

A TEXAS-SIZED COLLABORATION FOR CONSERVATION

In 2024, MPC was recognized by Texan by Nature (TxN) as one of only two businesses from the energy sector on its TxN 20 list. This list represents the top 20 companies operating in Texas based on their leadership in advancing conservation and sustainability.

MPC investments and conservation efforts in the state of Texas that earned TxN's recognition involved MPC's El Paso and Galveston Bay refineries as well as Natural Gas and NGL Services assets of MPLX.

Conservation Projects Examples

A pilot program was developed with TxN to assess environmental strategies, such as recycling water and restoring native vegetation, that could be integrated into construction of natural gas gathering pipelines in the Permian and Haynesville Basins.

An additional air quality monitoring station was purchased for Juarez, Mexico, El Paso's sister city across the border, to strengthen data collection in the Paso del Norte Air Basin. The El Paso refinery also replaced hydrostatic tank testing with an alternate method, saving millions of gallons of water.

MPC awarded grants to the Galveston Bay Foundation in support of habitat restoration, water protection and land conservation.

We promoted environmental awareness through community projects, including tree plantings, managed by the Galveston Bay refinery's Wildlife Habitat Team of employee volunteers.

Conservation Agriculture

Conservation Agriculture is an innovative approach to integrating pipeline safety with land stewardship, offering farmers an opportunity to enhance crops and support healthy ecosystems.

Through this program, we collaborate with farmers to transform areas of shallow cover into sustainable habitats. By opting for conservation approaches where factors like erosion create greater risk of pipeline exposure, farmers play a crucial role in maintaining pipeline safety and cultivating native habitat that can support cross-pollination.

Sustainable Landscapes

MPL, a wholly owned subsidiary of MPLX, is working toward its target to apply sustainable landscapes to approximately 10,000 acres (50%) of compatible rights of way by the end of 2025. Through 2024, 8,825 acres of sustainable landscapes have been applied to pipeline rights of way.

As work continues to achieve this goal, MPL is harnessing the power of nature-based solutions — Integrated Vegetation Management (IVM)[1] and Integrated Habitat Management (IHM)[2] plans — through partnerships and technology. Together, these practices help MPL to operate its pipelines safely while enhancing habitat for pollinators and wildlife, reducing impact to operations and promoting long-term environmental health.

Biodiversity — Sustainable Landscapes
(acres)

● 2025 Goal ● Progress

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

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

[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.

TANGIBLE PATHWAY TO SUSTAINABLE LANDSCAPES

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

Evaluating existing vegetation and setting site-specific goals
Landowners and partners are engaged in the evaluation process to set goals specific to location, land use, habitats, species and other criteria.

Developing implementation plans
Plans consider site-specific goals to promote native species, increase pollinator plants, promote water quality and soil stabilization, and connect fragmented habitats. Plans prioritize pollinator and grassland habitats that provide critical habitats for threatened and endangered species.

Executing the plan
Plans are executed in conjunction with contractors and partners and documented using robust mapping technology to track progress and achieve desired outcomes.

Monitoring the plan
Plans are monitored to confirm execution is achieving planned objectives.

Evaluating success
Success is evaluated by verifying all criteria have been met within our executed plan.

5,500+
vegetation assessments completed by MPL since 2022

EXPERT COLLABORATION

As efforts progress toward achieving our sustainable landscapes target, MPL engages the following partner organizations:

- The Ohio State University School of Environment and Natural Resources (SENR) to conduct research on pipeline rights of way with a focus on ecology, soil carbon and landowner relations.
- Pheasants Forever/Quail Forever to support site evaluations, plan development and execution, and monitor outcomes.
- Mule Deer Foundation to evaluate habitat impacts in western states near our assets.
- Nutrien Solutions to provide technical expertise for the application of select herbicide.
- Corteva Agriscience to create innovative agricultural solutions and utilize resources to educate landowners.

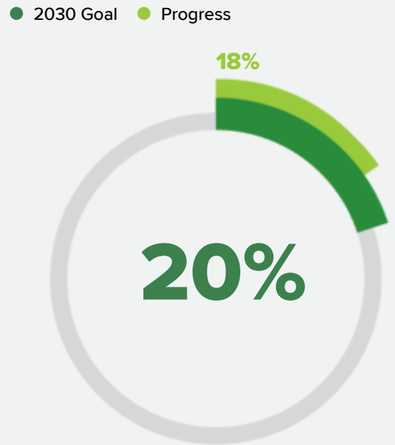
Nationwide Conservation Agreement for the Monarch Butterfly

MPLX proudly signed the Nationwide Candidate Conservation Agreement with Assurances (CCAA) for Monarch Butterflies on Energy and Transportation Lands, a unique collaboration between academia, regulators and industry. This agreement underscores our commitment to enhancing biodiversity and supporting monarch butterfly populations. We achieve this by enhancing our rights of way to promote the growth of milkweed and nectar resources.

Water

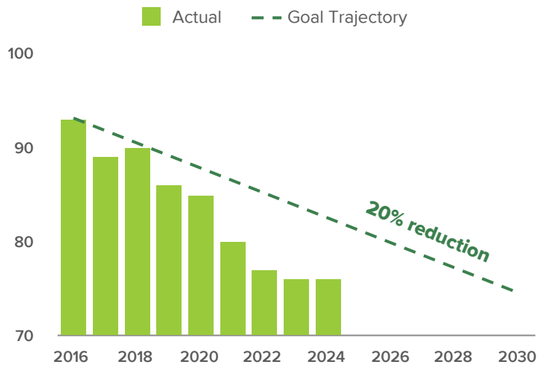
We actively monitor water utilization throughout all operations, continually looking for ways to reduce our reliance on this shared resource and manage it more efficiently. To further our commitment to water conservation, in 2020 we set a companywide target to reduce freshwater withdrawal intensity 20% by 2030 from 2016 levels. Through 2024, we have achieved an 18% reduction in our freshwater withdrawal intensity from 2016 levels, which equates to almost 2 billion gallons of fresh water saved per year.

Freshwater Withdrawal Intensity
(megaliters/million boe input)



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

Freshwater Withdrawal Intensity
(megaliters/million boe input)



WATER USE IN OPERATIONS

Water is essential to our operations. 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.

Uses in Refining

- 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

Uses in MPLX

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

Managing Wastewater

We operate 11 biological treatment plants and four primary treatment facilities across our refineries and renewable fuels facilities. Water not reused or consumed is collected at these on-site facilities to be treated and recycled back into manufacturing activities, treated and discharged, or treated and sent to a publicly owned treatment works. Water is treated to meet or exceed required permit effluent limits, which ultimately allows it to be discharged to a surface body of water such as a lake, river or bay, so that the quality of these bodies of water is maintained. To manage water discharges within permit effluent limits, extensive monitoring, sampling, operator rounds and equipment monitoring is performed.

Enhancements at our Detroit, Michigan, refinery's wastewater treatment plant have allowed nearly one-third of its wastewater treatment plant effluent to be used as boiler feed water by utilizing a reverse osmosis system. Plans are underway to implement a second system with the potential to achieve a twofold increase in freshwater savings by increasing total reverse osmosis capacity and directing the extra recovered water to cooling tower makeup to supplement water that evaporates or is otherwise lost during a cooling cycle.

Local Water Conservation

Water availability is a concern throughout much of the world, including parts of the U.S. Currently, three of MPC's operating refineries — El Paso, Texas; Salt Lake City, Utah; and Los Angeles, California — plus one renewable fuels facility — Martinez, California — are located in water-stressed regions as defined by the Global Reporting Initiative (GRI) and World Resources Institute assessment tools. To help conserve water in these regions and across MPC refineries, our refining teams create site-specific plans that use aspects of a nine-element guidance framework.

The guidance framework is designed to assess water use, understand and mitigate water risks, and identify opportunities to reduce water use. Every refinery has designated engineers who serve as water coordinators, have established baselines for assessing water use, and maintain robust transparency with site leadership on how water is used through standardized water monitoring and reporting.

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

Water Supply Organizations We Support:

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

74%

of fresh water withdrawn from nonwater-stressed areas[1]

WATER FRAMEWORK

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

[1] World Resources Institute Aqueduct Water Risk Atlas

Water Conservation Results

Through a variety of innovations, we have reduced our freshwater withdrawal intensity by 18% since 2016. In 2024, we continued our companywide Focus on Water program to further assess water use, understand and mitigate water risks, and identify opportunities to reduce water use. As a result, projects from this program at our MPC refineries and renewable facilities have potential fresh water savings estimated at more than 500 million gallons annually. Across the company, we continued to further align water management practices to make significant progress toward our 2030 target.

2024 MPLX Water Savings

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

Natural Gas and NGL Services saved 2.7 million gallons of fresh water by using and returning uncontaminated hydrostatic test water to local water depots or returning it to the environment.

Crude Oil and Products Logistics saved over 29 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.

The Los Angeles refinery was awarded a 2024 Solenis Sustainability Award for cooling-water modifications projected to save 357 million gallons of fresh water per year.

↗ Read more about the award here.

2024 PROJECTS TO REDUCE FRESHWATER WITHDRAWAL[2]

Anacortes, Washington, refinery
~15 million gallons saved annually by rerouting a large stream of wastewater from a waste-heat boiler/flash drum system to another process unit.

Catlettsburg, Kentucky, refinery
~100 million gallons saved annually by identifying and repairing eight steam leaks in the main steam header drip leg lines across the refinery.

Detroit, Michigan, refinery
~140 million gallons saved annually by utilizing a reverse osmosis system to redirect about one-third of its wastewater treatment plant effluent for reuse as boiler feed water.

El Paso, Texas, refinery
~20 million gallons saved annually by optimizing steam management to recover additional condensate streams.

Galveston Bay, Texas, refinery
~133 million gallons saved annually by optimizing makeup water usage in the wet gas scrubber unit.

Martinez Renewable Fuels
~70 million gallons saved annually by reducing water used in the pretreatment facility to remove contaminants from feedstocks.

Los Angeles, California, refinery
~20 million gallons saved annually by replacing a steam turbine with a more energy efficient electric motor.

[2] Freshwater volumes are projected annualized savings.

Spill Prevention

Zero is always our goal.

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

Pipeline Integrity Management

Our extensive Integrity Management program seeks to identify and respond to integrity threats to our pipeline systems. This program's aim is to protect all areas from spills. We prioritize areas where a spill from a pipeline could affect a densely populated area, drinking water, ecologically sensitive zones or a commercially navigable waterway. Through annual risk modeling, we systematically identify potential hazards to each pipeline and assess their relative significance, allowing us to develop effective mitigation measures. These risks may include damage by third parties, corrosion, cracks, dents, operator error, manufacturing defects, equipment failure, geohazards or weather events.

$15.3 million+ invested to modernize pipeline assets, including adding permanent means of launching and receiving in-line inspection tools on select pipelines in 2024

$132 million

invested in pipeline preventive maintenance in 2024

PIPELINE INTEGRITY MANAGEMENT

Design and Construction

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

Corrosion Control

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

Inspections[1]

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

- In-line inspection tools travel through pipelines, scanning and measuring a pipe's walls for signs of dents, corrosion or cracking. These inspections are conducted at least once every five years for liquid transmission 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 third-party activity near the pipeline, land disturbances and pipeline spills. We conduct these at least once every three weeks for liquid pipelines and at least once each calendar year for gas transmission pipelines.
- Navigable waterway crossing inspections use high-resolution sonar equipment to inspect underwater pipelines to determine whether erosion and water channel changes could impact the integrity of the pipe. These are conducted at least once every five years for both liquid and gas transmission pipelines.

Pipeline Safety Management

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

Geohazard Management

Our robust geohazard management program is designed to monitor, assess, inspect and remediate potential hazards associated with earth movement from both landslides and subsidence in unstable terrain and varied geological conditions. The program encompasses employee training on identifying geohazard risks, periodic assessments to detect land movement and pipeline impact, and targeted remediation efforts grounded in industry best practices.

In 2024, we shared advancements in new in-line inspection technology at several industry conferences, highlighting our ongoing efforts to validate the new tool's capabilities. Additionally, we piloted innovative magnetic, drone-based technology for pipeline locating at waterway crossings and for assessing strain based on pipe deflection.

Our efforts also improve the environment, as we apply sustainable landscapes along pipeline rights of way to reduce soil erosion and enhance subsurface stability.

↗ Learn more about our work applying sustainable landscapes to pipeline rights of way in our Sustainable Landscapes section.

Monitoring and Detection

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

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

Innovating with New Technologies

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

In 2024, we expanded the use of Flyscan, artificial intelligence (AI)-driven right-of-way threat and leak detection technology. From a patrol plane, the technology scans the right of way and surrounding area for hydrocarbon leaks and mechanical equipment threats, performing with greater sensitivity and accuracy than human observers. Our collaboration with Flyscan Systems Inc. continues to enhance the capabilities of the technology, transforming right-of-way inspection for the entire industry.

Cameras equipped with AI technology are now used at 172 of our remote pipeline facilities. We've also begun leveraging the advanced functionality of these AI cameras, with expanded leak and threat detection capabilities at 78 of these locations. These cameras have the ability to identify potential hydrocarbon spills and other threats, like fire and smoke, and notify our personnel.

We collaborated with an in-line inspection (ILI) tool vendor to develop a 22-inch diameter ILI, previously unavailable in the industry. In 2024, the ILI tool successfully inspected two pipelines, totaling 225 miles. It is now commercially available, helping other pipeline operators enhance the safety and integrity management of their assets.

MARINE INTEGRITY MANAGEMENT

Our marine operations consist of Global Marine and Inland Marine environments, each presenting a unique set of challenges. To meet these challenges, we deploy a comprehensive vetting and inspection program to minimize impacts to the public, wildlife and the environment.

Inspections

As a member of the Oil Companies International Marine Forum (OCIMF) and with a seat on its executive board, we actively promote the safe and environmentally responsible marine transportation of oil and gas. We lead and engage in OCIMF committees to develop industry best practices that influence International Maritime Organization (IMO) regulations and global Port State Control organizations like the U.S. Coast Guard. Our commitment to safety is demonstrated through rigorous vetting and inspection programs. Vessels[1] are vetted against 43 different sources for regulatory and sanction compliance, including the U.S. Office of Foreign Assets Control (OFAC) sanction lists and regulatory watch lists such as the Paris Memorandum of Understanding black list. Additionally, vessels are inspected using OCIMF's Ship Inspection Report (SIRE) and Barge Inspection Report (BIRE) programs, as well as Port State Control. Vessels with poor inspection history, poor flag state history or those under sanction are ineligible to conduct business with MPC.

Inspection Report Programs

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

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

Port State Control

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

[1] Includes tankers, bulk carriers, gas tankers, tugs, barges and articulated tug and barges.

Emergency Preparedness

Meticulous planning and strategic preparedness are critical to effectively respond in the event of an emergency. Through continuous improvement and investment in our response capabilities, we can effectively minimize and mitigate impacts on people and the environment in the event of an incident.

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

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

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

For incidents that are larger in scope and complexity, requiring resources beyond those available at a local facility, the EPG maintains a Corporate Emergency Response Team (CERT). This team of more than 250 employees has response expertise and advanced training in the Incident Command System, a globally recognized organizational structure designed to integrate resources across multiple agencies and organizations.

TIERED RESPONSE SYSTEM:	
TIER 1	Incident responses are directed by a local response team
TIER 2	Incident responses are directed by a district/ regional response team
TIER 3	Incident responses are larger in scope and complexity and directed by the CERT

EMERGENCY PREPAREDNESS EXERCISES

Our CERT members and other emergency response personnel actively engage in a variety of training exercises to maintain our readiness at all times. They collaborate with 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 response simulation program designed to test and continuously enhance our response capabilities:

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

CERT Resources and Support

- **Emergency Strike Team**: A stand-alone response management team capable of supplementing, relieving or taking command in 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 customer 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 crude oil and refined products outside the United States.

Preparedness in Action

In fall 2024, our Florida terminals were threatened by two major hurricanes — Milton (Category 3), and Helene (Category 4). MPC's emergency response team deployed 170 employees to the surrounding areas and engaged over 140 employees remotely to execute hurricane plans and prepare the terminals for the storms' paths.

Through collaboration and quick action from the local Tier 2 team and CERT, both responses were completed with zero injuries, no environmental or product quality impact and terminal operations resumed quickly.

Strength through Collaboration

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

Reducing, Reusing and Recycling Waste

Managing waste is a key part of conserving natural resources. We have systems and processes in place designed to reduce waste generation and to recycle or reuse materials whenever possible.

Waste Management

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

Waste management and minimization plan elements include:

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

Waste Audits

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

Waste Management Vendor Approval Program

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

ELECTRONICS RECYCLING

Reducing our electronic waste (e-waste) saves energy, and proper disposal keeps toxins from entering landfills. In 2024, MPC and MPLX recycled over 220,000 pounds of e-waste including mobile devices, computers, monitors and other miscellaneous electronic devices.

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

Methods and Technologies to Minimize Waste

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

$23 million+ invested in methods and technologies to reduce, reuse and recycle waste throughout the refining process in 2024

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

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

250,000+ barrels of oil reintroduced into the refining process to be turned into fuels or other products in 2024

ALTERNATIVE METHODS OF DISPOSAL

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

Cement Kiln Disposal

Since 2013, more than 126,000 tonnes of refinery waste have served as an alternative fuel source for the cement industry, reducing CO_2e emissions compared to coal use for cement manufacturing operations.

Spent Caustic Reuse

In 2024, about 19,000 tonnes of spent caustic from our refineries was reused by the paper goods industry, reducing the need for newly manufactured chemical inputs, and the associated emissions, to the paper manufacturing process.

Spent Catalyst Reuse and Recycling

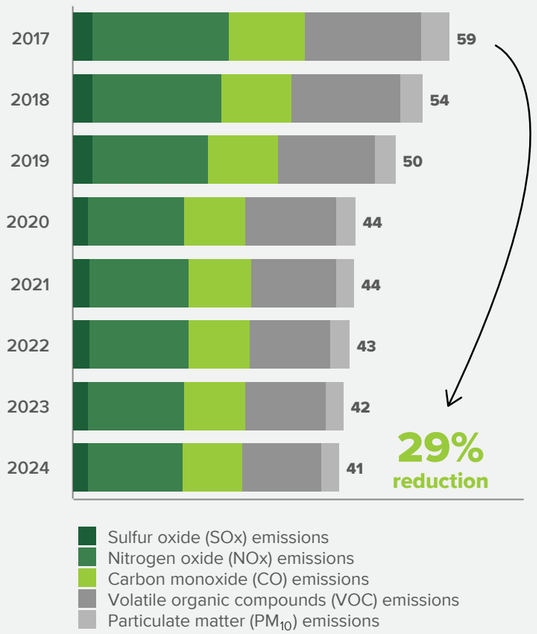
We aim to recycle all spent catalyst discarded from MPC refining hydroprocessing units. If we cannot reuse spent catalyst within our operations, it is sent to a third party for use by others in the oil and gas industry. When reuse is not possible, spent catalyst is delivered to a business partner that extracts the vanadium, molybdenum and other valuable metals to produce ferrovanadium and metal alloys, which are then used in steel production. In 2024, over 13,000 tonnes, or nearly all, spent catalyst from MPC refining hydroprocessing units were reused or reclaimed.

Air Quality and Emissions

Air quality is important to MPC and MPLX, our stakeholders and the communities where we operate. We are committed to maintaining open and ongoing dialogue with stakeholders near our operations on important topics, including air quality. We are dedicated to continuously enhancing our programs and strategies that address air quality and implementing them throughout our operations.

From 2017 through 2024, this approach helped us reduce criteria pollutant emissions by 29%.

Companywide Criteria Pollutant Emissions
(thousand tonnes)



Reducing Gas Flaring

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

Minimizing Fugitive Emissions

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

Lowering VOCs

Through MPLX's Focus on Methane program, we have implemented measures that have achieved significant methane emissions reductions. An additional benefit of this program is the reduction of volatile organic compound (VOC) emissions. Since 2016, we estimate that our Focus on Methane program has reduced MPLX methane emissions by 13,000 tonnes per year, while also reducing VOC emissions by an estimated 600 tonnes per year.

↗ **Learn more about MPLX's Focus on Methane program in our Methane Emissions section.**

Transparent Community Air Monitoring

We've implemented detailed, near real-time, public-facing air monitoring systems for our Detroit, Michigan, and Los Angeles, California, refineries, and Martinez, California, Renewable Fuels facility. These systems, accessible via the facilities' websites, offer easy-to-read, color-coded classifications that provide comprehensive information on air quality, emission levels, wind direction, wind speed and temperature at a glance. Community members also can opt in to a system to receive air-quality alerts.

THE ROAD TO REDUCING NITROGEN OXIDE EMISSIONS

Investing in the Los Angeles Refinery

Our Los Angeles, California, refinery made further progress in 2024 toward completing a multiyear transformation of the facility that is expected to lower site-wide emissions of nitrogen oxides by 20%, striving for a total reduction of ~49% from 2017 levels. Work moved forward on replacing six existing boilers with two new, high-pressure boilers that have selective catalytic reduction technology. The technology uses a catalyst to create a chemical reaction that reduces the amount of nitrogen oxide in the boiler exhaust.

Additionally, we advanced an effort to install overhead electric transmission lines that will connect the refinery's Carson and Wilmington operations and enable the retirement of two 40-year-old cogeneration (combined heat and power generation) units, creating more reliable and efficient operations.

The refinery's overall transformation is scheduled to be finished by the end of 2025. Along with lowering air emissions, the improvements are expected to reduce energy consumption and lower water use by approximately 375 million gallons a year.

Empower OUR PEOPLE

We prioritize safety and are dedicated to cultivating a safe, collaborative and inclusive work environment that supports the growth and success of our people.

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A CULTURE OF SAFETY

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

Our Operational Excellence Management System (OEMS) is fundamental to managing risks and preventing incidents, illnesses and fatalities. It is aligned with the intent of RC14001® and ISO9001, including health and safety components and the Plan-Do-Check-Act continual improvement cycle.

To learn more about our OEMS, see Page 42.

490,500+ hours of health and safety training for MPC employees in 2024

Safety – A Shared Responsibility

Safety is a responsibility shared by all employees and contractors across the company. Everyone is expected to create and maintain a safe and healthy workplace and is held to the same high standards and expectations.

Our leaders in the field champion safety by holding regular safety meetings with employees and contractors, fostering two-way communication and encouraging continuous learning. Additionally, safety committees in the Findlay, Ohio, and San Antonio, Texas, offices comprised of employees at all levels actively promote safety programs and initiatives, enhancing overall safety awareness.

To further strengthen a culture rooted in safety, programs that focus on our employees, contractors and business partners are implemented across MPC and MPLX.

Safety-Focused Programs

Safety 1: Safety 1 is a culture-based safety training that aims to provide employees with the skills to make good safety decisions and the courage to intervene if they see another employee doing something that creates risk.

Leadership Skills for Extraordinary Safety: This workshop enhances interpersonal and safety leadership skills. Participants learn to understand themselves and others better, improving adaptability. It concludes with actionable plans to lead teams to work more safely and effectively.

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

My Name Is On It: This refining mentorship program emphasizes an approach that gives leaders a sense of ownership and responsibility, and encourages engagement with teams to foster a sense of pride in their work.

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

Stop-Work Authority

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

Incident Reporting and Tracking

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

Compliance and Beyond

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

Choosing Safe and Innovative Contractors

Demonstrating a culture of safety is a top priority in our evaluation and selection of contractors. 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.

Contractor Selection Requirements:

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

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

Each of MPC's and MPLX's operating organizations annually invite contractors to a Contractor Safety Summit, focusing on best-practice sharing, collaboration, and our safety culture and expectations. The annual event topics include contractor onboarding, lessons learned from incidents and the contractor deep-dive audit process.

Process Safety Management

We strive to continually improve the safety of our operations by evaluating safeguards (e.g., alarms, interlocks, safety controls) and implementing robust equipment inspection and testing programs, while prioritizing safety risk mitigation. By adhering to our OEMS, the principles of Process Safety Management (PSM) and applicable regulatory requirements, we are dedicated to minimizing the frequency and severity of process safety events.

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

Our designated PSM facilities that handle highly hazardous chemicals and are regulated under OSHA's Process Safety Management standards, undergo both self-audits and collaborative audits conducted by local employees and internal subject matter experts. Identified issues are documented in the audit and recommendation tracking tool, with the findings tracked to resolution. Compliance audits are conducted every three years to comprehensively assess PSM facilities across 14 process safety elements.

- **100%** of PSM facilities conducted either collaborative or self-audits in 2024.
- **38%** of PSM facilities conducted a compliance audit in 2024.

COLLABORATION WITH OSHA

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

40 VPP Star certifications earned covering 53 MPC and MPLX facilities

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

In 2024, our Garyville refinery celebrated 30 years of maintaining its OSHA VPP Star status, making it the longest-running VPP Star refinery in the U.S. The recognition acknowledges exceptional safety practices and highlights the refinery's commitment to a safe work environment.

Enhanced Safety Programs

Our goal is to maintain a workplace free from accidents, ensuring everyone who comes to our sites goes home safely. We provide the tools, training and resources needed for a safe work environment. By continuously enhancing our safety programs through peer observation and feedback, we identify key indicators of potential life-altering incidents and focus on foundational beliefs in human and organizational performance.

Behavior-Based Safety Programs

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

In 2024, we completed more than 57,000 BBS observations, leading to safety engagements with 131,000 employees and contractors. Each observation was conducted by a trained observer who used a checklist to identify safety risks and discuss safe practices.

Human and Organizational Performance

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

HOP Foundational Beliefs:

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

Serious Injury and Fatality Program

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

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

Safety in Ergonomics

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

DRIVER HALL OF FAME

Transport driver, Todd Young, was inducted into the Driver Hall of Fame by the National Private Truck Council. Recognized as one of the very best in the industry for his outstanding achievements in safety, Young has driven over 3 million miles without a preventable accident.

2024 SAFETY AWARDS

American Fuel & Petrochemical Manufacturers

DISTINGUISHED SAFETY AWARD
AFPM'S HIGHEST HONOR
DETROIT REFINERY
EL PASO REFINERY
KENAI REFINERY

3 OF ONLY 4 INDUSTRY RECIPIENTS

ELITE SILVER AWARD
CATLETTSBURG REFINERY

SAFETY PERFORMANCE IN INDUSTRY'S TOP 10%

HONORABLE MENTION AWARD
INNOVATION IN PERSONAL SAFETY
MPC REFINING - SAFETY
MPC REFINING - IT

SAFETY ACHIEVEMENT AWARD
EXEMPLARY SAFETY STANDARDS
ROBINSON REFINERY
SALT LAKE CITY REFINERY

International Liquid Terminals Association

PLATINUM SAFETY AWARD, LARGE OPERATOR
MPLX TERMINALS

ILTA's highest safety honor recognizing companies demonstrating an exemplary safety culture in the liquid terminal industry. MPLX terminals achieved an incident rate of 0.10 per 200,000 hours worked in 2024.

National Private Truck Council

SILVER AND BRONZE SEAL AWARDS
MPC TRANSPORT & RAIL

Earned by 7 fleet locations for reduced incident rates and/or achieving zero-incident status.

ENGAGED AND ENERGIZED WORKFORCE

We believe our people are our greatest strength. They have enabled MPC to accomplish so much, and we want their experiences with our company to reflect the same. We demonstrate our commitment to attracting, developing and retaining talent by empowering our people, prioritizing accountability, upholding a culture of safety, providing extensive leadership and professional development opportunities, recognizing and rewarding accomplishments, and offering benefits that support the well-being of our employees and their families.

Core Values

Our Core Values guide the decisions we make and the actions we take every day. They describe the spirit of who we are as a company and are at the heart of our success. We are proud of the work we do to provide the essential energy products and services that help meet the world's growing energy needs. We believe how we perform our work holds equal importance with the work we perform, and living our Core Values is the way we demonstrate what matters most to us.

In 2024, our executive team examined these principles that guide our behaviors and decisions and introduced our Core Value of Excellence as we strive for exceptional performance in all we do and embrace continuous improvement.

As we continue to innovate and evolve, we are committed to holding ourselves accountable to these high standards – both to honor our legacy and to light our path forward.

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

2024 WORKFORCE DEMOGRAPHICS

18,250
total employees

1,800+
new employees

480+
students completed internships

42%
of open positions filled by internal candidates

11 years
average tenure of employees

5%
voluntary turnover rate

Creating an Inclusive Culture

At MPC, we promote respect for and among our employees. We recognize that when employees feel valued, it shows in their performance. We look to create opportunities for employees to connect in meaningful ways in order to create the welcoming community we know is so important.

Our employee networks, for example, are one way we support this goal by offering voluntary opportunities for employees to connect with others. Any employee may elect to join any of the seven groups — focusing on Asian, Black, Disability, Hispanic, LGBTQ+, Veterans and Women. Led by employees, with involvement and support from executive sponsors, our networks have equal access to resources and support, and visibility to colleagues from across the company. They provide opportunities for networking and community involvement. Over 5,100 employees belong to our seven employee networks.

Additionally, each month our Findlay Community Action Team invites employees to an afternoon cup of coffee. Employees gather for coffee, a sweet treat and conversation, and can obtain information about the work of a monthly featured community nonprofit organization.

We also utilize technology to offer employees across our footprint opportunities to connect with others in virtual communities. These digital communities reflect the rich tapestry of employee professional and personal interests and include groups sharing about everything from project management methodologies and professional development to furry friends, alma maters, healthy recipes, knitting and photography. These groups take advantage of technology to support relationship building and exchange of information anywhere in our network.

JUST 100

recognized by JUST Capital as one of America's 2025 most just companies[1]

[1] For more information on JUST 100, please visit their website.

Building a Talented Workforce

Talent Acquisition

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

Acquiring talent is an opportunity to bring new perspectives into our workforce, and we actively seek candidates with a variety of backgrounds and experience. We are dedicated to enhancing our existing programs and exploring new initiatives to support the retention and recruitment of talented employees. In 2024, we welcomed more than 1,800 new employees into MPC.

Our primary source of full-time, entry-level new hires is our intern and co-op program. Through this program, we offer college students who have completed their freshman year the opportunity to gain hands-on experience in the areas of engineering, IT, accounting, finance, marketing, supply chain and other disciplines. In 2024, more than 480 students completed one or more internships at MPC and more than 110 of those converted to full-time employees.

During their time at MPC, our interns and co-ops are paired with mentors to help transform classroom knowledge into practical, real-world experience. In addition to their assigned duties, many interns also participate in activities led by the MPC Intern/Co-Op Advisory Board (ICAB). ICAB supports intern and co-op development by hosting volunteer events, business unit overviews, and presentations on topics of importance at MPC, like sustainability, wellness and fostering an inclusive culture.

NAMED ONE OF THE 2024 TOP COMPANIES FOR WOMEN TO WORK FOR IN TRANSPORTATION BY WOMEN IN TRUCKING ASSOCIATION

for the third year in a row.

↗ To learn more about this recognition, visit our website.

Campus Partnerships

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

As part of our ongoing efforts to find the best talent, we have assembled dedicated campus teams that attend career events, host workshops and information sessions, and support campus events or projects at 42 universities across 21 states. In 2024, we hired students from 85 colleges and universities spanning 30 states and Puerto Rico.

> **MPC has given me real-world experience that I can't get in the classroom. The company environment and culture are truly employee focused; I feel very lucky to be part of it. I haven't met one employee who doesn't have my success and best interest at heart.**

EMMA RAKOWSKI
Human Resources Intern,
now full-time employee

> **MPC is a great family and customer-oriented company with fantastic values and people. I never feel like I have to go to work, I feel like I *get* to go to work. I love the work I do daily because I know it helps the lives of people all over the country.**

NICKOLAS MORALES
Commercial Intern,
now full-time employee

Recognized among the

Top 100 Internship Programs

by National Intern Day

Investing In Our Employees

Competitive Compensation and Benefits

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

To support our recruitment and retention efforts with competitive pay and benefits packages, we conduct an annual benchmark of compensation against our peers. This comparison includes base salaries, bonus levels, long-term incentive targets, as well as health benefits such as medical, dental and vision insurance, plus pension and savings programs.

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

Our annual bonus program is a key component of our compensation structure, offering individual rewards based on MPC's performance against predefined financial and nonfinancial goals. Every MPC employee is eligible for our bonus program, encouraging a sense of ownership and uniting us toward the same goals.

Nearly 100% of salaried, salaried non-exempt, hourly and union employees were rewarded with additional compensation in 2025 based on 2024 company performance.

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

Additionally, we offer leader-nominated monetary and peer-to-peer non-monetary recognition throughout the year, as well as anniversary service awards to celebrate the achievements and special milestones of our team. This fosters an environment of appreciation, engagement, and gratitude where we can thrive together.

Work-Life Balance

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

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

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

We are committed to supporting our employees by providing the necessary time off for a variety of reasons. Our Educational Leave program allows unpaid time off to pursue a degree, while our Military Leave provides up to two years of paid time off for service. In times of loss, Bereavement Leave offers paid time off to grieve and attend to family matters.

COMPREHENSIVE BENEFITS

We provide benefit programs to support our employees through various stages of their careers and life events. In 2024, we significantly upgraded our employee benefits website to make it more user-friendly, enabling employees to easily discover and navigate the benefits available to them.

Key Benefits

Employee Well-Being

- Medical, dental, and vision plans with covered annual preventive exams
- Basic life and accident insurances, and short-term and long-term disability are provided to all employees on their first day of employment at no cost to employees
- 10 free counseling sessions per issue through our Employee Assistance Program, which also extends to each household member
- Clinical and emotional support programs beyond expectant parents to include family building (fertility, adoption and surrogacy), post-delivery maternity care, parenting support and menopause support
- Paid sick leave of seven days off each calendar year
- Vacation time of three to six weeks paid time off each calendar year

Financial Well-Being

- A company-funded pension and 401(k) thrift plan with 7% employer match
- Company Thrift Plan contribution on student loan payments
- Dependent Care Flexible Spending Account for employees with eligible childcare and/or elder care needs to increase tax savings opportunities
- Tax-advantaged Health Savings Account (HSA) with an annual company contribution

Life Moments

- Extended paid physical recovery time for birth mothers; and four paid weeks of bonding time for all new parents
- Unpaid leave for qualifying personal reasons not covered by other leaves
- Thorough coverage for fertility treatments
- Adoption assistance up to $10,000 per adoption
- Surrogacy assistance benefit that reimburses up to $20,000 for qualifying surrogacy expenses
- Competitive college scholarships for children of employees

↗ For more information on employee benefits, please visit our website.

Employee Training and Development

Investing in our workforce is one of the most important investments we can make as a company. We ensure that employees at every level receive training that equips them with the knowledge and skills necessary to perform their daily job functions safely and effectively. At the same time, we offer a wide range of development tools and opportunities to prepare them for growth and advancement within MPC.

Our approach to employee learning and development is closely aligned with our business strategies, combining classroom training, online courses and on-the-job training and experience. We track these initiatives through a companywide learning management system. This comprehensive strategy supports our employees' continuous growth and contributes to the overall success of the company.

1 million+ training hours recorded by MPC employees in 2024, with each employee recording an average of 69.2 training hours

Employee Development

As part of our focus on employee growth and development, MPC creates and deploys resources designed to enhance skills development and professional growth. Many employees indicated a strong interest in this area through past employee surveys. Resources we provide include behavioral and technical training programs, online/virtual training in partnership with LinkedIn Learning, mentoring relationships, rotational programs, internal job postings that promote career mobility, career development discussions and documented plans, career guides and our annual performance review process.

Career Development Profiles

Employees are encouraged to create career profiles, making it easy to share basic career information about themselves, including work experience, education and skills, with leaders, managers and colleagues. Keeping career profiles up to date is important, as it helps leaders and managers make informed decisions regarding talent development and succession planning.

Career Development Frameworks

A Career Development Framework is being prepared to encompass each job function across the company. This framework aims to ensure consistency and transparency in career progression and development. It consists of a standard structure with career bands, career levels and job titles, along with clearly defined job responsibilities, skills and competencies to support employee growth. This foundational work is critical to providing an integrated and holistic approach to employee development and talent planning, equipping employees with the tools and insights they need to take charge of their careers at MPC with the support of their leaders.

Career Development Plans

Employees and supervisors may collaborate to identify specific, achievable career goals and develop a plan to achieve them. This process involves assessing the employee's strengths, areas for improvement and aspirations. Supervisors then hold regular development check-ins with employees to monitor progress, provide feedback, and adjust plans as necessary.

LinkedIn Learning

The LinkedIn Learning online platform provides salaried employees, co-ops and interns with access to a broad range of expert-led courses and tutorials, covering topics from technical skills to leadership development. Focused on professional growth, LinkedIn Learning empowers employees to obtain new skills and stay current with industry trends, supporting continuous learning and development. In 2024, 95% of eligible employees utilized LinkedIn Learning.

This platform complements our other career development resources, contributing to a comprehensive approach to professional growth.

Performance Review Process

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

Leadership Development

We offer leadership development programs across the company that integrate business and leadership content with MPC's leadership competencies. These programs are delivered in collaboration with internal experts and external industry leaders. We employ a variety of training methods to cater to different learning styles and engage effectively. Additionally, our experience shows that opportunities for networking and direct access to our executive team are invaluable to learning and development. These opportunities are integrated into all programs to foster connections and provide insights from top-level leadership.

550
employees participated in MPC leadership programs in 2024

2024 MPC LEADERSHIP PROGRAMS

Supervisor Development Program
This program, led by external subject matter experts, helps leaders enhance their skills in key areas such as coaching, setting expectations, accountability, leading change, giving feedback and recognition, and managing conflict.

334 employees participated

Strategic Leadership Program
Presented by faculty at the David Eccles School of Business at the University of Utah, this program deepens participants' understanding of MPC's business strategy and the dynamics of strategic leadership. It helps them evaluate opportunities for enhanced value creation within their organizations in the context of the larger enterprise and prepares them to lead their teams with a stronger strategic focus.

48 employees participated

Leadership Experience
Delivered by MPC business leaders and external subject matter experts, this course combines instruction with practical learning to cover essential skills and business topics, including leadership, financial analysis, decision-making, and coaching and developing others.

55 employees participated

Advanced Leadership Program
Instructed by faculty at the Kenan-Flagler Business School for Executive Education at the University of North Carolina, this program equips participants with tools to think more strategically, lead change, and develop the knowledge and leadership capabilities to work collaboratively across organizations. It emphasizes incorporating varied perspectives to unlock the highest potential of both participants and their employees.

27 employees participated

Commercial Skills
Taught by MPC senior business leaders and external subject matter experts, this course enhances participants' understanding of MPC's business operations and equips them with the skills needed to identify, evaluate, negotiate and execute commercial activities in support of MPC's strategic priorities. Participants gain practical knowledge in strategy and portfolio management, linking strategy to business opportunity identification, economic evaluation, risk characterization, negotiations, ethics, key legal issues and relationship management.

86 employees participated

Health and Wellness

The health and well-being of our employees is vital to the success of our company. Our Health Services group delivers a comprehensive approach to provide employee support through our network of 19 occupational health clinics, 24/7 nurse phone line and a diverse range of wellness resources. These resources are available to all employees and span from specialized health coaching to enterprise-wide challenges and rewards.

Encouraging Employees to be Well ALL Ways

Well ALL Ways, MPC's wellness program, emphasizes to employees the importance of taking care of themselves. Well ALL Ways focuses on preventive health and offers a financial incentive to eligible employees who complete an online well-being assessment and a preventive physical exam with an approved health care provider. Eligible employees can earn a $400 payroll stipend and an additional $200 if their qualified spouse or domestic partner completes the preventive exam. In 2024, over 11,000 individuals received preventive physical exams and took online well-being assessments through the Well ALL Ways program.

Ways to be Well ALL Ways

We also promote healthy lifestyles through engaging programs. Our team of professionals, in partnership with WebMD Health Services, lead virtual and on-site programs on a variety of health and wellness topics. These initiatives are designed to enhance overall well-being at work and beyond. By adopting positive habits, our employees experience improved physical and mental outcomes, supporting personal growth and contributing to a safer and more productive workplace.

Our wellness resources include:

- **Mental Health Awareness Program**

  Let's TALK is our mental health awareness initiative, designed to promote mental well-being and provide tools and resources. Throughout the year, employees can participate in various webinars on topics like navigating stress, coping with change and connecting with others.

- **WebMD One Wellness Portal and Health Coaching**

  The wellness platform offers tools, resources, personalized recommendations, and access to events and workshops. Nearly 12,000 employees are registered users in the portal. Through WebMD, employees also have access to one-on-one lifestyle coaches who provide guidance and accountability throughout their wellness journey. In 2024, this program had over 1,400 employee coaching engagements.

- **Wellness Champion Network**

  MPC has over 175 Well ALL Ways Champions — employees who commit to connecting colleagues with our wellness programs, providing peer support and fostering a culture of well-being.

  In 2024, Champions planted on-site gardens, planned wellness challenges, organized health fairs, held lunch-n-learns, and more, funded by MPC's Champion Grant program. They also participated in the seventh annual Wellness Champion Summit to showcase achievements, engage in training sessions and discuss plans for the upcoming year.

Critical Incident Stress Management

In 2024, MPC introduced Critical Incident Stress Management, a program designed to support employees who have been exposed to a critical incident or traumatic event, whether arising within a personal or work context. The program provides specialized crisis support that seeks to lessen the impact to those affected by normalizing emotional reactions, encouraging coping skills and facilitating access to continued care. This team of trained health services employees are strategically placed across the enterprise, with plans to expand the number of trained employees in the future.

WELL ALL WAYS FOCUSES ON FIVE KEY ASPECTS:

Occupational
how we foster safe and engaging work

Financial
how we we build toward financial stability

Social
how we connect with others

Physical
how we fuel our bodies

Mental
how we respond to life

Employee Engagement

Employee Experience Survey

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

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

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

11 years

average tenure of MPC employees

Engage STAKEHOLDERS AND COMMUNITIES

We are committed to building relationships in our communities, consistently pursuing opportunities to create shared value with our stakeholders.

Building Relationships 33

BUILDING RELATIONSHIPS

At MPC and MPLX, we seek to build genuine relationships in our communities, and we steadfastly pursue opportunities to create shared value with our stakeholders. We are focused on understanding their goals, perspectives and concerns and working to integrate their feedback into our business and engagement strategies. Through regular communication, ongoing evaluation of community needs and providing accessible feedback channels, we foster meaningful engagement. Our relationship-building strategies are continuously refined to stay aligned with the evolving needs of our stakeholders and our company.

We Are Listening

Engaging means being readily accessible, actively connecting within the communities where we operate, acknowledging their concerns, and collaboratively exploring solutions.

Community Hotlines

We believe being accessible to our communities is a fundamental aspect of being a good neighbor. Neighbors of our facilities and landowners along our pipeline rights of way can contact us to ask questions or report concerns 24 hours a day, seven days a week via our hotlines and emergency phone lines, or to leave a message. Our teams route messages to the appropriate area and are empowered to escalate concerns when necessary.

Community Advisory Groups

MPC Community Advisory Panels (CAPs) and multi-industry Community Advisory Councils (CACs) are comprised of community members and representatives from various backgrounds and are established at all our major refining assets. These community advisory bodies hold regular meetings that 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.

Connecting with Communities

Marathon Pipe Line LLC (MPL), a wholly owned subsidiary of MPLX, continues to advance its public engagement program, Earning Your Trust. This program engages and educates landowners, community members, schools and public officials about pipeline safety and infrastructure. In 2024, MPL conducted a record of nearly 330 in-person events, reaching over 750,000 people with a pipeline safety message and providing an opportunity to engage.

Agricultural Community Outreach

Pipeline damage caused by third parties remains a significant risk in agricultural areas. MPL's proactive approach in 2024 focused on education through face-to-face engagement with farmers.

- The Depth of Cover Management program reached over 650 farmers to explore community risk mitigation plans that protect shallow pipe in their tillable fields.
- The program made more than 360 direct contacts with drain tiling companies to emphasize the importance of contacting 811 before every installation project.
- Through MPL's Feed A Farmer program, employees personally delivered meals to nearly 300 farmers along our pipeline routes during peak farming season.
- To continually improve our community engagement strategy, four focus groups were conducted with farmers, tilers and irrigation contractors. Through these focus groups, we gained important perspectives on safe farming practices, feedback on our educational materials and engagement activities, and gauged the overall trustworthiness of our messages.

Responsiveness in Action

In 2024, MPL received over 1,500 public inquiries. Most phone calls to our MPL community hotlines were general inquiries. Less than 4% of these inquiries were complaints, and 96% of all calls were responded to within three business days, with an average response time of 14 hours.

Good Neighbor Program

Our Terminals organization is committed to making a positive impact through the Good Neighbor program. This program invests in local communities, engages and educates neighbors, and supports first-responder organizations through grants and partnerships.

In 2024, employees made an impact through over 350 community engagements and $220,000 in grants to support local communities and first responders.

> **"Having good relationships with stakeholders within the community, like Marathon, made this grant possible."**
>
> **PORT ANGELES FIRE DEPARTMENT**
> First Responder Grant Recipient

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

2024 Common Ground Alliance President's Award of Corporate Excellence

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

STAKEHOLDER ENGAGEMENT PLANS

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

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

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

Stakeholder Engagement Process

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

- Define priorities, impacts and issues and understand the community
- Identify stakeholders
- Develop a stakeholder engagement plan
- Engage with stakeholders
- Track and measure engagement
- Create shared value

Engaging with Tribal Neighbors

MPC and MPLX are committed to fostering collaborative relationships with tribal nations and pueblos in the areas where we operate. As sovereign nations, tribes are important government, business partner and community stakeholders. We respect each tribe's unique traditions, language, set of customs and government. To build a foundation for engaging partnerships, we seek to gain cultural understanding by communicating and consulting with tribal communities.

Consistent with our Core Values, we seek tribal perspectives on safety and the preservation of cultural and environmental resources to inform our planning and execution of projects and operational activities. Stakeholder engagement plans guide our interaction with tribes, pueblos and communities to support shared goals.

Tribal Affairs Working Group

Our Tribal Affairs Working Group is critical to building relationships founded on trust and understanding with tribal communities in our operational footprint. Membership includes representation from across the company and a blend of experienced and emerging professionals, some of whom are themselves members of tribal nations. This group works with our tribal partners to provide insights to engage, educate, and share perspectives to assist in building sustainable, mutually beneficial relationships.

Education and training for our own team members is an important part of the support the Working Group provides. We want to be sure that our employees who are engaging in these communities have an understanding of tribal history and governance, cultural dynamics, and styles of communication, and an awareness of the nature and history of our business relationships and community investment partnerships.

Additionally, to enhance relationships where appropriate, MPC convenes with tribal leaders in face-to-face settings to engage in dialogue and understand the goals of the tribal community. For example, Marathon Pipe Line LLC leaders traveled to meet with the Osage Nation's Tribal Council leadership including department heads of education, real estate, harvest land and emergency management. In total, about 20 representatives from both organizations participated in meaningful dialogue. The benefits to both parties from this time together were invaluable and will help set the tone for future, quality engagements.

TRIBAL NEIGHBORS

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

To view a map of the Indigenous communities near our operational footprint, please visit our website.

Named one of the Top 50 Workplaces for Indigenous STEM Professionals in 2024 by the American Indian Science and Engineering Society (AISES)

Purposeful Engagement Drives Impact

Connecting with Tribal Youth

MPC's collaboration with nonprofit partner Operation Warm provides coats and shoes to underserved children across nearly 20 tribes within our operational footprint. MPC volunteers help make these events come to life by helping children try on coats and shoes.

> **The emotional impact is powerful. It goes beyond money to a human connection when volunteers interact with the children. That's the big picture, here.**

MICHAEL ANDREWS
Operation Warm Senior Partnership Manager

OPERATION WARM HIGHLIGHTS

5-year partnership

60 distribution events

26,500 children served

1,000+ employee volunteer hours

$1.1 million+ invested by MPC and MPLX in 2024 to directly support tribal communities where we operate

Notable Tribal Investments

Aligned with our community investment strategy, our investments in tribal communities directly support initiatives focused on the following areas:

Workforce Development

Osage Nation Career and Technical Education Programming

Focused on Native American students within Osage County, Oklahoma, this partnership introduces students to Career and Technical Education programming geared toward providing a better understanding of trade school programs and degree options. In addition to learning about career pathways, this partnership enables MPC employees to offer mentorship for petroleum industry programs and offers support through certification processes.

Sustainability

Navajo Nation Village Aid Solar Initiative

To address critical energy needs within the Navajo Nation, students from Fort Lewis College in Colorado and volunteers from the community have partnered with MPC to secure an off-grid solar energy solution for Navajo families in need. The system aims to bring energy into homes to address basic health and safety needs and creates opportunities for employment in grid management and related fields.

Thriving Communities

Mobile Drone Command Center

A partnership with the Muscogee (Creek) Nation in Oklahoma identified the need for a mobile drone command center to strengthen search and rescue efforts, disaster response and law enforcement operations. The enhanced drone technology available in the mobile command center is helping reduce response times, broaden areas of coverage and bridge communication gaps during emergency response events.

Community Investments

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

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

2024 COMMUNITY INVESTMENT BY THE NUMBERS

~$34 million

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

$23.7 million+

invested in communities by MPC and MPLX

5,000+

nonprofits supported

$4.6 million

donated by employees

57,600+

hours volunteered

$5.6 million

raised through company-led fundraisers

175,000+

social impacts reported[1]

Charitable Contributions and Grants

By conducting broad engagement, we pursue projects that allow us to create a positive, measurable impact and build partnerships across diverse organizations and communities.

Workforce Development

THE HEART RIVER CAREER AND TECHNICAL EDUCATION CENTER

The Heart River Career and Technical Education Center in Mandan, North Dakota, provides college dual-credit opportunities for area high schools and hands-on experience in construction, agriculture, manufacturing, health care, welding, culinary arts and other high-demand occupational fields.

Our investment supported the development and opening of the facility enabling the opportunity for students, educators, adult learners and businesses in the area to collaborate on workforce development.

↗ To learn more about how MPC is enhancing career pathways in North Dakota, please visit our website.

Sustainability

INTERNATIONAL BIRD RESCUE, REHABILITATION AND RESEARCH IN CALIFORNIA

Aligned with our Core Value of Safety and Environmental Stewardship, our investments with International Bird Rescue (IBR) in Northern California are helping fund wildlife rescue and rehabilitation, wildlife emergency response and preparedness services, research, outreach and education.

In Southern California, IBR is treating and rehabilitating nearly 1,500 native, wild, avian patients near the Ports of Los Angeles and Long Beach. MPC's support is helping cover costs of nutrition, medicine and supplies, veterinary care and habitat conditioning.

↗ To learn more about how MPC is supporting bird rehabilitation, please visit our website.

Thriving Communities

GALVESTON COUNTY EMERGENCY MANAGEMENT, MOBILE COMMAND CENTER

When disaster strikes, it is imperative that lines of communication remain open to help facilitate emergency response. MPC is supporting Galveston County, Texas, by helping provide reliable communication redundancy should primary services become unavailable or impacted by an emergency or disaster.

To ensure responders have an effective, interoperable communications platform to support a coordinated response to incidents, a recent investment from MPC provided a cellular tower for cellular and internet connectivity that prioritizes first responders, as well as a trailer to transport the system to areas throughout Galveston County that need assistance.

In 2024, MPC contributed more than $1.2 million to first-responder organizations in our operational footprint.

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

Measuring Social Impact

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

2024 HIGH-IMPACT COMMUNITY INVESTMENTS[1]

$12.8 million+ community investments of over $20,000 to more than 200 organizations

	Workforce Development	Sustainability	Thriving Communities
Impact Summary	Preparing more individuals for professional success through vocational training, career readiness, technical internships and scholarships	Protecting the environment and wildlife while promoting sustainability and conservation through educational experiences	Meeting basic needs — beyond assistance with food and shelter, we are improving access to resources like youth development and safety initiatives
Impacts Reported	5,400+	91,000+	79,000+
Top Related Indicators	• Attain, retain, or improve employment • Earn post-secondary degree, credential • Improve productivity/professional effectiveness	• Beneficiaries protect, improve health • Metric tons of CO_2e reduced • Animals saved, improved well-being	• Beneficiaries gained fulfillment, enjoyment • Gained safety, support • Beneficiaries achieve, improve food security

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

Employee Giving and Volunteer Programs

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

Employee Open Giving Program

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

Higher Education Giving Programs

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

Volunteer Incentive Program (VIP)

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

890+

Volunteer Incentive Program awards earned by MPC employees in 2024, totaling $448,000+

Responsible Supply Chain Management

Our strong relationships with business partners and clear performance expectations are the foundation for responsible and sustainable supply chain management. In fluctuating geopolitical and market landscapes, we work with a diverse network of suppliers that can quickly respond to meet the needs of our business and help us to creatively navigate challenges and reduce risk.

We strive to proactively identify and evaluate factors that can influence the availability of goods and services required to support our operations and align our strategic and operational decisions accordingly, with the objective of ensuring continuity.

We support these aspirations and build resilience within our supply chain by clearly communicating the expectations of our Code of Business Conduct and Supplier Code of Conduct, educating procurement teams, maintaining strong supplier selection criteria, focusing on mitigation of risk, and underpinning long-term business relationships with strong supplier engagement.

We seek to enhance our supplier risk management program by addressing the most value-added improvement opportunities and implementing processes that mitigate risk more effectively.

Employee Education

Supply chain personnel receive training each year on a variety of responsible procurement topics. Trainings may focus on supplier expectations and management of health, safety and environmental matters; compliance and ethics expectations embedded within our Supplier Code of Conduct; supplier selection criteria, qualifications, and ensuring a fair and inclusive competitive bidding process; and risk factors including human rights.

6,000+ hours of sustainability-related training for supply chain employees

~$9 billion spent with 9,000+ suppliers in 2024[1]

Supplier Code of Conduct

Our Supplier Code of Conduct details our expectations of suppliers because how we conduct ourselves is as important as the results achieved.

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

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

- Compliance with laws and business ethics
- Environmental, health, safety and security
- Conflict minerals
- Conflicts of interest
- Business courtesies
- Human rights
- Diversity and inclusion
- Compliance assurance
- Reporting unethical or illegal acts

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; offer innovative, value-added capabilities; superior technology, cost and service; and adhere to our Core Values in how they do business. We periodically review our purchasing practices for alignment with our Code of Business Conduct and Supplier Code of Conduct.

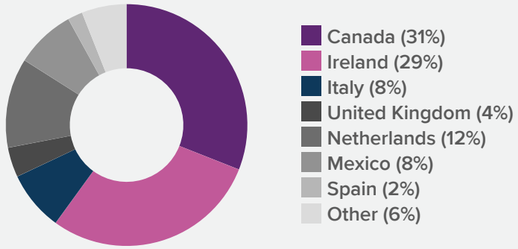
No significant changes to our Tier 1 suppliers occurred in 2024 that would cause or contribute to significant economic, environmental or social impacts.

SUPPLIER SUSTAINABILITY ASSESSMENT

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

- Prequalification reviews of potential and existing suppliers to assess health, environmental, safety and security programs and performance. Results are considered during the supplier selection process. Utilization of digital desktop tools to evaluate sector and geographic risk.
- Daily screenings of all new and existing suppliers for identity verification, regulatory compliance and security concerns.
- On-site supplier inspections conducted for providers of certain products or services.
- Certified partner of Customs Trade Partnership Against Terrorism, voluntarily working with U.S. Customs and Border Protection on best practices of imported materials.

2024 Non-U.S. Spend by Country[2]
(non-U.S. spend %)



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. Annual business reviews provide one opportunity for direct engagement to discuss business priorities, emerging needs and opportunities.

At MPC and MPLX, we value diversity of backgrounds, experiences, skills and ideas to provide a competitive business advantage. Through our Supplier Diversity program, we offer certified and qualified diverse suppliers, including local and small businesses, an equal opportunity to bid on, compete for, and perform procurement contracts. All bid selections and contract awards are based on merit. This program helps to stimulate local economic development and advance our commitment to the creation of shared value where we operate.

Each year, we also recognize suppliers for outstanding performance through our Supplier Recognition Awards program. In 2024, a total of 15 awards were given, and we look forward to presenting a refreshed awards slate aligned to our Core Values and in celebration of the 10th anniversary of the awards program.

[1] Excludes crude/feedstock purchases.

[2] "Other" category includes the following countries, each having spend of 2% or less: Australia, Belgium, Germany, India and Switzerland.

Respecting Human Rights

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

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

31:8 PROJECT, BAKKEN HUMAN TRAFFICKING SUMMIT

In 2024, MPC sponsored the Bakken Human Trafficking Summit presented by North Dakota-based nonprofit 31:8 Project. MPC sent team members to attend the two-day summit in Minot, North Dakota, to hear from public health experts, police, prosecutors and survivors and increase our awareness of human exploitation and labor trafficking issues facing the Midwest.

TRUCKERS AGAINST TRAFFICKING

MPC has expanded its partnership with Truckers Against Trafficking (TAT). Since launching the initiative in 2023, Marathon Petroleum has trained more than 870 employees in its Transportation and Rail organization to identify human trafficking situations on the road and how to report suspicious activity. Nearly 700 of those certified are fleet drivers.

The TAT training is voluntary, but interest in the program has been great. As a result, MPC is bringing awareness to other parts of the business, including safety teams and employee network groups, with collaborative sessions involving industry, law enforcement and government representatives.

↗ To learn more about how our drivers are raising awareness, please visit our website.

Human Rights Due Diligence

MPC maintains a human rights due diligence process through the following key practices.

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

Our Supplier Code of Conduct likewise includes human rights expectations of the majority of our suppliers.

Stakeholder Engagement: We engage with local communities and tribes, employees, suppliers and investors to understand their human rights concerns and perspectives pertaining to our company and/or sector. This helps us identify potential areas of risk and develop appropriate mitigation strategies.

Our Tribal Affairs Working Group supports our internal teams with a proactive approach to building relationships with tribes and pueblos within our operational footprint, which begins with seeking to understand their culture and unique history, traditions and beliefs.

Training: Executive officers and salaried employees take ethics and compliance training that discusses components relevant to human rights issues, including the importance of maintaining a safe, healthy and fair work environment. Our Board of Directors receives periodic updates on ethics and compliance topics and, like our employees, its members certify yearly their adherence with the Code of Business Conduct, or disclose any exceptions.

Supply Chain: We expect suppliers and contractors to respect human rights. Certain suppliers are required to comply with our Supplier Code of Conduct, which includes provisions related to human rights,our expectations for compliance with social-related clauses in their MPC contracts and adherence to our fundamental values, policies and procedures in how they do business. It also communicates our expectation that they will identify, and monitor risks and remediate any violations.

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

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

Additionally, we monitor our human rights performance and evaluate the performance of certain suppliers through regular reviews. If a controversy is found, we monitor the situation and may engage to learn more and inquire about what remediation is occurring.

Grievance Mechanisms: We have established grievance mechanisms that allow for reporting of human rights concerns by employees, community members and others. Channels for raising concerns may include Community Advisory Panels (CAPs), widely communicated and accessible community hotlines, direct community engagements, and our 24/7, toll-free Integrity Helpline. We then work to manage, respond to and resolve issues in a timely manner.

Awareness and Collaboration: We collaborate with industry peers and nongovernmental organizations to enhance our awareness of human rights risks and mitigation practices, and to help us stay informed about best practices.

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

Execute WITH INTEGRITY

We are committed to integrating sustainability in our decision-making and upholding accountable and transparent governance.

Accountable and Transparent Governance 40

ACCOUNTABLE AND TRANSPARENT GOVERNANCE

Our Board of Directors

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

As new director candidates are selected, the Board continues its commitment to include candidates with a wide variety of skills, professional experience, backgrounds and perspectives. Criteria for consideration set forth in our Corporate Governance Principles also include demonstrated leadership capabilities, integrity and judgment, record of public service, and an understanding of sustainability.

As part of our ongoing Board refreshment process, we welcomed three new independent directors in 2024: Kimberly Ellison-Taylor, Eileen Paterson and Jeff Campbell. Together, they bring expertise in technology, operations, finance and risk management to our Board.

For information about the individuals serving on the MPLX Board of Directors, please visit the Corporate Governance section of the MPLX website.

Director Skills and Expertise Key

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

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

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

Jeffrey C. Campbell
Former Vice Chairman and Chief Financial Officer, American Express Company
A C D E G H I K

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

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

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

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

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

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

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

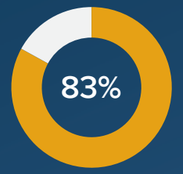
J. Michael Stice
Professor, The University of Oklahoma
A B C D E F G H I

John P. Surma
Lead Independent Director, Marathon Petroleum Corporation; Former Chairman and Chief Executive Officer, United States Steel Corporation
A B C D E F G H I J

GOVERNANCE HIGHLIGHTS

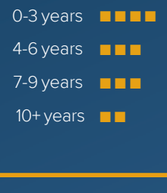
Independent oversight

10 of 12 directors, 83%, are independent.



6 years of average tenure

As of Aug. 1, 2025, the average tenure of directors was 6 years.



50% gender and/or racial/ethnic diversity

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

Highly engaged

Director attendance at Board and committee meetings averaged 98% in 2024.

Sustainability Governance

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

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

Key Corporate Governance Practices

Our key corporate governance practices include:

- **Board independence and leadership**
  - 10 of 12 directors are independent
  - Strong independent Lead Director role reinforces effective independent leadership on the Board
  - Three fully independent standing Board committees
- **Director elections**
  - Majority voting standard for uncontested director elections
  - Demonstrated commitment to Board refreshment
  - 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 peer evaluations of nominees for reelection
- **Shareholder rights and engagement**
  - Shareholder right to call a special meeting of shareholders
  - Shareholder "proxy access" right to submit director nominations for inclusion in our proxy statement
  - Robust year-round shareholder engagement program
- **Sustainability accountability**
  - Strong oversight by the full Board and its committees
  - Industry-leading disclosures on environmental targets and performance
  - Extensive human capital management disclosures, including EEO-1 data

BOARD OF DIRECTORS[1]

RESPONSIBILITIES AND OVERSIGHT:

Audit Committee	Compensation and Organization Development Committee	Corporate Governance and Nominating Committee	Sustainability and Public Policy Committee
• 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 sustainability and climate risk disclosures within the financial reporting framework • Oversees business continuity, data privacy and cybersecurity risks	• Oversees risk associated with our compensation programs, plans and policies to help ensure they do not encourage excessive risk-taking • Oversees our management succession planning process and our human capital management strategies and policies • Oversees stakeholder engagement on compensation and human capital management matters	• Oversees risk associated with corporate governance matters, including director independence, Board composition and succession, Board leadership structure and Board effectiveness • Oversees the evaluation of the Board, its committees and individual directors • Oversees stakeholder engagement on corporate governance matters	• Oversees risks and opportunities associated with sustainability, safety 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 and public policy matters

MPC EXECUTIVE LEADERSHIP TEAM

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

- External Policy Committee
- Health, Environment, Safety, Security & Product Quality Management Committee
- Enterprise Risk Management Committee
- Strategy Steering Committee
- Business Integrity Committee

ORGANIZATIONAL LEADERS

Drives sustainability strategies across the enterprise

- Sustainability Working Group
- Health, Environment, Safety & Security Planning Committee
- Renewables Compliance Governance Committee
- Renewables Council
- Advocacy Steering Committee

CROSS-FUNCTIONAL TEAMS

Implement key sustainability strategies, programs and plans

- Environmental Justice Team
- International ESG Reporting Working Group
- OEMS Center of Excellence
- Focus on Water Team
- Focus on Energy Team
- Enterprise Risk Management Community of Practice
- Renewables Feedstock Compliance Committee

[1] Captures key sustainability-related responsibilities of the Board's four standing committees. For complete committee descriptions, see Pages 20-21 of our 2025 Proxy Statement.

Operational Excellence Management System

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

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

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

Continual Improvement through OEMS

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

OEMS Governance

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

Companywide OEMS Tools and Resources

- **OEMS Playbook:** Published to further embed our OEMS across the company and provide employees with resources that support continual improvement and risk management.
- **OEMS Center of Excellence:** A companywide forum of about 30 employees tasked with sharing best practices and lessons learned, ensuring management system approaches across MPC and MPLX align with the OEMS framework and promoting continuous improvement of HESS&PQ performance. This group also reviews and develops internal and external audit recommendations and creates OEMS awareness content and training for use companywide.
- **Continuous Improvement Community of Practice:** A group of more than 25 employees who serve to strengthen cross-functional collaboration among organizations to support operational excellence. The group focuses on promoting the use of continuous improvement tools and learning opportunities — including leveraging the OEMS framework.
- **OEMS Awareness Videos:** Created for use companywide to improve employee awareness and understanding of the OEMS framework and structured Plan, Do, Check, Act continual improvement process.
- **Employee Feedback:** Employees are encouraged to provide MPC and MPLX with continual improvement ideas by emailing sustainability@marathonpetroleum.com.

↗ To view our OEMS Playbook, please visit our website.

> **It is important to talk about how we use our OEMS and its successes within the Natural Gas and NGL Services organization. OEMS shows us what is and isn't working, providing a process 'state of the union.' This keeps management informed and helps drive improvement where needed.**
>
> **NIC RONIGER**
> Facility Integrity Senior Manager

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 include sustainability risks and topics such as climate change, stakeholder concerns and compliance obligations, as well as other sustainability-related risks as deemed appropriate. We describe additional risks in our Annual Report on Form 10-K and in other filings with the Securities and Exchange Commission.

Emerging Risk Identification

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

Climate-Related Risk Management

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

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

Regulatory Risk Oversight

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

Risk Governance

The ERM Community of Practice supports the ERM Committee and comprises mid-level risk and assurance representatives and subject-matter experts across our enterprise. 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 under the caption Risk Factors in our most recent Annual Report on Form 10-K and other filings with the Securities and Exchange Commission. Categories of risk described in these reports include business and operational risks, financial risks, legal and regulatory risks, and general risk factors.

Roles and Responsibilities

BOARD OF DIRECTORS

- Oversees and reviews ERM strategies and performance

ERM COMMITTEE

- Directs ERM progress for identifying, assessing and managing enterprise-level risks
- Drives performance of risk-mitigation strategies

ERM COMMUNITY OF PRACTICE

- Supports ERM Committee to develop, standardize and integrate risk management best practices throughout the company

Compliance and Ethics

We are committed to conducting 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 can report concerns without fear of retaliation.

Roles and Responsibilities

CHIEF COMPLIANCE OFFICER

- Oversight of Compliance and Ethics

BUSINESS INTEGRITY COMMITTEE

- Promotes the effectiveness of enterprisewide Compliance and Ethics program

SENIOR MANAGEMENT

- Charged with managing risks relating to legal compliance and business ethics

Compliance and Ethics Program Policies

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

- Anticorruption
- Anti-Retaliation for Reporting Illegal or Unethical Conduct
- Conflicts of Interest
- Equal Employment Opportunity
- Harassment and Appropriate Workplace Conduct
- Policy on Human Rights, Including the Rights of Indigenous People
- Whistleblowing as to Accounting Matters

↗ To view these policies and our Code of Business Conduct, please visit our website.

Code of Business Conduct

Our Code of Business Conduct, referred to as the "Code," is approved by the Board of Directors and based on the core principle that we always strive to do the right thing. It is a guide for making sound business decisions by setting clear expectations for ethical decision-making, accountability and responsibility. It focuses on the responsibility all employees have to the public, to shareholders, and to our business partners and on our obligation to adhere to applicable law.

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

The Code applies to:

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

Code Audits and Compliance

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

Code Training and Certification

New employees complete Code training upon hire and must answer a questionnaire designed to help them identify and consider potential conflicts of interest as they begin employment.

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

Code of Ethics for Senior Financial Officers

The president and chief executive officer, executive vice president and chief financial officer, vice president and controller, vice president treasury and other leaders performing similar roles at MPC and MPLX are subject to our Code of Ethics for Senior Financial Officers. This additional code 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 attest 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. Bribes of all nature are strictly prohibited, and guidance is available by policy on the exchange of business courtesies.

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

2024 COMPLIANCE AND ETHICS HIGHLIGHTS

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

99.3% of MPC employees hired in 2024 completed Code of Business Conduct training

100% MPC and MPLX senior financial officers completed the Code of Ethics for Senior Financial Officers certification

24/7 Anonymous Integrity Helpline

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

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

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

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

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 Officers, our chief compliance officer has direct access to the Board's independent Lead Director, president and chief executive officer, chief financial officer, vice president of Audit and the chair of the Board's Audit Committee.

ETHICS AT THE FOREFRONT

We inform and educate employees through various initiatives, including newsletters that cover topics like conflicts of interest, data privacy, insider trading and political activity, as well as features like "It Happened Here" and "Glad You Asked." In addition, we have local Business Integrity Partners who serve as ethical role models by providing resources, facilitating the reporting of misconduct, directing inquiries and supplementing employee training.

MPC highlights the significance of compliance and ethics during Corporate Compliance and Ethics Week. This week provides an opportunity for leaders and employees to reflect on the importance of integrity in the workplace and its lasting effect on our company culture. In 2024, over 1,900 employees participated in a poll, providing valuable feedback on our Compliance and Ethics program.

- **99%** said MPC clearly communicates its expectations of ethical behavior.
- **99%** understand how the Code of Business Conduct applies to them in the roles they perform.
- **95%** feel it is safe to speak up at MPC.
- **89%** feel confident something would be done about unethical behavior when reported.

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, grassroots activity, issue advocacy, 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 the oversight of our Board of Directors, its Sustainability and Public Policy Committee, and senior management.

Engagement Principles

In our political engagement efforts, we focus on maintaining a strong business presence across the regions in which we operate and continuing to meet the energy needs of consumers with competitive prices while protecting the value of our shareholders' investments. As such, we support people and policies that promote energy security; encourage free market principles, including technology neutrality; provide a balanced, science-based approach to issues; and support our Core Value of Safety and Environmental Stewardship and our commitment to sustainability.

Because MPC is an integrated company that processes, refines, markets and transports natural gas, petroleum and petroleum products, and is one of the largest producers and marketers of renewable diesel in the U.S., we engage on those issues that touch the company and our stakeholders. MPC has interests in many topics, including those that affect statutory and regulatory compliance for business, environment, safety and security, as well as those issues that impact employees, communities and the overall evolution of our industry.

Trade Associations

Taking part in trade associations is an important part of our role as an active member of our industry and business communities. Through trade associations, we engage in the development of industry standards and practices and share advances in science, engineering, safety, stakeholder engagement, training, certifications, research and more.

When engaging on issues, including but not limited to climate, we encourage our trade associations to take positions that are consistent with our engagement principles, including our commitment to sustainability.

Disclosures

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

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

↗ For more information, please visit the Political Engagement page of our website.

Cybersecurity and Privacy

We have processes in place designed to protect our information systems, data, assets, infrastructure, and computing environments from cybersecurity threats and risks while ensuring confidentiality, integrity, and availability. These enterprisewide processes are based on policies, practices, and standards that guide the identification, assessment, and management of cybersecurity risks.

Threat Awareness and Prevention Training

Threat awareness and prevention training begins when an employee is hired and continues throughout their tenure through training and communications delivered across multiple channels, including weekly newsletters, digital signage, events celebrating Cybersecurity Awareness Month and role-based training.

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

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

99% of our employees completed cybersecurity awareness training

100% of account users received simulated phishing emails

Cybersecurity Risks

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

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

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

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

Governance and Compliance

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

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

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

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

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

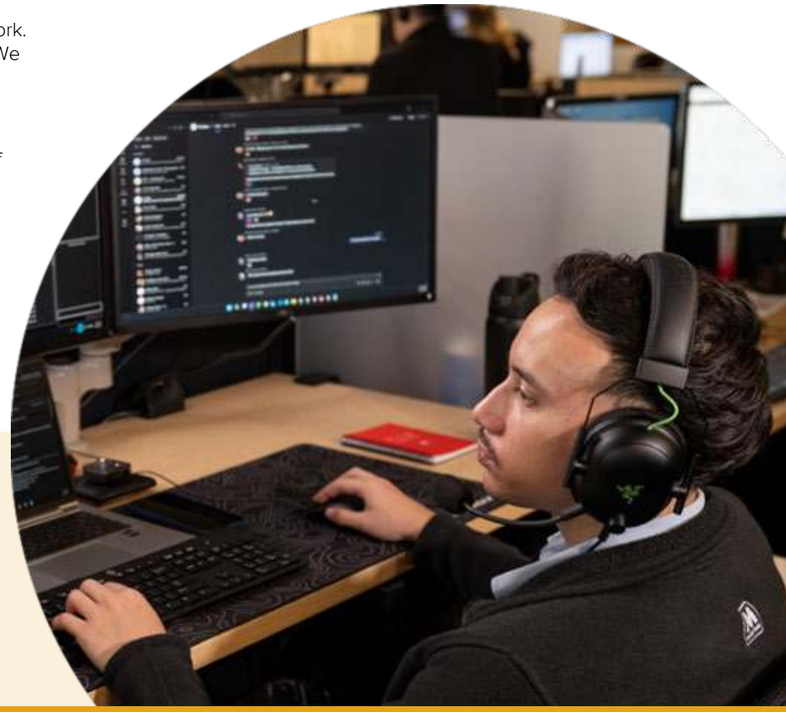
Our Code of Business Conduct further addresses protection of company assets, information systems, social media, business records retention and confidential information.

Privacy

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

Incident Preparedness and Response

Our cybersecurity resiliency is evaluated using several methods, such as penetration testing; tabletop exercises with varying scenarios and participants, including operations teams and executive leadership; business continuity drills to ensure the safe operation of critical assets; and analysis of the corporate cybersecurity incident response plan.



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ABOUT THIS REPORT

MPC and MPLX's 2024 Sustainability Report reflects our long-standing commitment to transparency and accountability around sustainability-related 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

Reporting Frameworks and Disclosures

SASB

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

GRI

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

IPIECA

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

TCFD

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

↗ Click here for our latest Perspectives on Climate-Related Scenarios report.

CDP Reporting

We participated in the 2024 CDP Climate Change and Water Security reports.

↗ Click here for our most recent Climate Change and Water Security response in accordance with the CDP reporting schedule.

Scope of Report

The information and data in this report covers all MPC entities, including MPLX LP, for the calendar year 2024, unless otherwise indicated.

Data Quality

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

↗ Click here to view the external assurance statement from LRQA relating to our GHG data.

PERFORMANCE DATA

Company Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
ECONOMIC PERFORMANCE[1]									
Sales and Other Operating Revenue	$ millions	-	201-1-a-i	-	69,779	119,983	177,453	148,379	138,864
Income from Operations	$ millions	-	-	-	-12,247	4,300	21,469	14,514	6,796
Net Income Attributable to MPC	$ millions	-	201-1-a-iii	-	-9,826	9,738	14,516	9,681	3,445
Capital Expenditures and Investments	$ millions	-	-	-	2,754	1,815	2,788	2,554	3,076
Environmental Expenditures[2][3]	$ millions	-	-	-	630	991	1,226	1,476	1,989
OPERATIONAL PERFORMANCE[4]									
MPC Manufacturing Inputs	million boe	-	-	-	1,627	1,684	1,741	1,769	1,846
Refining Manufacturing Inputs	million boe	EM-RM-000.A	-	-	940	1,012	1,068	1,054	1,066
MPLX Gas Plant Manufacturing Inputs	million boe	-	-	-	687	670	673	714	780
Crude Oil Refining Capacity	thousand bpcd	EM-RM-000.B	-	-	2,874	2,887	2,898	2,950	2,963
Natural Gas Gathering Volumes	million cubic feet per day	EM-MD-000.A	-	-	5,331	5,131	5,684	6,257	6,579
MPLX Crude and Refined Products Transported	thousand bpd	-	-	-	4,712	5,453	5,660	5,812	5,782
MPLX Crude Oil Transported	thousand bpd	EM-MD-000.A	-	-	2,998	3,380	3,549	3,772	3,785
MPLX Refined Products Transported	thousand bpd	EM-MD-000.A	-	-	1,714	2,073	2,111	2,040	1,997
Total addressable market for 2024	$ billions	EM-RM-410a.2	-	-	3.7	8.4	10.2	9.4	6.6
Total market share[5]	%	EM-RM-410a.2	-	-	2.3	5.3	4.5	5.5	4.8

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
GREENHOUSE GAS EMISSIONS[4][6]									
Total Scope 1 and Scope 2 GHG Emissions	million tonnes CO_2e	-	-	CCE-4 - C1	40.2	39.9	40.4	39.8	40.9
Scope 1 and 2 GHG Intensity (excludes GHG associated with exported power from cogen)	tonnes CO_2e/mboe input	-	305-4-a	CCE-4 - C4	23.7	22.9	22.4	21.7	21.4
Total Scope 1 and 2 GHG Intensity Reduction Since 2014	%	-	305-5-a	-	21	23	25	27	28
Total Scope 1 GHG Emissions[7][8]	million tonnes CO_2e	-	305-1-a	CCE-4 - C1	32.2	33.0	33.7	33.0	34.6
Total Scope 1 CO_2 Emissions	million tonnes CO_2	-	-	CCE-4 - C1	31.3	32.2	33.1	32.4	33.9
Total Scope 1 CH_4 Emissions	thousand tonnes CH_4	-	-	CCE-4 - C1	32.7	23.5	22.8	21.6	23.5
Total Scope 1 N_2O Emissions	thousand tonnes N_2O	-	-	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	0	9	0	0	0
Refining Scope 1 GHG Emissions	million tonnes CO_2e	EM-RM-110a.1	-	CCE-4 - C3	26.7	27.5	28.3	27.6	28.3
Refining Scope 1 GHG Covered by Emissions-limiting Regulation[9]	%	EM-RM-110a.1	-	-	25	23	23	26	26
MPLX Scope 1 GHG Emissions[10]	million tonnes CO_2e	EM-MD-110a.1	-	CCE-4 - C3	5.4	5.5	5.4	5.4	6.3
MPLX Scope 1 GHG Emissions from Methane (CO_2e basis)	%	EM-MD-110a.1	-	-	13	8	8	8	8
MPLX Scope 1 GHG Covered by Emissions-limiting Regulation	%	EM-MD-110a.1	-	-	< 2	< 1	<1	<1	<1
MPLX Natural Gas and NGL Services Scope 1 Methane Emissions Intensity	%	-	-	-	0.029	0.020	0.018	0.016	0.015
Total Scope 2 GHG Emissions[11]	million tonnes CO_2e	-	305-2-a	CCE-4 - C2	8.0	6.9	6.7	6.8	6.3
Refining Scope 2 GHG Emissions	million tonnes CO_2e	-	-	CCE-4 - C3	3.8	3.5	3.4	3.4	3.1
MPLX Scope 2 GHG Emissions[10]	million tonnes CO_2e	-	-	CCE-4 - C3	3.8	3.3	3.3	3.3	3.2
Scope 3 - Category 11: Use of Sold Products - Refinery Yield Method	million tonnes CO_2e	-	305-3-a	CCE-4 - A2	352	379	404	400	405
ENERGY CONSUMPTION[4][6]									
Total Energy Consumption	billion gj	-	302-1-a	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 Natural Gas and NGL Services Energy Consumption	billion gj	-	-	-	0.1	0.1	0.1	0.1	0.1

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
ENERGY CONSUMPTION (CONTINUED)[4][6]									
Energy Intensity	gj/boe	-	302-3-a	CCE-6 - A2	0.3	0.4	0.3	0.3	0.3
Refining Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.5	0.5	0.4	0.4	0.4
MPLX Natural Gas and NGL Services Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.1	0.1	0.2	0.2	0.2
Energy Consumption Purchased/Produced by Renewable Sources	million gj	-	302-1-b	CCE-6 - C2	6.1	5.4	6.1	7.1	7.3
Energy Consumption Purchased/Produced by Combined Heat and Power	million gj	-	302-1-c	CCE-6 - C2	0	58	55	55	61
Energy Consumption Purchased/Produced by Combined Cycle Gas Turbine	million gj	-	302-1-c	CCE-6 - C2	0.0	9.1	9.5	10.8	12.2
Avoided Energy Consumption from Efficiency Efforts	million gi	-	302-4-a	-	13	16	17	19	12
AIR EMISSIONS [4][6]									
Total Criteria Pollutant Emissions	thousand tonnes	-	-	-	43.9	43.7	43.1	42.2	41.5
Total SOx Emissions	thousand tonnes	-	305-7-a-ii	ENV-5 - C1	2.5	2.8	2.7	2.6	2.6
Total NOx Emissions	thousand tonnes	-	305-7-a-i	ENV-5 - C1	14.8	15.2	15.4	14.8	14.7
Total CO Emissions	thousand tonnes	-	305-7-a-vii	ENV-5 - A1	9.7	9.9	9.5	9.4	9.2
Total VOC Emissions	thousand tonnes	-	305-7-a-iv	ENV-5 - C1	14.1	13.1	12.6	12.7	12.3
Total $PM_{2.5}$ Emissions	thousand tonnes	-	305-7-a-vi	ENV-5 - A1	2.9	2.7	2.9	2.7	2.8
Total Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	-	27.0	26.0	24.8	23.8	22.5
Refining Criteria Pollutant Emissions	thousand tonnes	-	-	ENV-5 - A3	28.8	29.9	30.4	29.5	29.1
Refining SOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.4	2.7	2.6	2.5	2.5
Refining NOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	10.0	10.6	10.8	10.3	10.2
Refining CO Emissions	thousand tonnes	-	-	ENV-5 - A3	7.0	7.3	7.3	7.0	7.0
Refining VOC Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	6.9	6.9	7.2	7.4	6.9
Refining PM_{10} Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.5	2.3	2.5	2.3	2.4
Refining H_2S Emissions[12]	thousand tonnes	EM-RM-120a.1	-	-	0.1	0.1	0.1	0.1	0.1
Refining Criteria Pollutant Emissions from Flaring	thousand tonnes	-	-	-	2.1	2.9	3.2	2.5	2.8
Refining Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	ENV-5 - A3	30.6	29.5	28.5	28.0	27.3
Hazardous Air Pollutant Emissions[12]	thousand tonnes	-	305-7-a-v	-	0.9	1.0	1.2	1.1	1.0
Number of Refineries in or Near Areas of Dense Population	count	EM-RM-120a.2	-	-	12	12	12	12	12

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
AIR EMISSIONS (CONTINUED)[4][6]									
MPLX Criteria Pollutant Emissions[10]	thousand tonnes	-	-	ENV-5 A3	15.1	13.9	12.7	12.6	12.4
MPLX SOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	0.1	0.1	0.1	0.1	0.1
MPLX NOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	4.8	4.6	4.6	4.5	4.4
MPLX CO Emissions	thousand tonnes	-	-	ENV-5 A3	2.7	2.6	2.3	2.4	2.2
MPLX VOC Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	7.1	6.2	5.4	5.2	5.3
MPLX PM_{10} Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	0.4	0.4	0.4	0.4	0.3
WATER[4][6]									
Total Water Withdrawal	megaliters	-	303-3-a	-	145,269	140,181	144,400	143,945	149,259
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	ENV-1 - C1	139,036	135,057	133,736	134,227	140,828
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	ENV-1 - A4	6,234	5,124	10,664	9,718	8,432
Surface Water Withdrawal	megaliters	-	303-3-a-i	-	79,001	77,123	77,303	77,562	80,420
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	78,999	77,123	77,303	77,561	80,420
Groundwater Withdrawal	megaliters	-	303-3-a-ii	-	22,861	25,103	25,819	24,482	24,970
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	17,883	21,502	18,502	18,218	19,869
Seawater Withdrawal	megaliters	-	303-3-a-iii	-	75	73	59	92	285
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	-	75	73	59	92	285
Third-Party Withdrawal	megaliters	-	303-3-a-v	-	43,331	37,532	40,467	40,951	42,781
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	42,153	36,432	37,931	38,447	40,539
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	-	1,178	1,101	2,536	2,503	2,243
Total Freshwater Recycled	megaliters	-	-	ENV-1 - A5	26,055	27,766	30,648	30,026	30,332
Refining Freshwater Withdrawal	megaliters	EM-RM-140a.1	-	-	137,420	134,495	132,786	133,624	140,395
Refining Freshwater Recycled	%	EM-RM-140a.1	-	-	19	21	23	22	22
Refining Freshwater Withdrawal in High Baseline Water Stress Areas as Percentage of Total Freshwater Withdrawal	%	EM-RM-140a.1	-	-	23	23	21	24	26

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
WATER (CONTINUED)[4][6]									
Refining Freshwater Consumed in High Baseline Water Stress Areas as Percentage of Total Freshwater Consumed	%	EM-RM-140a.1	-	-	24	25	18	17	26
Refining Total Water Consumption	megaliters	-	303-5-a	-	63,540	62,811	66,590	63,334	70,226
Total Water Withdrawal in Stressed Areas	megaliters	-	303-3-b	ENV-1 - C4	37,135	34,576	36,567	40,193	42,534
Surface Water Withdrawal in Stressed Areas	megaliters	-	303-3-b-i	-	0	0	1	0	0
Groundwater Withdrawal in Stressed Areas	megaliters	-	303-3-b-ii	-	13,931	15,989	17,426	16,394	16,641
Third-Party Withdrawal in Stressed Areas	megaliters	-	303-3-b-v	-	23,203	18,587	19,122	23,752	25,871
Total Freshwater Withdrawal in Stressed Areas	megaliters	-	-		32,157	30,975	27,858	32,622	36,458
Total Freshwater Recycled in Stressed Areas	megaliters	-	-	-	15,173	16,404	16,895	17,560	17,346
Total Freshwater Recycled in Stressed Areas	%	-	-	-	47	53	61	54	48
Total Freshwater Withdrawal Intensity	megaliters/million boe	-	-	ENV-1 - A2	85	80	77	76	76
Total Water Consumption	megaliters	-	303-5-a	ENV-1 - C2	64,784	63,178	67,269	64,196	70,916
Total Water Consumption in Stressed Areas	megaliters	-	303-5-b	-	18,947	18,184	18,983	17,278	22,100
Total Water Consumption Intensity	megaliters/million boe	-	-	-	40	38	39	36	38
Total Water Discharge	megaliters	-	303-4-a	ENV-2 - A5	82,478	78,702	79,294	80,415	80,498
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	79,825	76,670	76,686	77,997	78,009
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	2,652	2,033	2,608	2,418	2,489
Surface Water Discharge	megaliters	-	303-4-a-i	ENV-2 - A6	49,453	48,710	46,871	45,742	47,510
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	ENV-2 - A5	49,404	48,710	46,867	45,742	47,510
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	49	0	4	0	0
Groundwater Discharge (includes deepwell injection)	megaliters	-	303-4-a-ii	ENV-2 - A6	1,993	1,699	2,162	2,129	2,154
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	2	3	0	0	0
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	1,991	1,696	2,162	2,129	2,154
Seawater Discharge	megaliters	-	303-4-a-iii	ENV-2 - A6	3,841	1,100	995	3,728	2,868
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	3,766	1,087	895	3,704	2,781
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	75	13	100	24	87
Third-Party Discharge	megaliters	-	303-4-a-iv	ENV-2 - A5	27,191	27,193	29,265	28,815	27,966
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	26,653	26,870	28,923	28,551	27,719
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	538	323	342	265	247

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
WATER (CONTINUED)[4][6]									
Total Water Discharge in Stressed Areas	megaliters	-	303-4-c	ENV-2 - A7	18,188	16,392	17,583	22,915	20,440
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-c-i	-	18,188	16,392	17,562	22,850	20,411
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-c-ii	-	0	0	21	66	29
Seawater Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	3,757	1,087	895	3,704	2,781
Third-Party Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	14,431	15,303	16,676	19,101	17,396
Incidents of Noncompliance with Discharge Limits	count	-	303-4-d-iii	-	92	59	25	30	33
Incidents of Noncompliance with Water Quality Permits, Standards and Regulations with Enforcement	count	EM-RM-140a.2	-	-	13	12	7	2	4
WASTE[4][6][13]									
Total Waste Generated	thousand tonnes	-	306-3-a	-	253	318	254	260	254
Hazardous Waste Generated	thousand tonnes	-	306-3-a	-	42	36	37	45	34
Nonhazardous Waste Generated	thousand tonnes	-	306-3-a	-	211	282	217	214	220
Total Waste Diverted from Disposal	thousand tonnes	-	306-4-a, 306-4-b	-	69	90	40	57	60
Hazardous Waste Diverted from Disposal	thousand tonnes	-	306-4-a	-	13	10	19	22	16
Hazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4-b-i	-	0	0	5	12	3
Hazardous Waste - Recycling	thousand tonnes	-	306-4-b-ii	-	13	10	14	10	13
Hazardous Waste - Other Recovery	thousand tonnes	-	306-4-b-iii	-	0	0	0	0	0
Nonhazardous Waste Diverted from Disposal	thousand tonnes	-	306-4-c, 306-4-a	-	56	80	22	36	44
Nonhazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4-c-i	-	0	0	0	4	1
Nonhazardous Waste - Recycling	thousand tonnes	-	306-4-c-ii	-	56	80	21	32	44
Nonhazardous Waste - Other Recovery	thousand tonnes	-	306-4-c-ii	-	0	0	0	0	0

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
WASTE (CONTINUED)[4][6][13]									
Total Waste Directed to Disposal	thousand tonnes	-	306-5-a	-	184	228	214	202	194
Hazardous Waste Directed to Disposal	thousand tonnes	-	306-5-a, 306-5-b	-	29	26	18	23	18
Hazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5-b-i	-	16	10	12	15	14
Hazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5-b-ii	-	8	12	5	5	2
Hazardous Waste - Landfilling	thousand tonnes	-	306-5-b-ii	-	5	4	2	4	2
Hazardous Waste - Other Disposal	thousand tonnes	-	306-5-b-iv	-	0	0	0	0	0
Nonhazardous Waste Directed to Disposal	thousand tonnes	-	306-5-a, 306-5-c	-	155	202	195	179	176
Nonhazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5-c-i	-	20	13	6	0	0
Nonhazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5-c-ii	-	0	1	1	0	0
Nonhazardous Waste - Landfilling	thousand tonnes	-	306-5-b-iii	-	135	188	188	179	176
Nonhazardous Waste - Other Disposal	thousand tonnes	-	306-5-c-iv	-	0	0	0	0	0
Refining Hazardous Waste Generated	thousand tonnes	EM-RM-150a.1	-	-	41	34	32	32	30
Refining Hazardous Waste Recycled	%	EM-RM-150a.1	-	-	31	25	43	33	46
Underground Storage Tanks (USTs)[14]	count	EM-RM-150a.2	-	-	15,753	298	298	298	301
UST Releases Requiring Cleanup	count	EM-RM-150a.2	-	-	80	0	0	0	85
UST Releases Requiring Cleanup in States with UST Financial Assurance Funds	%	EM-RM-150a.2	-	-	85	0	0	0	0

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
SPILLS									
Hazardous Material Spilled >1 bbl - volume	bbls	-	306-3	-	681	54,108	6,132	29,124	3,724
Hazardous Material Spills >1 bbl - count	count	-	306-3	-	3	8	9	8	6
Total Oil Spilled >1 bbl - volume	bbls	-	-	ENV-6 C2	1,003	5,493	6,668	7,275	4,451
Total Oil Spills >1 bbl - count	count	-	-	ENV-6 C2	61	47	70	72	88
Oil Spilled to Land >1 bbl - volume	bbls	-	-	ENV-6 A3	515	4,740	5,760	5,745	4,385
Oil Spills to Land >1 bbl - count	count	-	-	ENV-6 A3	59	46	66	70	83
Oil Spilled to Water >1 bbl - volume	bbls	-	-	ENV-6 A3	488	753	908	1,530	66
Oil Spills to Water >1 bbl - count	count	-	-	ENV-6 A3	2	1	4	2	5
MPLX Hydrocarbons Spilled >1 bbl - volume	bbls	EM-MD-160a.4	-	-	855	2,748	5,506	5,634	3,831
MPLX Hydrocarbon Spills >1 bbl - count	count	EM-MD-160a.4	-	-	34	26	47	39	45
MPLX Hydrocarbons Spilled to Land >1 bbl - volume	bbls	EM-MD-160a.4	-	-	293	1,995	4,606	4,104	3,822
MPLX Hydrocarbons Spilled to Water >1 bbl - volume	bbls	EM-MD-160a.4	-	-	488	753	901	1,530	10
MPLX Hydrocarbons Spilled in Arctic >1 bbl - volume	bbls	EM-MD-160a.4	-	-	0	0	0	0	0
MPLX Hydrocarbons Spilled in Unusually Sensitive Areas >1 bbl - volume[15]	bbls	EM-MD-160a.4	-	-	0	0	3,500	0	329
MPLX Hydrocarbons Spilled Recovered >1 bbl - volume	bbls	EM-MD-160a.4	-	-	781	2,528	4,558	4,646	3,291
Reportable Pipeline Incidents	count	EM-MD-540a.1	-	-	12	14	11	22	19
Reportable Pipeline Incidents - Significant	%	EM-MD-540a.1	-	-	33.0	50.0	55.0	50.0	26.0
Rail Transportation Accident Releases	count	EM-MD-540a.3	-	-	0	0	0	0	0
Rail Transportation Non-Accident Releases	count	EM-MD-540a.3	-	-	6	3	6	8	5
Natural Gas Pipelines Inspected[16]	%	EM-MD-540a.2	-	-	11.0	12.0	9.9	0.0	8.6
Hazardous Liquid Pipelines Inspected[16]	%	EM-MD-540a.2	-	-	23.7	34.0	32.1	57.2	34.7

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
DESIGNATED ENVIRONMENTAL INCIDENTS (DEIs)[17]									
Number of Tier 2, 3 and 4 DEIs	count	-	-	-	151	166	187	179	185
Tier 2 DEIs	count	-	-	-	101	111	135	110	138
Tier 3 and 4 DEIs	count	-	-	-	50	55	52	69	47
ECOLOGICAL IMPACTS									
Wildlife Habitat Council Certified Habitats Owned and Maintained	count	-	-	-	22	20	16	16	14
Acres of Wildlife Habitat Council Certified Habitats Owned and Maintained	acres	-	-	-	1,313	1,183	817	832	826
Land Owned, Leased, and/or Operated within Areas of Protected Conservation Status or Endangered Species Habitat[18]	%	EM-MD-160a.2	304-1	-	23	21	19	20	20
Terrestrial Acreage Disturbed[19]	acres	EM-MD-160a.3	-	-	4,644	7,328	1,565	1,393	1,289
Impacted Areas Restored[20]	%	EM-MD-160a.3	304-3	-	92	100	117	82	51

Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS (EEO-1 DATA)[21]									
TOTAL EMPLOYEES									
Total Minority Representation	%	-	405-1	SOC-5 C2	22.6	23.0	23.8	24.2	25.0
Hispanic or Latino	%	-	405-1	SOC-5 C2	12.5	12.5	13.0	13.2	13.7
Black or African American	%	-	405-1	SOC-5 C2	4.8	4.9	5.0	5.1	5.2
Asian	%	-	405-1	SOC-5 C2	2.8	2.9	3.0	3.1	3.1
American Indian or Alaskan Native	%	-	405-1	SOC-5 C2	0.8	0.8	0.9	0.9	1.0
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 C2	0.3	0.4	0.4	0.4	0.4
Two or More Races	%	-	405-1	SOC-5 C2	1.3	1.4	1.5	1.6	1.6
White	%	-	405-1	SOC-5 C2	77.4	77.0	76.2	75.8	75.0
Women	%	-	405-1	SOC-5 C2	18.1	18.1	18.0	18.0	17.9
EXECUTIVE/SENIOR OFFICIALS AND MANAGERS									
Total Minority Representation	%	-	405-1	SOC-5 C2	3.8	4.0	0.0	0.0	0.0
Hispanic or Latino	%	-	405-1	SOC-5 C2	3.8	4.0	0.0	0.0	0.0
Black or African American	%	-	405-1	SOC-5 C2	0	0	0.0	0.0	0.0
Asian	%	-	405-1	SOC-5 C2	0	0	0.0	0.0	0.0
American Indian or Alaskan Native	%	-	405-1	SOC-5 C2	0	0	0.0	0.0	0.0
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 C2	0	0	0.0	0.0	0.0
Two or More Races	%	-	405-1	SOC-5 C2	0	0	0.0	0.0	0.0
White	%	-	405-1	SOC-5 C2	96.2	96.0	100.0	100.0	100.0
Women	%	-	405-1	SOC-5 C2	23.1	24.0	33.3	35.3	37.5
FIRST/MID-LEVEL OFFICIALS AND MANAGERS									
Total Minority Representation	%	-	405-1	SOC-5 C2	14.5	15.8	16.3	16.7	17.7
Hispanic or Latino	%	-	405-1	SOC-5 C2	7.4	7.9	8.2	8.3	8.9
Black or African American	%	-	405-1	SOC-5 C2	3.2	3.5	3.6	3.7	3.6
Asian	%	-	405-1	SOC-5 C2	1.9	2.2	2.5	2.8	2.9
American Indian or Alaskan Native	%	-	405-1	SOC-5 C2	0.4	0.5	0.5	0.5	0.5
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-5 C2	0.3	0.3	0.2	0.3	0.3
Two or More Races	%	-	405-1	SOC-5 C2	1.2	1.4	1.3	1.2	1.4
White	%	-	405-1	SOC-5 C2	85.5	84.2	83.7	83.3	82.3
Women	%	-	405-1	SOC-5 C2	14.2	16.0	14.9	15.8	15.3

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS (EEO-1 DATA) (CONTINUED)[21]									
PROFESSIONALS									
Total Minority Representation	%	-	405-1	SOC-05 - C2	20.1	20.7	22.1	22.3	22.9
Hispanic or Latino	%	-	405-1	SOC-05 - C2	10.5	10.7	11.6	11.6	12.2
Black or African American	%	-	405-1	SOC-05 - C2	2.6	2.5	3.1	3.2	3.1
Asian	%	-	405-1	SOC-05 - C2	5.3	5.6	5.5	5.4	5.5
American Indian or Alaskan Native	%	-	405-1	SOC-05 - C2	0.3	0.3	0.3	0.3	0.4
Native Hawaiian or Pacific Islander	%	-	405-1	SOC-05 - C2	0.1	0.1	0.1	0.1	0.1
Two or More Races	%	-	405-1	SOC-05 - C2	1.4	1.4	1.4	1.6	1.6
White	%	-	405-1	SOC-05 - C2	79.9	79.3	77.9	77.7	77.1
Women	%	-	405-1	SOC-05 - C2	30.6	30.6	30.6	30.5	30.6
WORKFORCE									
TOTAL WORKFORCE - ALL EMPLOYEES	**count**	**-**	**2-7**		**18,639**	**17,670**	**17,887**	**18,191**	**18,250**
Total Workforce - Women	%	-	2-7, 405-1	SOC-5 - C2	18	18	18	18	18
Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 - C2	23	23	24	24	25
Workforce - Full-Time Employment	%	-	-		99	99	99	99	99
Workforce - Part-Time and Seasonal Employment	count	-	-		—	—	171	171	183
Employees by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	16	14	12	10	8
Employees by Age Group Generation X	%	-	405-1	SOC-5 - C3	43	43	42	41	40
Employees by Age Group Millennials	%	-	405-1	SOC-5 - C3	40	41	42	44	45
Employees by Age Group Generation Z	%	-	405-1	SOC-5 - C3	1	2	4	5	7
Ratio of Permanent to Temporary Employees	ratio	-	-		0	0	103:1	102:1	98:1
Total Employee Turnover Rate	%	-	-		—	—	10.0	6.9	6.7
Voluntary Employee Turnover Rate	%	-	-		—	—	8.5	5.3	5.0
Average Years Employed by the Company for Men	count	-	-		0	0	10	11	11
Average Years Employed by the Company for Women	count	-	-		0	0	10	10	11
Open Positions Filled by Internal Candidates	%	-	-		—	—	39.3	43.7	42.0
Minimum Wage - Lowest Entry Level Wage	$	-	-		—	—	16.34	18.62	19.27
Unionized Employees - All Employees	count	-	2-30-a		4,081	3,824	3,787	3,753	3,731
Employees with Disability (self-reported)	%	-	-		—	—	1	1	3

Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
WORKFORCE (CONTINUED)									
BOARD OF DIRECTORS[22]									
Board of Directors - Women	%	-	405-1	SOC-5 C3	17	17	18	18	33
Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 C3	25	33	27	27	27
Board of Directors by Age Group Baby Boomers	%	-	405-1	SOC-5 C3	83	83	82	82	73
Board of Directors by Age Group Generation X	%	-	405-1	SOC-5 C3	17	17	18	18	27
OFFICERS									
Officers - Women	%	-	405-1	SOC-5 C3	25	27	28	31	33
Officers - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 C3	5	5	0	0	—
Officers by Age Group Baby Boomers	%	-	405-1	SOC-5 C3	55	41	39	31	27
Officers by Age Group Generation X	%	-	405-1	SOC-5 C3	40	50	56	63	60
Officers by Age Group Millennials	%	-	405-1	SOC-5 C3	5	9	6	6	13
ALL SENIOR MANAGEMENT	**count**	**-**	**405-1**	**SOC-5 C3**	**127**	**148**	**168**	**183**	**197**
Senior Management - Women	%	-	405-1	SOC-5 C3	21	23	24	25	26
Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 C3	11	12	11	13	14
Senior Management by Age Group Baby Boomers	%	-	405-1	SOC-5 C3	22	15	14	9	7
Senior Management by Age Group Generation X	%	-	405-1	SOC-5 C3	75	77	77	80	78
Senior Management by Age Group Millennials	%	-	405-1	SOC-5 C3	3	8	9	11	15
ALL SUPERVISORS	**count**	**-**	**405-1**	**SOC-5 C3**	**2,449**	**2,254**	**2,326**	**2,329**	**2,400**
Supervisors - Women	%	-	405-1	SOC-5 C3	17	17	16	17	17
Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	SOC-5 C3	15	16	17	17	18
Supervisors by Age Group Baby Boomers	%	-	405-1	SOC-5 C3	15	13	10	8	6
Supervisors by Age Group Generation X	%	-	405-1	SOC-5 C3	56	56	55	54	51
Supervisors by Age Group Millennials	%	-	405-1	SOC-5 C3	29	31	35	38	43

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
WORKFORCE (CONTINUED)									
TOTAL HIRES - ALL EMPLOYEES	**count**	**-**	**401-1**	**SOC-5 C3**	**1,590**	**1,366**	**2,306**	**2,138**	**1,830**
Total Hires - Women	%	-	401-1	0	27	23	22	22	21
Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	0	25	32	31	32	32
Total Hires by Age Group Baby Boomer	%	-	401-1	SOC-5- C3	3	5	4	3	2
Total Hires by Age Group Generation X	%	-	401-1	SOC-5- C3	17	22	20	16	16
Total Hires by Age Group Millennials	%	-	401-1	SOC-5- C3	41	42	48	43	39
Total Hires by Age Group Generation Z	%	-	401-1	SOC-5- C3	39	31	28	39	44
INTERN/CO-OP HIRES - TOTAL	**count**	**-**	**401-1**	**SOC-5 - C3**	**545**	**296**	**366**	**493**	**482**
Intern/Co-op Hires - Women	%	-	401-1	SOC-5 - C3	35	36	36	33	30
Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	401-1	SOC-5 - C3	24	25	28	32	27
Interns by Age Group Millennials	%	-	401-1	SOC-5 - C3	10	7	7	5	4
Interns by Age Group Generation Z	%	-	401-1	SOC-5 - C3	90	93	93	95	95
INTERN TO EMPLOYEE CONVERSIONS - TOTAL	**count**	**-**	**401-1**	**SOC-7 - A2**	**139**	**51**	**93**	**102**	**111**
Intern to Employee Conversions - Women	%	-	401-1	SOC-7 - A2	47	35	35	33	37
Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	401-1	SOC-7 - A2	15	24	11	18	17
Intern to Employee Conversions by Age Group Baby Boomer	%	-	401-1	SOC-7 - A2	0	0	0	0	—
Intern to Employee Conversions by Age Group Generation X	%	-	401-1	SOC-7 - A2	0	0	0	0	—
Intern to Employee Conversions by Age Group Millennials	%	-	401-1	SOC-7 - A2	62	18	11	15	7
Intern to Employee Conversions by Age Group Generation Z	%	-	401-1	SOC-7 - A2	38	82	89	85	93

Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
TRAINING									
Total Training Hours - All Employees	million hours	-	404-1	-	0.00	0.00	1.25	1.26	1.37
Average Training Hours per Employee	hours	-	404-1	-	0.0	0.0	64.0	69.5	69.2
Career Development Training Hours - All Employees	hours	-	404-1	-	0	0	0	67,937	95,527
Employees Participating in Career Development Training	count	-	-	-				4,357	11,312
Training and Development Spend - All Employees	$ million	-	-	-	0.0	0.0	0.0	68.1	77.9
Training and Development Spend - Average per Employee	$ thousand	-	-	-	0.0	0.0	0.0	3.7	3.9
COMMUNITY INVESTMENT[4]									
Community Investment Dollars[23]	$ million	-	-	SOC-13 C2	13.0	21.0	23.2	22.8	23.7
Nonprofits Supported	count	-	-	-	4,647	4,573	4,856	5,056	5,062
Employee Donations to Nonprofits	$ million	-	-	-	4.6	4.1	4.2	4.5	4.6
Employee Volunteer Hours	hours	-	-	-	44,433	57,522	62,407	69,430	57,647
Corporate Sponsorships, Local Giving, Company Matching Gifts, Disaster Relief	$ million	-	-	-	10.1	9.0	9.0	8.0	8.7
Focused, Long-Term Investments and Employee Volunteer Program	$ million	-	-	-	2.9	11.4	11.4	15.1	15.1
Value of Employee Volunteer Hours During Working Hours[24]	$ thousand	-	-	-	0	119	60	330	321
Community Investment Overhead	$ million	-	-	-	1.6	1.7	2.2	2.6	3.2
RIGHTS OF INDIGENOUS PEOPLES									
Operations Where Indigenous Communities are Present	count	-	-	-	14	21	21	21	23
Number of Significant Disputes with Local and Indigenous Peoples	count	-	411-1	-	0	0	0	0	0
Operations Where Involuntary Resettlement Took Place with Indigenous Communities	count	-	411-1	SOC-11	0	0	0	0	0
SUPPLY CHAIN									
Supply Chain Spend (excluding crude/feedstock purchases)	$ billion	-	-	-	15.0	7.0	9.0	8.1	9.0
Diverse Supplier Spend (excluding crude/feedstock purchases)	$ million	-	-	-	277	575	708	795	705

Safety Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
PERSONAL SAFETY PERFORMANCE[25]									
TOTAL COUNT OF SAFETY INCIDENTS									
Refining	count	-	-	-	54	66	72	84	66
Employee	count	-	-	-	20	29	37	35	29
Contractor	count	-	-	-	34	37	35	49	37
MPLX	count	-	-	-	113	101	111	92	85
Employee	count	-	-	-	80	91	94	81	71
Contractor	count	-	-	-	33	10	17	11	14
FATALITIES[26]									
Total Company - Fatalities	count	-	-	SHS-3 - C1	1	0	1	3	0
Employee	count	-	-	SHS-3 - C1	0	0	1	2	0
Contractor	count	-	-	SHS-3 - C1	1	0	0	1	0
Total Company - Fatality Rate	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.002	0.000	0.003	0.008	0.000
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.000	0.000	0.005	0.010	0.000
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.005	0.000	0.000	0.005	0.000
OSHA RECORDABLE INCIDENT RATE[27]									
Total Company	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.39	0.51	0.51	0.44	0.39
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.45	0.60	0.69	0.56	0.49
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.33	0.36	0.31	0.32	0.28
Refining	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.22	0.34	0.31	0.35	0.28
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.18	0.30	0.38	0.34	0.29
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.27	0.39	0.26	0.36	0.27
MPLX	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.74	0.94	1.07	0.75	0.66
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.98	1.25	1.33	1.12	0.98
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.46	0.29	0.50	0.22	0.25

Safety Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
PERSONAL SAFETY PERFORMANCE (CONTINUED)[25]									
LOST TIME RATE[28]									
Total Company	per 200,000 hrs worked	-	-	SHS-3 - C1	0.10	0.15	0.15	0.14	0.10
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.15	0.19	0.24	0.21	0.16
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.04	0.08	0.05	0.05	0.04
Refining	per 200,000 hrs worked	-	-	SHS-3 - C1	0.04	0.08	0.07	0.09	0.06
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.05	0.08	0.15	0.15	0.10
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.03	0.07	0.02	0.05	0.04
MPLX	per 200,000 hrs worked	-	-	SHS-3 - C1	0.22	0.33	0.35	0.26	0.19
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.34	0.43	0.45	0.40	0.33
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.07	0.12	0.12	0.06	0.02
TOTAL COUNT OF HEALTH ILLNESSES[29]									
Total Company	count	-	403-10	-	36	27	0	0	1
PROCESS SAFETY PERFORMANCE[30]									
Total Company	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	77	84	109	118	110
Refining	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	49	67	91	106	83
MPLX	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	28	17	18	12	27
PROCESS SAFETY EVENTS RATE - TIER 1									
Total Company	(total Tier 1 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.06	0.08	0.10	0.08	0.09
Refining	(total Tier 1 count/total work hrs) x 200,000	EM-RM-540a.1	-	SHS-6 - C1	0.04	0.06	0.09	0.08	0.06
MPLX	(total Tier 1 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.19	0.24	0.25	0.05	0.38
PROCESS SAFETY EVENTS RATE - TIER 2									
Total Company	(total Tier 2 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.11	0.17	0.15	0.22	0.18
Refining	(total Tier 2 count/total work hrs) x 200,000	EM-RM-540a.1	-	SHS-6 - A1	0.08	0.16	0.14	0.20	0.16
MPLX	(total Tier 2 count/total work hrs) x 200,000	-	-	SHS-6 - A1	0.38	0.30	0.37	0.48	0.32

Governance Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2020	2021	2022	2023	2024
GOVERNANCE[22]									
Board Composition - Independent Directors	%	-	2-9	GOV-1 A1	92	92	91	91	87
Board Composition - Independent Directors	count	-	2-9	GOV-1 A1	11	11	10	10	13
Board Composition - Board Diversity (women + ethnic minorities)	%	-	405-1, 2-9	GOV-1 A1	33	42	36	36	47
Board Composition - Women	count	-	405-1, 2-9	GOV-1 A1	2	2	2	2	5
Board Composition - Ethnic Minorities	count	-	405-1, 2-9	GOV-1 A1	3	4	3	3	4
Board Experience - Significant Refreshment Since 2017	%	-	-	GOV-1 A1	50	50	55	55	67
Total Amount of $ Losses from Legal Proceedings Associated with Federal Pipeline and Storage Regulations	$ million	EM-MD-520a.1	-	-	1.29	8.47	0.06	3.30	0.84
Total Amount of $ Losses from Legal Proceedings Associated with Price Gouging, Price Fixing or Price Manipulation	$ million	EM-RM-520a.1	206-1	-	0	0	0	0	0
CYBERSECURITY									
MPC Email Account Holders Receiving Phishing Simulations	count	-	-	-	36,228	23,236	22,786	27,979	28,336
MPC Email Account Holders Receiving Phishing Simulations	%	-	-	-	100	99	99	99	100

Footnotes

(1) As reported in the MPC 2024 Annual Report on Form 10-K for 2024 data. Previous years' data is as reported in the respective Annual Report on Form 10-K.

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

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

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

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

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

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

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

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

(8) Inclusive of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and sulfur hexafluoride (SF_6). 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. The Anacortes facility is currently subject to the Washington Cap-and-Invest 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) The legal or regulatory frameworks used to define hazardous waste and recycled hazardous waste is 40 CFR 260-261.

(14) 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.

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

(16) 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.

(17) 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.

(18) The U.S. Geological Survey (USGS) Protected Areas Database v.2.1 is the nation's official inventory of public open space and private protected areas and was used to determine areas of protected conservation status. The U.S. Fish and Wildlife Service (FWS) Critical Habitat, U.S. FWS National Wildlife Refuge and U.S. Endangered Species Habitat datasets were used to determine areas of endangered species habitat. As MPC's and MPLX's operations are limited to the U.S., these two datasets are appropriate for the evaluation of this metric in place of the references suggested in the standard. As of the end of 2024, 26,556 acres out of 132,109 total acres owned, leased and/or operated were located within areas of protected conservation status or endangered species habitat.

(19) 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.

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

(21) Excludes international employees. Definitions for EEO-1 filings are different than internal MPC definitions (executives, etc.).

(22) Includes MPC's Board of Directors. For information about the individuals serving on the MPLX Board of Directors, please visit the Corporate Governance section of the MPLX website.

(23) 2020-2022 data includes Marathon Petroleum Foundation dollars.

(24) Calculated using Independent Sector's 2024 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, 2023, or 2024.

(26) To present comparable year-over-year data, the data presented for Fatalities does not include COVID-19 cases that MPC conservatively recorded as work-related. Including these cases, 2020 Total Company Employee Fatalities is one, and 2020 Total Company Employee Fatality Rate is 0.004. There were no work-related COVID-19 fatalities in 2021, 2022, 2023, or 2024.

(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, 2023, or 2024.

(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, 2023, or 2024.

(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.

2024 EEO-1 REPORT

↗ Click here to view our original 2024 EEO-1 consolidated report.

	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												
			Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	Overall Totals
Executive/ Senior Officials and Managers	0	0	10	0	0	0	0	0	6	0	0	0	0	0	16
First/Mid Officials and Managers	206	53	2,038	89	63	7	14	34	344	16	22	1	1	7	2,895
Professionals	459	247	3,159	120	207	4	11	65	1,311	57	114	2	11	29	5,796
Technicians	108	18	602	38	22	2	9	12	112	22	5	0	2	3	955
Sales Workers	3	0	50	1	2	0	0	0	21	0	0	0	0	2	79
Administrative Support	25	108	91	7	6	1	1	2	376	30	12	2	3	8	672
Craft Workers	251	1	1,203	49	25	9	32	19	13	0	0	0	1	0	1,603
Operatives	963	41	4,104	479	88	36	88	111	190	34	5	1	4	9	6,153
Laborers and Helpers	28	2	82	10	0	1	2	1	13	0	0	0	0	0	139
Service Workers	1	3	2	0	0	0	0	0	9	1	0	0	0	0	16
TOTAL	**2,044**	**473**	**11,341**	**793**	**413**	**60**	**157**	**244**	**2,395**	**160**	**158**	**6**	**22**	**58**	**18,324**
PREVIOUS REPORT TOTAL	**1,951**	**448**	**11,355**	**758**	**401**	**62**	**145**	**240**	**2,430**	**164**	**156**	**5**	**19**	**57**	**18,191**

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.

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

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

bpd: Barrels per day

Btu: British thermal unit

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

CO_2: Carbon dioxide

CO_2e: Carbon dioxide equivalent — a common unit of measurement converting all greenhouse gases to carbon dioxide. MPC calculates CO_2e emissions using the EPA factors identified in Table A-1 at 40 CFR Part 98.

Collaborative Audits: In-depth audits focused on compliance, conformance, OEMS alignment and process or program maturity.

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

Below are partial descriptions of the DEI Tiers:

Tier 4

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

Tier 3

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

Tier 2

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

Tier 1

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

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

EPA: The U.S. Environmental Protection Agency

ERM: Enterprise Risk Management

ESG: Environmental, social and governance

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

HESS&PQ: Health, Environment, Safety, Security and Product Quality

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 consisting of hydrocarbon molecules, produced through the hydrotreating of animal fats, vegetable oils and recycled grease feedstock.

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

SASB: Sustainability Accounting Standards Board

Scf: Standard cubic feet — a volume of gas

Scope 1 Emissions: All direct greenhouse gas emissions by a company. This includes fuel combustion, company vehicles and fugitive emissions.

Scope 2 Emissions: Indirect greenhouse gas emissions from consumption of purchased electricity, heat or steam.

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

Self-audits: Audits conducted by local level internal subject matter experts and are focused on compliance and conformance.

Tonne: Metric ton — 2,205 pounds

Additional RESOURCES

- Download Report Sections
- GRI Content Index
- SASB Refining and Marketing Table
- SASB Midstream Table
- Perspectives on Climate-Related Scenarios
- 2024 MPC Sustainability Highlights
- Policies and Supporting Materials
- Marathonpetroleum.com

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

Forward-looking statements in this document include, among other things, statements regarding our ESG plans and goals, including those related to our Scope 1 and Scope 2 greenhouse gas (GHG) emissions intensity targets; methane emissions intensity targets; freshwater withdrawal intensity targets; biodiversity initiatives; inclusion initiatives; ESG reporting; success or timing of completion of ongoing or anticipated capital or maintenance projects; future market, industry, regulatory and legislative conditions; future safety performance; future financial and operating performance and results; management of future risks; future levels of capital, environmental or maintenance expenditures, general and administrative and other expenses; business strategies, growth opportunities and expected investments, including plans to improve commercial performance, lower costs and optimize our asset portfolio; consumer demand for refined products, natural gas, renewables and natural gas liquids, such as ethane, propane, butanes and natural gasoline, which we refer to as "NGLs"; the anticipated effects of actions of third parties such as competitors, activist investors, federal, foreign, state or local regulatory authorities, or plaintiffs in litigation.

We caution that these statements are based on management's current knowledge and expectations and are subject to certain risks and uncertainties, many of which are beyond our control, that could cause actual results and events to differ materially from the statements made herein. Factors that could cause actual results to differ materially from those implied in the forward-looking statements include but are not limited to: general economic, political or regulatory developments, including changes in governmental policies relating to refined petroleum products, crude oil, natural gas, NGLs, GHG emissions, 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; the timing and ability to obtain necessary regulatory approvals and permits and to satisfy other conditions necessary to complete planned projects within the expected time frames, if at all; the availability of desirable strategic alternatives to optimize portfolio assets and the ability to obtain regulatory and other approvals with respect thereto; the inability or failure of our joint venture partners to fund their share of operations and development activities; the financing and distribution decisions of joint ventures we do not control; our ability to successfully implement our sustainable energy strategy and principles and achieve our ESG plans and goals within the expected time frames, if at all; the occurrence of industrial incidents; changes in government incentives for emission-reduction products and technologies; evolving standards for tracking and reporting on GHG emissions; the outcome of research and development efforts to create future technologies necessary to achieve our ESG plans and goals; the availability of feedstocks for lower-emission fuels; the availability of cost-effective carbon credits; the availability of suppliers that can meet our sustainability-related standards; our ability to scale projects and technologies on a commercially competitive basis; actions of competitors; changes in regional and global economic growth rates and consumer preferences, including consumer support for emission-reduction products and technology; the availability of cost-effective carbon credits; our ability to identify and recruit qualified employee candidates; and the factors set forth under the headings "Risk Factors" and "Disclosures Regarding Forward-Looking Statements" in MPC's and MPLX's Annual Reports on Form 10-K for the year ended Dec. 31, 2024, and in other filings with the SEC.

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

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