

SUSTAINABILITY DRIVEN

2025 SUSTAINABILITY REPORT

TABLE OF CONTENTS

Overview 3

MPC at a Glance 3
The Business of MPC 3
A Message from Our CEO 4
2025 Sustainability Highlights 5
Our Approach to Sustainability 6
2025 Sustainability-Related Targets 6
Stakeholder Engagement and Shared Value 7

Advance Environmental Stewardship 8

Lowering Our Carbon Footprint 9
Scope 1 and 2 GHG Emissions 9
Capital Allocation 9
Energy Management 10
Methane Emissions 11
Renewables and Emerging Technologies 12
Conserving Natural Resources 13
Biodiversity 13
Water 16
Spill Prevention 18
Emergency Preparedness 20
Reducing, Reusing and Recycling Waste 21
Air Quality and Emissions 22

Empower Our People 23

A Culture of Safety 24
Safety — A Shared Responsibility 24
Safety Systems 24
Safety Programs and Practices 25
Process Safety Management 25
Choosing Safe and Innovative Contractors 26
Engaged and Energized Workforce 27
Core Values 27
Creating an Inclusive and Engaging Culture 28
Building a Talented Workforce 29
Investing in Our Employees 30
Employee Training and Development 31
Health and Wellness 32

Engage Stakeholders and Communities 33

Building Relationships 34
We Are Listening 34
Connecting with Communities 34
Engaging with Tribal Neighbors 35
Community Investments 36
Responsible Supply Chain Management 38
Respecting Human Rights 39

Execute with Integrity 40

Accountable and Transparent Governance 41
Our Board of Directors 41
Sustainability Governance 42
Operational Excellence Management System 43
Enterprise Risk Management 43
Compliance and Ethics 44
Political Contributions and Advocacy 45
Cybersecurity and Privacy 46

Appendix 47

About This Report 48
Performance Data 48
Glossary 53

Additional Resources 54

MPC AT A GLANCE

139 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

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

11.2 billion
standard cubic feet per day of natural gas processing capacity

~2.8 billion
gallons of renewable fuels delivered in 2025

350
vessels and barges owned and operated through marine business

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

546
transport trucks owned and operated

40 million
barrels of terminal storage capacity

~9,000
North American retail and marketing locations

2 strong brands
Marathon® and ARCO®

~14,100
rail tank cars

THE BUSINESS OF MPC

Through our 139-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 marketing 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.

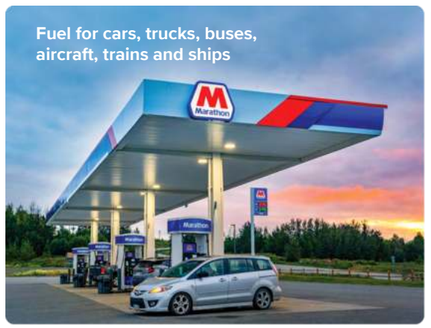
Our renewable diesel assets process lower-carbon feedstocks into renewable diesel that, similarly, is sold to wholesale marketers, buyers on the spot market and direct dealers who operate locations mainly under the ARCO® brand.

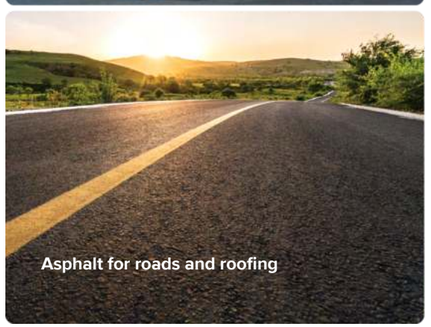
Our midstream operations, primarily conducted through MPLX LP, gather, transport, store and distribute crude oil, refined products — including renewable diesel — and other hydrocarbon-based products via refining logistics assets, pipelines, terminals, towboats and barges. We also gather, process and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

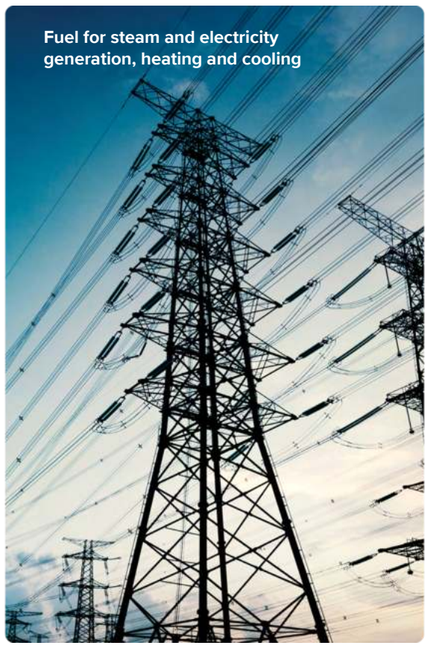
↗ To view a map of our operations, please visit the Operations page of our website.

OUR ENERGY CARRIES LIFE FORWARD™

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











A MESSAGE FROM OUR CEO

At MPC and MPLX, sustainability means advancing environmental stewardship, empowering our people, engaging meaningfully with stakeholders and communities, and operating with integrity. Through this work, we create shared value for our stakeholders while producing the energy on which we all depend.

In times of market volatility, reliable energy is top of mind for many. When our facilities operate safely, reliably and with strong environmental performance, they help support the availability of affordable, reliable fuels — an important component of the shared value we strive to create. I am proud that our talented and dedicated workforce achieved record safety and environmental performance in 2025.

We delivered our best companywide safety performance in four years, including a 16% year-over-year improvement in our Process Safety Events score. Excellence in process safety requires constant vigilance across our operations and continuous improvement in our management systems. It remains one of our highest priorities.

We also achieved a seven-year low in companywide OSHA recordable injuries. In 2025, eight of our 13 refineries were recognized with safety awards from the American Fuel & Petrochemical Manufacturers, and our Detroit refinery again received AFPM's highest honor — the Distinguished Safety Award — for the fourth time, including back-to-back wins in 2024 and 2025. Detroit is now one of only seven refineries to earn this recognition in consecutive years over the past 35 years. Additional details on important third-party safety recognitions are included on Page 26 of this report.

These results provide strong evidence that our safety culture, programs and collective mindset are delivering measurable progress. At the same time, we know there is more work ahead. We must remain focused on our goal that every employee goes home safely at the end of each shift.

"When we talk about safety, we do not view it as a set of rules that we must follow but rather safety is a culture that each and every one of us must uphold every day, in every decision we make, doing the work the right way every time, every day to protect our people, our communities and the reputation of this great industry."

Maryann T. Mannen

Chairman, President and Chief Executive Officer, MPC and MPLX, addressing an all-employee Leadership Insights Forum



On the environmental front, in 2025 we achieved our 2030 goal of reducing Scope 1 and 2 greenhouse gas emissions intensity by 30% from 2014 levels. Our 2035 target of a 38% reduction remains firmly in our sights. We also met our target to reduce freshwater withdrawal intensity by 20% from 2016 levels five years ahead of schedule. MPLX has achieved a 68% reduction in methane emissions intensity from 2016 levels, and MPLX subsidiary Marathon Pipe Line achieved its biodiversity target by cultivating sustainable landscapes on more than 10,000 acres of pipeline right of way. This achievement supports long-term environmental health while also contributing to safe pipeline operations.

Reflecting our deep expertise in energy efficiency and our long-term investments in this area, MPC has earned more ENERGY STAR® refinery certifications than all other U.S. refiners combined. In 2025, our Salt Lake City refinery earned its first certification and joined the ranks of these certified facilities. Marathon Pipe Line also achieved its first ENERGY STAR Challenge for Industry recognition for its Los Angeles Basin Area site in 2025 — a first for the pipeline industry.

Our environmental stewardship work will continue through mature, embedded programs focused on energy efficiency, greenhouse gas reductions, water stewardship and biodiversity.

Marathon will celebrate its 140-year anniversary in 2027, and throughout that history we have remained committed to continuous improvement. We have made substantial progress over many decades, and the modern era provides a clear view of the advances we have made in safety and environmental performance over the last quarter-century. In the last 25 years, we have reduced criteria air pollutant emissions at the facilities that now comprise our refining fleet by approximately 56%; reduced Marathon OSHA recordable injury rates by approximately 79%; and reduced Designated Environmental Incidents by approximately 76%[1]. This performance is especially noteworthy given the significant growth and evolution of our company and operations during that time.

Our over 18,000 employees are the backbone of this company and central to our success. One way we create shared value with our employees, both today and for the long term, is through competitive compensation and benefits. In 2025, 95% of eligible employees contributed to our 401(k) thrift plan, supported by an employer match of up to 7%. This participation reflects the value employees place on the tools we provide to help support their financial well-being.

Our employees also demonstrate deep engagement and generosity in their communities. In 2025, they reported approximately 60,000 volunteer hours and joined with MPC, MPLX and our fundraising partners to invest approximately $35 million across more than 4,100 nonprofit organizations. This is a powerful illustration of shared value in action.

A key enabler of our sustainability accomplishments is our strong governance. Shared value is created through disciplined, values-rooted execution. The Boards of MPC and MPLX and our executive team take seriously their responsibility to uphold the governance frameworks that support our long-term success.

We expect our entire workforce to safeguard the reputation that generations of employees have helped build and to speak up when they have concerns. In doing so, they help protect the company for today's employees and for future generations of employees and stakeholders. In 2025, just over 10% of employees responded to a companywide poll in which 99% said MPC clearly communicates its expectations for ethical behavior, and 95% said they feel safe speaking up. In addition, 90% said they feel confident something would be done about unethical behavior when reported. We will continue working to improve this metric, and I am encouraged by the personal pride and shared ownership employees demonstrate for MPC and MPLX.

The programs and accomplishments presented in this year's Sustainability Report are a source of great pride. I invite you to explore these pages and learn more about the many ways MPC and MPLX are advancing sustainability and creating shared value with our stakeholders.

Sincerely,



Maryann T. Mannen

Chairman, President and Chief Executive Officer
MPC and MPLX

[1] Does not include former Andeavor operations, as Designated Environmental Incidents is a metric proprietary to Marathon.

2025 SUSTAINABILITY HIGHLIGHTS



Applied sustainable landscapes to

10,215 acres

of compatible pipeline rights of way surpassing our goal to reach 10,000 acres by the end of 2025

68% reduction

in methane emissions intensity from 2016 levels



American Fuel & Petrochemical Manufacturers Distinguished Safety Award

Back-to-back award for the Detroit refinery



Proudly recognized among the #MPCBelievesInMe

Top 100 Internship Programs

by National Intern Day



Six U.S. EPA ENERGY STAR® refinery certifications

20% reduction

in freshwater withdrawal intensity from 2016 levels, achieving our 2030 goal

Named

Top Energy Company

in JUST Capital's 2026 ranking of America's Most JUST Companies for the third consecutive year

Lowest number of Tier 3 and 4 Designated Environmental Incidents

in seven years

30% reduction

in Scope 1 and 2 GHG emissions intensity from 2014 levels, achieving our 2030 goal



$34.5 million

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

MPCgives

Named to the

Dow Jones Best-in-Class Indices



Lowest OSHA Recordable Injury Rate

in seven years

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 continuous improvement as we contribute to an evolving energy industry.









2025 SUSTAINABILITY-RELATED TARGETS

We continue to make strong progress toward our sustainability commitments, achieving or exceeding several key targets ahead of schedule through focused execution and disciplined performance.

In 2025, we met our 2030 Scope 1 and 2 GHG emissions intensity reduction target, achieving a 30% decrease from our 2014 baseline. We also met our 2030 freshwater withdrawal intensity goal, achieving a 20% reduction from our 2016 baseline. Achieving this target helps reduce operational exposure to water-related risks while delivering more efficient water use across operations. Both of these targets were achieved five years ahead of schedule.

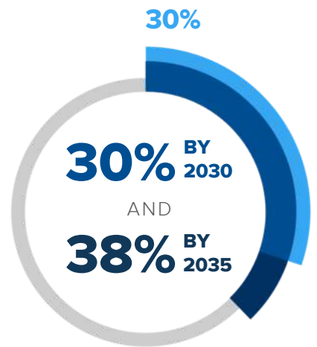
Lastly, we surpassed our 10,000 acre 2025 biodiversity goal, applying sustainable landscapes to 10,215 acres of compatible rights of way.

These results reflect the effectiveness of our strategy and the disciplined execution of these initiatives.

↗ **For more information on the underlying data for our targets, see our Performance Data on Page 48.**

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

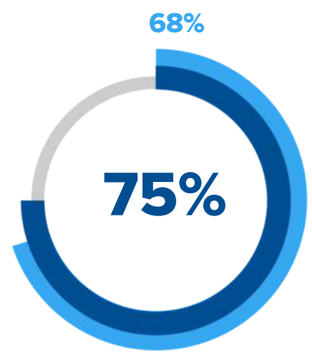
● 2035 Goal ● 2030 Goal ● Progress



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)

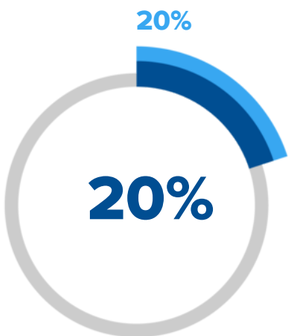
● 2025 Goal ● Progress



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 are committed to creating shared value for our stakeholders, including our shareholders, employees, customers, business partners, government agencies and the communities where we live and work. Our sustainability strategy is informed by two-way dialogue and a desire to understand the issues and trends facing our company and industry. We consistently seek stakeholder input and, where appropriate, incorporate it into our sustainability approach.



2025 BY THE NUMBERS

Our People

$4 billion+

paid in wages and benefits to 18,500+ employees

Shareholders

52% OF SHARES OUTSTANDING

participated in engagements with our company

Customers

~3.7 million

barrels per day of refined products sold to 5,200+ customers

Business Partners

~$10 billion

paid to 8,300+ suppliers and business partners for goods and services[1]

Communities

~$34.5 million

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

Governments

~$16.1 billion

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

HOW WE ENGAGE

- All-employee Leadership Insights Forums
- CEO communications
- Code of Business Conduct
- Employee Network Groups
- Integrity Helpline
- Performance management
- Regular employee communications
- Safety meetings
- Training and career development
- Wellness programs

- Annual Shareholder Meeting
- Digital communications, including company news releases, Sustainability Report and topical reports
- Industry conferences and presentations
- One-on-one meetings
- Quarterly earnings calls

- 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
- Sustainability Highlights brochures
- 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
- Sustainability Highlights brochures

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

[2] Includes sales, use, excise taxes.

ADVANCE ENVIRONMENTAL STEWARDSHIP

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

9 Lowering Our Carbon Footprint

13 Conserving Natural Resources

LOWERING OUR CARBON FOOTPRINT

We are committed to reducing the carbon footprint of our operations and the products we manufacture through energy-efficiency improvements that enhance performance and long-term resiliency. We work to optimize our assets, strategically invest in emerging technologies, expand our natural gas business and collaborate across sectors to drive efficiency improvements.

Scope 1 and 2 GHG Emissions

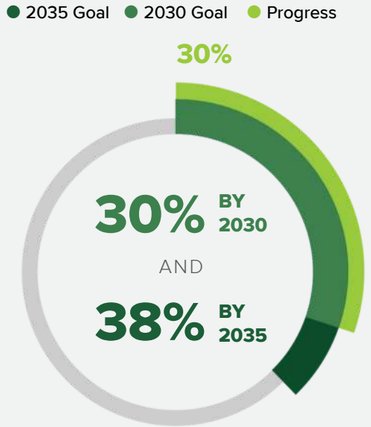
In 2020, we adopted a companywide Scope 1 and 2 GHG emissions intensity reduction target of 30% below 2014 levels by 2030. As we progressed toward this goal, we expanded our commitment in 2024 and set a new target to reduce Scope 1 and 2 GHG emissions intensity 38% from 2014 levels by 2035.

In 2025, we achieved our 2030 target. We delivered a 30% reduction in emissions intensity from our 2014 baseline five years ahead of schedule — and we continue to make progress toward our 2035 target.

We calculate emissions intensity by aggregating Scope 1 GHG emissions (direct emissions from our operations) and Scope 2 GHG emissions (indirect emissions from purchased electricity and steam) across our operations and dividing by total manufacturing inputs. Because our manufacturing sites process a wide range of inputs — including crude oil, natural gas, natural gas liquids and renewable feedstocks — we normalize these inputs using a common energy basis of barrels of oil equivalent (boe) to ensure comparability.

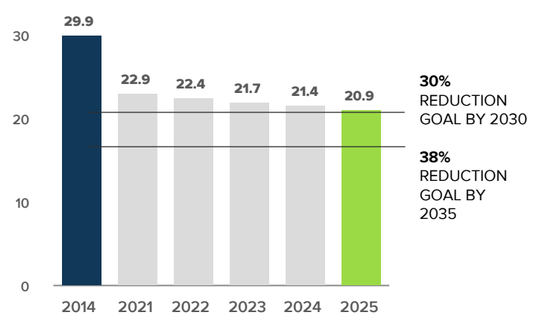
Our progress reflects consistent execution and long-term focus. Since 2014, we have driven sustained Scope 1 and 2 GHG emissions intensity reductions. Energy efficiency initiatives have avoided nearly 1 billion Btu per hour of energy use and generated more than $28 million in savings in 2025, demonstrating the value of disciplined energy management. We have also consistently earned ENERGY STAR® awards and certifications from the U.S. Environmental Protection Agency, providing third-party validation of our governance, performance and commitment to continuous improvement in energy efficiency.

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



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

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



DELIVERING ON OUR COMMITMENT

We are committed to reducing GHG emissions intensity through multiple initiatives, including:

- Improving energy efficiency through our Focus on Energy program
- Reducing methane emissions through targeted mitigation and asset optimization efforts
- Expanding MPLX Natural Gas and NGL Services to support operational diversification and lower-carbon intensity assets
- Optimizing renewable fuels production

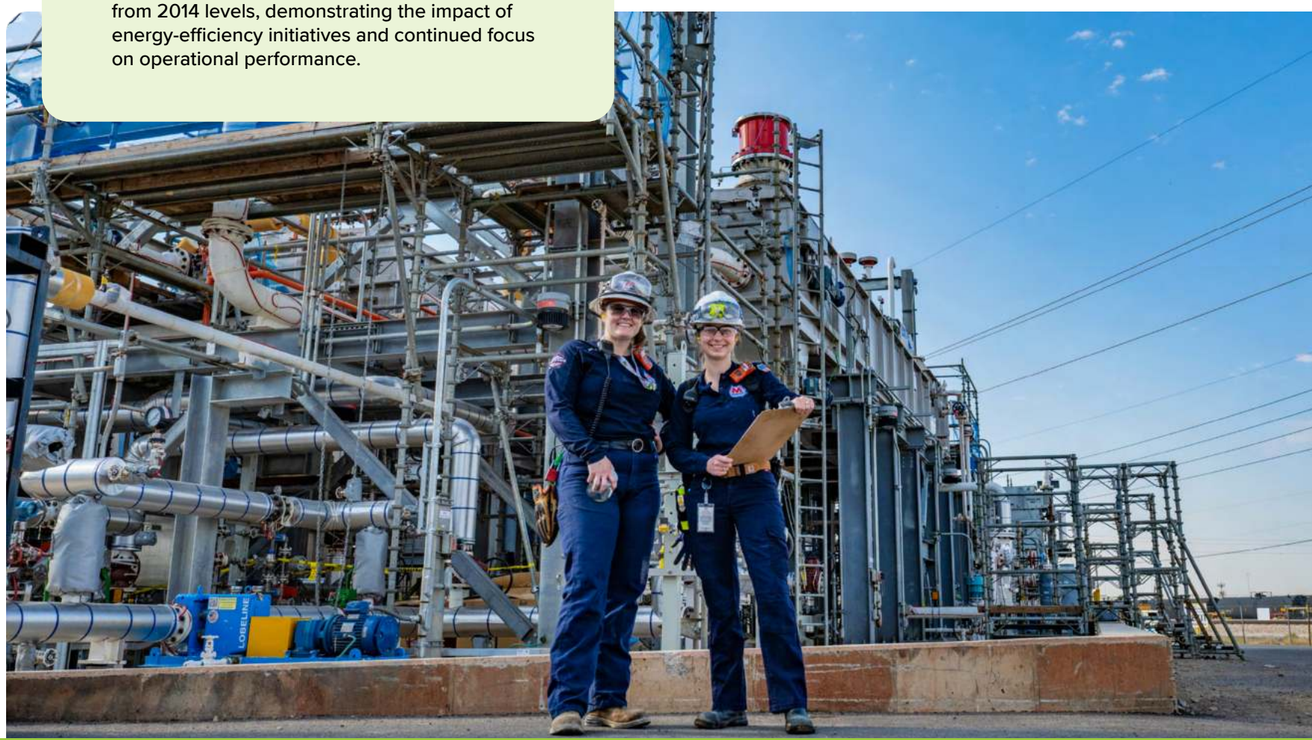
In 2025, we achieved our 2030 target to reduce Scope 1 and 2 GHG emissions intensity by 30% from 2014 levels, demonstrating the impact of energy-efficiency initiatives and continued focus on operational performance.

Capital Allocation

At MPC and MPLX, we invest to strengthen the competitive position of our assets and enhance long-term resiliency. Today, we are focused on optimizing our core refining and logistics portfolio while expanding our natural gas and NGL value chain and advancing value-enhancing projects.

MPC and MPLX allocate capital between sustaining and growth capital categories. Sustaining capital — which supports safe, reliable and compliant operations — represents approximately 20% of MPC and MPLX's anticipated 2026 capital spend. The remaining 80% is growth and value-enhancing capital, which we deploy in areas that improve operating performance, support our most competitive assets and enable the build-out of our lower-carbon intensity natural gas value chain.

These investments enhance our operational efficiency and resilience while positioning the company to continue to play a vital role in the evolving energy system.



Energy Management

Energy efficiency is a critical driver to reduce greenhouse gas emissions and support long-term operational resilience and financial performance. By identifying and implementing cost-effective energy conservation opportunities, we lower operating costs, reduce energy consumption and decrease energy-related emissions across our operations.

Focus on Energy

Our companywide Focus on Energy program serves as the primary framework for advancing energy efficiency across our refining operations, renewable fuels facilities and MPLX assets, including natural gas and NGL services, terminals and pipeline systems. The program takes a holistic, data-driven approach to identify efficiency opportunities, improve performance and manage energy-related risks.

Focus on Energy is built on a set of core elements that support continuous improvement. These elements include energy performance standards, digitalization of energy data systems, maintenance and reliability programs, energy management systems and enhanced data collection and analysis. These elements are reinforced through strong governance, dedicated leadership and a culture of accountability that enables measurable, sustained progress.

The program is implemented at all 13 of our refineries, our renewable diesel facilities and select MPLX facilities. Site-specific energy coordinators play a critical role to advance performance by:

- Establishing and tracking key energy performance metrics
- Identifying and evaluating efficiency opportunities and benchmarking performance
- Developing and implementing energy conservation road maps
- Integrating energy efficiency into project design and operations
- Supporting operator awareness and training

Through Focus on Energy, we have achieved meaningful results, including avoiding nearly a billion Btu per hour of energy use and generating more than $28 million in savings in 2025, equivalent to the annual energy use of approximately 60,000 homes or 100,000 gasoline-powered passenger vehicles. These efforts support both operational efficiency and emissions-reduction objectives.

ENERGY STAR® ACCOMPLISHMENTS

Through the strength of our Focus on Energy program, we have established a culture of continuous improvement in energy efficiency. Our industry-leading accomplishments underscore our position as a leader in energy efficiency across refining and midstream operations. MPC has earned more ENERGY STAR® refinery certifications than all other U.S. refiners combined, reflecting sustained high performance. In 2025, our Salt Lake City refinery achieved its first certification, further expanding this track record.

Our leadership extends beyond refining. MPLX's Bluestone natural gas processing facility became the first facility in the U.S. natural gas processing sector to achieve the ENERGY STAR Challenge for Industry, and our Los Angeles Basin booster station was the first facility in the U.S. pipeline industry to earn this designation. These achievements demonstrate our ability to drive energy efficiency across a diverse portfolio of assets and reinforce our commitment to operational excellence.

Certified Facilities

6 facilities recognized for energy-efficient performance ranking in the top 25% of nationwide peer facilities

MPC Refining

- ★ Anacortes, Washington (6 years)
- ★ Canton, Ohio (20 years)
- ★ Garyville, Louisiana (20 years)
- ★ Robinson, Illinois (11 years)
- ★ St. Paul Park, Minnesota (8 years)
- ★ Salt Lake City, Utah (1st year)

The company has earned more ENERGY STAR® refinery certifications than all other U.S. refineries combined[1], reflecting sustained leadership in energy efficiency across the refining sector.



[1] Through 2025 certification year.

Challenge for Industry

14 facilities recognized for energy-efficiency performance through a 10% reduction in energy intensity

MPLX Natural Gas and NGL Services

- Bluestone Gas Processing Facility (Evans City, Pennsylvania)

MPLX Crude Oil and Product Logistics

- Los Angeles Basin booster station (California)
- 12 terminals across five states: Alaska (Anchorage), Illinois (Champaign), Indiana (Mt. Vernon, Muncie), Michigan (Jackson, Lansing), Ohio (Cincinnati, Youngstown), Tennessee (Nashville - 51st Terminal, Bordeaux, Downtown Terminal) and West Virginia (Charleston)

Our Bluestone Gas Processing Facility and Los Angeles booster station are the first and only facilities in their sector to achieve the challenge.

We continue to pursue energy efficiency improvements across our operations with 10 additional facilities now entered in the Challenge for Industry program.

SPOTLIGHT ON

Marathon Pipe Line's Los Angeles Basin Area

Marathon Pipe Line's (MPL) L.A. Basin Area site achieved the U.S. Environmental Protection Agency's (EPA) ENERGY STAR® Challenge for Industry in 2025. Meeting the Challenge requires industrial facilities to reduce their energy intensity by at least 10% within a five-year period.

MPL's Mobil booster pump station in Southern California surpassed the target with a 17.1% reduction from its established baseline within one year. This success came from modifying a pump by removing an impeller stage, to prevent the pump from using more energy than required for its function. This project delivered an annual energy avoidance of 6.375 billion Btu, increasing competitiveness of the site by reducing electricity costs.

MPL's first ENERGY STAR® Challenge for Industry and a first for the U.S. pipeline industry

Anacortes Industrial Showcase

Our Anacortes, Washington, refinery hosted an ENERGY STAR® Industrial Showcase for regulatory agencies' staff, elected officials, area Tribal members, local utility board members and other key stakeholders in recognition of its achievements in energy-management practices. Their efforts have helped earn six consecutive ENERGY STAR certifications.

Employees conducted refinery tours and staffed exhibit booths to explain initiatives that are helping advance sustainability at the Anacortes refinery. These include engineering projects that have reduced emissions of nitrogen oxides, use of software to identify the most efficient ways of managing process equipment and an LED lighting initiative.

Methane Emissions

MPLX Natural Gas and NGL Services manages methane emissions through a measurement-informed, data-driven Focus on Methane program. As this approach has matured, Methane Matters represents the next phase of our strategy — building on progress to address changing market expectations, advancing technologies and evolving regulations. Our strategy emphasizes continuous improvement, operational accountability, environmental performance and progress in emissions management.

In 2022, we expanded our methane intensity reduction target to further strengthen performance and risk management, with a goal to reduce methane intensity 75% by 2030 relative to a 2016 baseline. Through 2025, we have achieved a 68% reduction, reflecting sustained progress across our operations.

Embedding Methane Awareness in Operations

Methane Matters reinforces consistent, field-level practices that support emissions reduction across our operations:

Minimize and Monitor

- Maintain awareness of equipment performance and respond to upsets
- Understand likely emission sources across operations
- Limit venting and use it only as a last resort

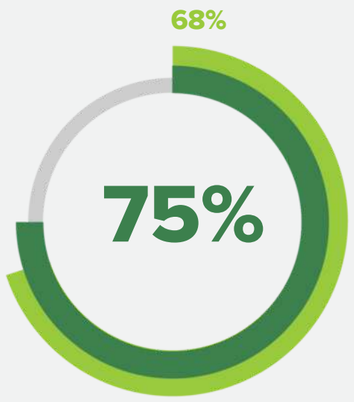
Fix and Prevent

- Inspect and maintain equipment to support reliable operations
- Take ownership of identified issues
- Complete repairs in a timely manner to reduce emissions

Innovate and Improve

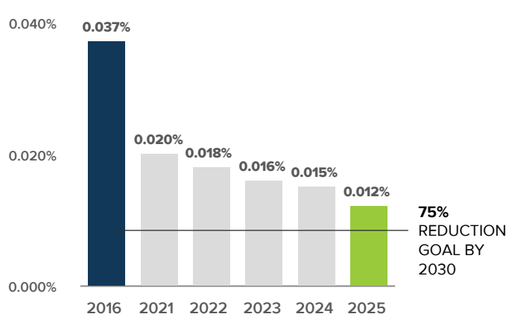
- Deploy new technologies to enhance detection and mitigation
- Design systems to reduce emissions at the source
- Continuously improve work practices through data and experience

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



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

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



APPROACH TO MANAGING METHANE

Our methane management strategy is structured around four core pillars:

Detect

We prioritize early identification of methane emissions through a comprehensive suite of detection technologies, supporting a measurement-informed inventory and faster response times:

- Satellite monitoring
- Aerial surveys
- Ground-based continuous monitors
- Manual leak detection programs
- Stack testing and performance data

Mitigate

We target emissions reductions through equipment upgrades, operational improvements and proactive maintenance, including:

- Reducing methane slip from combustion sources
- Replacing and maintaining compressor rod packing
- Deploying engine upgrade kits during overhauls
- Optimizing fuel use through programs such as Equipment, Compression Health & Optimization (ECHO)

These actions support targeted emissions reductions while improving system reliability and efficiency.

Report

Transparent, measurement-based reporting is central to our approach. We are committed to developing emissions inventories that reflect both performance and evolving measurement capabilities, enabling stakeholders to understand our progress and challenges.

Engage

Collaboration is a key component of our strategy. We work with industry peers, regulators and research institutions to advance best practices and accelerate technology development. Partnerships such as the Appalachian Methane Initiative — led by the Energy Emissions Modeling and Data Lab, Colorado State University's Methane Emissions Technology Evaluation Center and The Environmental Partnership — support innovation and the adoption of data-driven solutions.

Measurement-Driven Performance

Our measurement-informed approach enables more accurate emissions quantification, improved decision-making and targeted mitigation. By integrating advanced technologies with operational data, we enhance the accuracy, consistency and transparency of our emissions reporting.

Through MPLX's program, we have implemented measures that are anticipated to enable approximately 16,000 tonnes per year of methane emissions reductions and enhanced system efficiency relative to a 2016 baseline.



Optimized Maintenance Venting and System Design
Maintenance venting is minimized through the use of vapor recovery units, portable flares and improved system designs in new facilities that reduce methane emissions by design.



Pneumatic Device Emissions Reduction
Natural gas-driven pneumatic controllers are being eliminated and replaced with zero-bleed or instrument-air systems, significantly reducing methane emissions from pneumatic sources.



Enhanced Leak Detection and Advanced Monitoring
Expanded Leak Detection and Repair programs, combined with Fourier transform infrared spectroscopy analysis, satellite data, aerial surveys and drone inspections, improve methane leak detection, repair timeliness and emissions quantification.



Equipment-Specific and Operational Emissions Controls
Emissions from pipeline launchers and receivers are reduced by up to 85% per opening event, while flaring volumes are minimized through process improvements and enhanced control efficiency. Low emissions compressor packing materials and proactive rod-packing replacements further reduce fugitive methane emissions.

Renewables and Emerging Technologies

KEY OBJECTIVES:

Maintain safe and reliable operations across our renewable fuels facilities while continuously optimizing to maximize returns.

Identify and deploy innovative and emerging technologies that enhance business performance by offering attractive returns, improving reliability, reducing costs and minimizing environmental impact.

~2.8 billion

gallons of renewable fuels delivered to customers in 2025

Hydrocarbon fuels remain essential to today's economy and are expected to play a critical role for the foreseeable future. Improving how these fuels are produced and delivered is foundational to advancing environmental stewardship and key to meeting the needs of global energy markets. At the same time, our investments enable us to produce lower-carbon intensity products and support emissions reductions across the transportation sector.

In 2025, we were among the largest suppliers of renewable fuels in the United States, delivering approximately 2.8 billion gallons to customers. This volume is estimated to have avoided approximately 16 million tonnes of CO_2 emissions from transportation[1].

RENEWABLE FUELS INVESTMENTS

Martinez Renewables

Martinez, California

- Joint venture with Neste Corporation
- Among the largest renewable diesel facilities in the world
- 730 million gallons per year capacity

Green Bison Soy Processing

Spiritwood, North Dakota

- Joint venture with ADM
- Produces refined soybean oil
- ~600 million pounds per year capacity
- Enough feedstock for ~75 million gallons of renewable diesel per year

Dickinson Renewable Diesel Facility

Dickinson, North Dakota

- Produces renewable diesel and naphtha
- 184 million gallons per year capacity

LF Bioenergy

Commercial operations at seven facilities across the U.S.

- MPC has 49.9% interest in LF Bioenergy
- Produces renewable natural gas from organic waste on dairy farms

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

Arbor Energy

Emerging power-generation technologies are playing a role in shaping a lower-carbon energy future. MPC has invested in Arbor Energy[2], a company developing next-generation, zero-emission power systems. Arbor Energy's technology combines advanced turbine design with innovative combustion processes to deliver scalable, fuel-flexible power with the potential for carbon-neutral or carbon-negative operation with use of carbon sequestration or the use of waste biomass. While early in development, this investment reflects our commitment to identifying and supporting technologies that could play a role in the evolving energy landscape.

Aquanta Vision

Digital advances are transforming how emissions are identified and managed across industrial operations. MPC has invested in Aquanta Vision[3], a company developing advanced methane detection software. Aquanta Vision's technology enhances optical gas imaging inspections by applying automated, physics-based algorithms that improve the accuracy and speed of leak detection using existing equipment. By enabling real-time identification and visualization of methane emissions across a range of inspection methods, this technology has the potential to strengthen emissions monitoring, support more timely repairs and reduce overall emissions. Our investment reflects our interest in scalable digital solutions that enhance measurement capabilities and support more efficient, data-driven operations.

INNOVATION ECOSYSTEM

Advancing solutions for environmental and operational benefits requires ongoing coordination across a broad innovation ecosystem. MPC collaborates with several leading academic institutions and research networks to this end. These include the Massachusetts Institute of Technology's Industrial Liaison Program, which connects industry with cutting-edge research, faculty expertise and startup innovation. In Houston, MPC participates in a dynamic regional ecosystem that brings together industry, academia and entrepreneurs through initiatives associated with Rice University — the Ion Innovation District and Greentown Labs — North America's largest climatetech incubator. These platforms foster collaboration across sectors to identify, develop and scale innovative solutions that enhance operational performance, strengthen emissions management and support a more sustainable energy future.

Square Robot

Improving the safety and efficiency of routine inspection activities is critical to maintaining reliable operations and protecting the health and safety of our workforce. In 2025, we expanded our relationship with Square Robot[4], a company that develops robotic systems for the inspection of aboveground storage tanks. These robots are designed to operate while a tank remains in service, enabling more frequent inspections without requiring tank shutdowns or entry into confined spaces by personnel. By improving inspection efficiency and reducing operational disruptions, this technology has the potential to enhance safety, lower emissions associated with maintenance activities and strengthen the integrity management of critical infrastructure.

Via Separations

MPC has invested in Via Separations[5], a company advancing next-generation membrane filtration technology for industrial applications. Via Separation's technology replaces energy-intensive, heat-driven separation processes with electrified filtration systems that can significantly reduce energy use while enhancing operational reliability and performance. With thermal separations representing a major source of industrial energy demand, innovations like Via Separation's have the potential to lower emissions and improve efficiency across MPC's existing operations through scalable solutions.

[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] https://arbor.co/

[3] https://www.aquantavision.com/

[4] https://squarerobot.com/

[5] https://viaseparations.com/

CONSERVING NATURAL RESOURCES

Guided by our Core Value of Safety and Environmental Stewardship, we strive to be responsible stewards of the environment while meeting society's current and future energy needs. We recognize our business activities have potential to affect ecosystems and communities, and we work diligently to manage and mitigate any impacts. We are committed to minimizing environmental impacts through advanced technologies, practices and investments that support the conservation of natural resources.

Environmental Management

Our Operational Excellence Management System (OEMS) is third-party reviewed for alignment with the RC14001® standard, and 100% of our operations are in scope. The standard incorporates our environmental stewardship policies, including our responsibility to evaluate and minimize environmental impact, train our employees on environmental management best practices and maintain open communication with stakeholders.

↗ **Learn more in the OEMS section on Page 43.**

29,300+

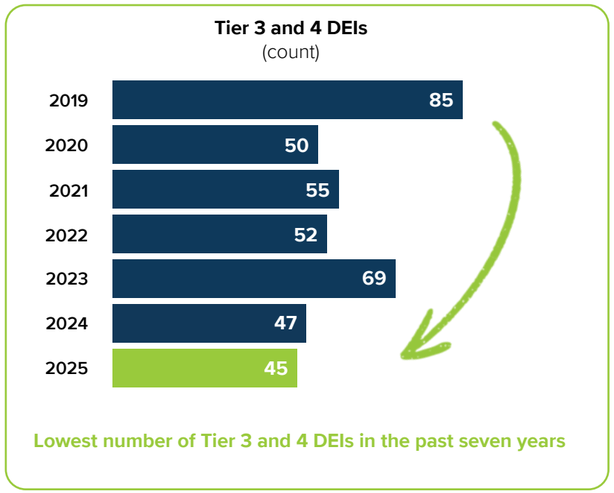
hours of environmental training for MPC employees in 2025

PRIORITY AREAS FOR NATURAL RESOURCE CONSERVATION

- Improving air quality
- Maintaining emergency preparedness
- Preventing spills
- Protecting biodiversity
- Reducing freshwater withdrawal

Accountability

We link environmental performance to employee compensation and measure it using the Designated Environmental Incident (DEI) metric. It tracks three categories of environmental events: unplanned releases to air, land and water; environmental permit exceedances; and agency enforcement actions. We assess DEI severity using a four-tier framework. Tiers 1 and 2 indicate lower severity, and Tiers 3 and 4 indicate higher severity.



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

Our priority is to prevent all incidents. As a precaution, we invest in our response capabilities and preparedness training to ensure our teams have the knowledge and resources needed to help mitigate and manage impacts to people and the environment should an event occur. In these instances, we conduct a thorough review of the event and apply lessons learned to strengthen our processes and practices. Findings from completed investigations have informed process improvements and other measures designed to address root causes and reduce the number of incidents.

Biodiversity

We take proactive steps to protect diverse plant and animal species and preserve habitats in areas where we operate. Our OEMS provides a framework for assessing how our activities may affect ecosystems and for implementing the mitigation measures needed to reduce those impacts.

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, and, where appropriate, offset impacts to biodiversity. We recognize that operating within communities is a privilege, and we collaborate with tribal and local communities, business partners, and relevant state and federal regulatory agencies, including 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.**

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. Our certifications cover:

750+

ACRES OF HABITAT

9 HABITAT PROGRAMS

- **1** Certified Gold
- **3** Certified Silver
- **5** Certified

CERTIFIED PROGRAMS SUPPORT

- Habitat Management
- Species Monitoring
- Conservation Education

↗ **To learn more about the wildlife habitat at the Galveston Bay refinery, please visit our website.**

Protecting Biodiversity throughout the Asset Life Cycle

Our policies and practices govern asset siting, construction, operation, maintenance and decommissioning. They establish requirements and practices intended to help minimize potential impacts on the environmental quality of 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 prioritize impact avoidance on ecologically sensitive areas. Where land disturbance is unavoidable, we apply recognized best management practices to minimize and mitigate impacts. When complete restoration is not feasible, we offset residual impacts through approved conservation mitigation banks and other mechanisms that support the long-term protection of comparable sensitive habitats.

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 efforts have prioritized identifying and assessing location-specific risks of pipeline operations in areas of threatened or endangered species habitat. Risks identified include habitat impacts, species movement and nature-related dependency risks including 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.

STAGES OF BEST MANAGEMENT PRACTICES ON THE RIGHT OF WAY

BEFORE
Woody vegetation and other incompatible plant species require a routine maintenance schedule. The best treatment application method for the terrain and existing vegetation is determined.



DURING
Incompatible vegetation begins to turn brown in one to two weeks of targeted treatment. This is a sign of successful application. Selective treatments do not affect compatible vegetation we want to retain.



AFTER
After incompatible vegetation has been eliminated, a mix of native, compatible vegetation can be observed along the rights of way. While slightly less manicured, it requires less overall maintenance, supports biodiversity and improves soil stability.



NATIVE RESTORATION ALONG THE RIGHT OF WAY IN WEST VIRGINIA

In 2025, we restored multiple pipeline sites affected by slope failure in West Virginia using a purpose-designed seed mix tailored to support sustainable right of way vegetation management. The mix was developed to achieve rapid soil cover, meet erosion and sediment control requirements, and outcompete woody vegetation that could compromise our ability to inspect for leaks.

The blend includes regionally appropriate grasses with dense, fibrous roots for stabilization and flowering species to support pollinators without limiting access or asset integrity.

Avoid
For effective vegetation management, we keep existing ground cover in place and avoid any unnecessary disturbance. This helps prevent erosion, slope failures and the spread of unwanted plants.

Reduce
By establishing an intentional native and regionally adapted seed mix with deep, fibrous root structures, we reduce the likelihood of future slip incidents. Dense root networks improve soil cohesion, enhance slope stability and decrease long-term vegetation maintenance needs.

Regenerate
Rights of way in forested landscapes are naturally prone to recolonization by woody vegetation, which is not compatible with pipeline safety and access requirements. Through targeted species selection, we regenerate disturbed areas with a native vegetation community designed to outcompete woody species.

Restore
Restoration activities include regrading terrain, applying suitable seed mixes and stabilizing slopes based on soil and site conditions. These actions restore disturbed areas to a stable state while ensuring the continued protection and integrity of pipeline assets.

Conservation Agriculture Program

MPL's Conservation Agriculture program supports pipeline integrity and responsible land stewardship along rights of way by promoting erosion control and sustainable land management practices in collaboration with farmers.

The program prioritizes areas of shallow cover and locations where erosion could increase the potential for pipeline exposure. MPL works with farmers to identify appropriate conservation measures and implement them in a manner aligned with agricultural operations and site conditions.

Planting native grasses and flowers can significantly reduce soil and nutrient loss from fields, helping maintain soil fertility and protecting water quality.

These conservation measures also support habitat function and broader biodiversity and pollination outcomes while helping manage erosion risks along pipeline rights of way.

"We can help native plants and wildlife survive and thrive by creating sustainable habitats that help improve the local environment while protecting our assets and saving money."

Scott Sharpe
Senior Environmental Specialist



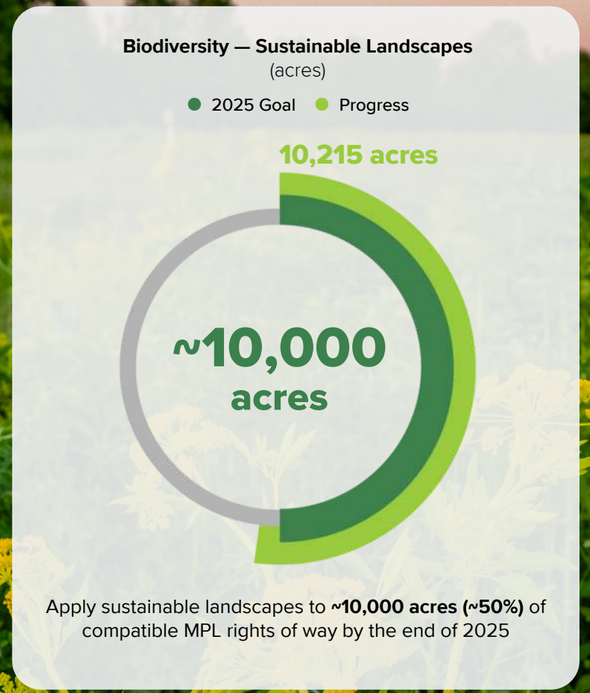
Marathon Pipe Line Sustainable Landscapes Initiative

Marathon Pipe Line (MPL) is harnessing the power of nature-based solutions. MPL is putting Integrated Vegetation Management (IVM)[1] and Integrated Habitat Management (IHM)[2] plans in place 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.

In 2023, MPL set a target to apply sustainable landscapes to approximately 10,000 acres (50%) of compatible rights of way by the end of 2025. Through collaborative efforts, the team has made consistent annual progress. MPL ended 2025 having applied 10,215 acres of sustainable landscapes across its assets, which span 26 states.

Restoration initiatives are implemented in areas where we have direct access and operational oversight, enabling effective management and monitoring. Industrial and privately owned lands are not in scope and are addressed through stakeholder engagement where feasible.

Achieving our initial target is simply a milestone toward our biodiversity commitment. We continue to explore opportunities to increase native landscapes and decrease invasive plants along our rights of way.



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

METHOD FOR SUCCESS

We're achieving results while applying sustainable landscapes to pipeline rights of way. These results are achieved through coordination with many stakeholders to realize shared value.

Assess site conditions and set goals
Landowners and partners are engaged in the evaluation process to set goals specific to location, land use, habitats, species and other criteria.

Develop 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.

Implement restoration activities
Plans are executed in conjunction with contractors and partners and documented through mapping tools and technology that help track progress and support desired outcomes.

Monitor progress
Sites are monitored to assess progress toward intended objectives.

Evaluate outcomes
Success is evaluated by verifying all objectives and criteria have been met within our executed plan.

5,700+
vegetation assessments completed by MPL since 2022

Strategic Collaboration

To sustain progress creating sustainable landscapes, 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.
- Penn State College of Agricultural Sciences to conduct research on the restoration of landscape along a right of way in Pennsylvania through a naturally occurring seed bank, without external seeding.
- Mule Deer Foundation to evaluate habitat impacts in western states near our assets.

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.

[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.

Water

We actively monitor water efficiency and utilization throughout all operations, continually looking for ways to reduce our reliance on this shared resource and mitigate risks effectively.

In 2025, through collaborative efforts and enhanced emphasis on water savings opportunities, we achieved our companywide target to reduce freshwater withdrawal intensity by 20% from 2016 levels. This was accomplished five years earlier than our initial goal attainment date. This equates to approximately 2 billion gallons of fresh water saved annually since 2016.

Water Use in Operations

Water is vital to our operations. Depending on the location, we may source water from rivers, lakes, wells, municipal water systems and, in some cases, recycled sources. The majority of our companywide water demand comes from refining operations. In contrast, MPLX natural gas processing plants are designed to use little or no water in their routine operations. Nearly all natural gas processing plants use air-cooling systems that circulate hot product through air-cooled radiators, minimizing the need for water.

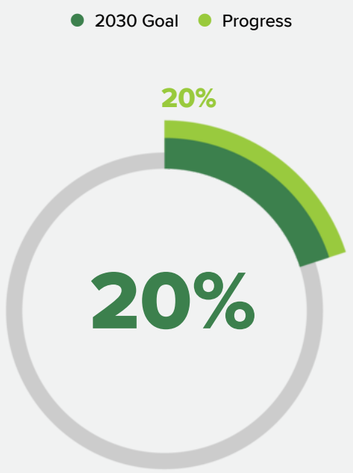
Uses in MPC

- 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

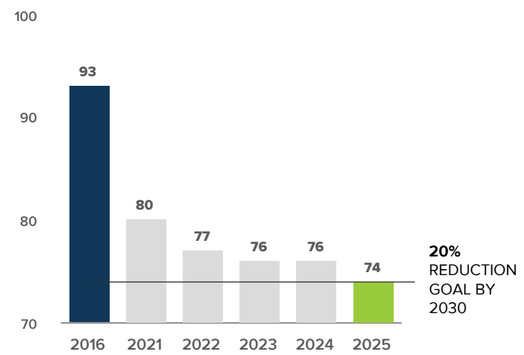
- Clean equipment during maintenance activities
- Create emulsions (asphalt blending)
- Install pipelines (horizontal directional drilling)
- Heat asphalt tanks (as steam)
- Remove impurities from natural gas
- Test pipeline and tank integrity (hydrostatic testing)

Freshwater Withdrawal Intensity
(megaliters/million boe input)



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

Freshwater Withdrawal Intensity
(megaliters/million boe input)



WATER MANAGEMENT ACTIONS

Improved capture and reuse of wastewater to reduce freshwater demand

Enhanced wastewater treatment technologies, including reverse osmosis systems

Optimized water use through operational control system improvements

Reduced steam and water demand through steam management initiatives and equipment upgrades

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 where it is either treated and recycled back into manufacturing processes, treated and discharged in accordance with applicable requirements, or treated and sent to a publicly owned treatment works. Water is treated to meet or exceed permit effluent limits before it is discharged to surface waters such as lakes, rivers and bays, helping to protect the quality of the water. Extensive monitoring, sampling, operator rounds and equipment surveillance are conducted to ensure that water discharges remain within permitted effluent limits.



Local Water Conservation

Water availability is a growing concern in many regions around 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 medium to high water-stressed regions as defined by the Global Reporting Initiative (GRI) and World Resources Institute assessment tools. To help conserve water in these regions, as well as at other MPC refineries, our refining teams tailor site-specific plans using aspects of a nine-element management framework. The framework is designed to assess water use, identify and mitigate water risks, and uncover opportunities to reduce water use.

Each MPC refinery has designated engineers who serve as water coordinators, have defined baselines for assessing water use and maintain clear and consistent transparency with site leadership on how water is used through structured water monitoring and reporting.

To help manage and mitigate local water risks, we engage community members, government agencies and key water supply organizations. These engagements help us track and monitor the local water supply and plan for future changes in water quality, availability, accessibility, pricing and regulation. We support water supply organizations through membership, board leadership and committee participation.

Water supply organizations we engage with:

- 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)

73%

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

[1] World Resources Institute Aqueduct Water Risk Atlas

OUR WATER MANAGEMENT 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, costs and reliance on single-water sources.
4. **Impacts**
   Water-related business and compliance issues are tracked, investigated and mitigated.
5. **Risks**
   Water-related risks are identified and assessed based on impact to the company and community.
6. **Targets and Goals**
   Water targets and goals are set.
7. **Opportunities**
   Opportunities are identified and applied to meet water targets and goals and improve performance relative to benchmarking.
8. **Monitoring and Performance**
   Water withdrawals are measured to benchmark water demands and understand consumption.
9. **Commitment and Engagement**
   Expectations of water targets and goals are clearly communicated, and resources for successful implementation are assigned.

Water Conservation Results

Through a variety of innovations guided by our formal Focus on Water program, we continue to make strides improving the efficiency of our freshwater use and reducing our freshwater withdrawal intensity. In addition to achieving our freshwater withdrawal intensity target five years early, we continue to monitor freshwater performance metrics and implement efficiency initiatives to sustain performance and effectively manage water-related risks.

2025 MPLX Water Savings

To minimize operational disruption and conserve resources, MPLX teams are utilizing Fitness-for-Service (FFS) assessments in lieu of hydrostatic testing, where appropriate. This approach leverages advanced engineering analysis to verify tank integrity while conserving water and reducing operational downtime. Following a positive evaluation, an FFS certificate is issued and clearly defines any conditions such as operating limits and follow-up requirements.

MPLX Natural Gas and NGL Services saved

4.7 million+

gallons of fresh water through systematic conservation efforts, including the return of used, uncontaminated hydrostatic test water to local water depots or to the environment.

MPLX Crude Oil and Products Logistics saved

18 million+

gallons of fresh water by continuing to replace hydrostatic tests on storage tanks with the use of phased-array ultrasonic testing, X-ray inspections, magnetic particle examination and volumetric weld testing.

2025 REFINING PROJECTS TO REDUCE FRESHWATER WITHDRAWAL

Detroit, Michigan, refinery

~62 million gallons projected annual savings through ongoing optimization of the reverse osmosis unit by raising the unit's outlet pressure limit. The unit treats wastewater effluent for reuse, reducing the city water demand.

Salt Lake City, Utah, refinery

~27 million gallons projected annual savings through water softener optimization and increasing condensate return.

Garyville, Louisiana, refinery

~62 million gallons projected annual savings from a procedural change resulting in increased duration between softener regeneration cycles and decreased flow rates. Additional savings were identified on softeners through improved testing practices.

Galveston Bay, Texas, refinery

~556 million gallons projected annual savings by sending reverse-osmosis wastewater back to the influent water treatment plant, routing filtered backwash to the clarifier for reuse instead of going to the sewer and by installing a new resin, allowing for a reduced number of regeneration cycles on the demineralizer treatment units.

Robinson, Illinois, refinery

~36 million gallons projected annual savings by increasing the reverse osmosis unit recovery rate and conducting steam leak repairs.

Los Angeles, California, refinery

~52 million gallons projected annual savings by increasing flow to the condensate recovery tank of a hydrogen generation unit as a result of improved process control strategies.

~135 million gallons projected annual savings through well repairs and installation of a section of pipe that allows for the use of well water instead of city water.

Spill Prevention

Zero is always our goal.

Safe and reliable operations are at the core of how we protect communities, safeguard the environment and sustain long-term value for our business. We support this commitment through disciplined operational practices, a comprehensive pipeline integrity management program and advanced monitoring and inspection technologies.

In 2025, 99.9999% of all volumes transported via MPL-operated pipelines were delivered without a spill incident, reflecting the effectiveness of our prevention-focused approach and continuous investment in pipeline safety.

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.

PIPELINE INTEGRITY MANAGEMENT

Design and Construction

We apply rigorous inspection and quality-control procedures throughout pipeline design and construction. These include route and material selection, welding, testing and site restoration, and supporting safe and reliable operation throughout the asset life cycle.

Preventive Maintenance

Our pipelines and associated equipment undergo recurring inspection, testing and preventive maintenance to verify sound integrity and proper function. When warranted, we complete repairs and implement additional mitigation measures to proactively manage risk.



Corrosion Control

Coatings are applied to the outer surface of pipelines, and cathodic protection systems are installed along pipeline routes to help prevent external corrosion. Full cathodic protection inspections are conducted annually to verify that these systems are functioning properly. Internal corrosion is managed through the use of maintenance tools and, where appropriate, anticorrosive chemical injections to protect pipeline integrity.

Inspections[1]

We use multiple, complementary inspection methods to assess pipeline condition and identify potential integrity concerns:

- Above-ground inspections: Aerial and ground patrols identify third-party activity, land disturbance and signs of release. Liquid pipelines are inspected at least every three weeks, and gas transmission pipelines at least annually.
- Navigable waterway crossing inspections: High-resolution sonar equipment is used to assess erosion and channel movement at water crossings at least once every five years for both liquid and gas transmission pipelines.
- In-line inspections: Advanced inspection tools travel through pipelines to measure pipe walls and detect dents, corrosion, cracking and other anomalies. Liquid transmission pipelines are inspected at least once every five years and gas transmission pipelines at least once every seven years.

Pipeline Safety Management

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

↗ Learn more about the Earning Your Trust program in the Connecting with Communities section on Page 34.

Geohazard Management

Our geohazard management program monitors, assesses and remediates risks associated with earth movement, including landslides and subsidence in varied terrain and geological conditions. The program includes employee training, periodic assessments and targeted mitigation actions grounded in industry best practices.

These efforts also support environmental protection through the application of 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 on Page 15.

Monitoring and Detection

Pipeline pressure, flow and volume are monitored 24/7 by trained personnel. Sensors and metering systems detect abnormal conditions, such as changes in pressure or flow rate, and alert control center staff to support prompt investigation and response.

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

Advancing In-Line Inspection

In 2025, we strengthened our in-line inspection (ILI) program by partnering with vendors on two issues — axial strain and pipeline metal loss. Axial strain is the longitudinal movement that pushes or pulls along the length of a pipe. Axial strain tools were evaluated through baseline and repeat inspections with field validation at areas of known or suspected ground movement. These tools improved detection of geohazard-related loading, such as landslides, and assessment of pipe response to external forces. To address pipeline metal loss, we applied high-resolution Magnetic Flux Leakage (MFL) technologies within pipeline integrity evaluations, upgraded with increased sensor density. This upgrade enhanced anomaly detection and sizing accuracy and reduced uncertainty in integrity evaluations.

We also collaborated with an ILI vendor to present and publish a technical paper at the Pipeline Pigging and Integrity Management Conference, sharing lessons learned to support broader industry advancement.

Innovating with New Technologies

Advanced Monitoring and Right-of-Way Inspection

We strengthen spill prevention and preparedness strategies through ongoing investment in advanced technologies that improve asset integrity, reduce incident risk and enhance response readiness across our operations.

We continue to expand the use of Flyscan, an artificial intelligence (AI)-driven right-of-way threat and leak detection technology that scans pipeline corridors from patrol aircraft with greater sensitivity and accuracy than traditional visual inspections. Our collaboration with Flyscan Systems Inc. continues to advance the capabilities of the technology and improve inspection practices across the pipeline industry.

AI-Enabled Leak Detection and Facility Monitoring

AI-enabled cameras support real-time monitoring at 172 of our remote pipeline facilities, with enhanced leak and threat detection functionality active at 129 locations. Traditional camera monitoring relies on human review or object-detection models that could miss subtle conditions.

To enhance detection sensitivity and accelerate response times, we developed an internal, camera-based leak detection model using AI Vision Language Models. Applied to existing video feeds, this technology interprets visual conditions, identifies abnormal patterns and detects potential liquid leaks and other anomalies within approximately 30 seconds. Following a successful pilot in 2025, this model continues to evolve, supporting faster detection, improved decision-making and enhanced pipeline safety.

In 2025, we further advanced these capabilities at 20 Los Angeles-area pipeline vault sites, which provide access to critical underground pipeline infrastructure. By deploying DirectC technology and implementing customized algorithms tailored to individual pipeline segments, we enabled faster response, earlier leak identification and reduced release volumes.



MARINE INTEGRITY MANAGEMENT

Our marine operations include Global Marine and Inland Marine environments, each presenting unique challenges. To address these challenges and minimize impacts to the public, wildlife and the environment, we deploy a comprehensive vessel vetting, inspection and compliance program for all vessels[1] we own, operate or charter.

As a member of the Oil Companies International Marine Forum (OCIMF) — and with representation on its executive board — we actively promote the safe and environmentally responsible transportation of oil and gas by water. Through leadership and participation in OCIMF committees, we contribute to the development of industry best practices that help inform International Maritime Organization (IMO) regulations and global Port State Control regimes, including oversight by the U.S. Coast Guard. Insights from this engagement also support the continuous enhancement of our marine integrity management practices.

Vetting and Inspection Programs

Our commitment to marine safety is reflected in rigorous vessel vetting and inspection requirements designed to help identify and address risks before they result in safety or environmental impacts. Key elements of our approach include:

- Comprehensive vessel screening against 43 regulatory and compliance sources, including U.S. Office of Foreign Assets Control sanctions and international regulatory watch lists such as the Paris Memorandum of Understanding blacklist.
- Strict eligibility criteria, under which vessels with poor inspection histories, unacceptable flag state performance or active sanctions are not permitted to conduct business with MPC.
- Use of OCIMF inspection programs — including the Ship Inspection Report and Barge Inspection Report — as a baseline for evaluating vessels we own, operate or charter, as well as vessels calling at third-party terminals where we hold tankage.

Port State Control Compliance

These vetting and industry inspection programs are complemented by Port State Control (PSC) oversight. Every vessel we own, operate or charter is subject to PSC inspections to verify compliance with applicable international, federal and local regulations. These inspections assess vessel condition, equipment integrity, crew qualifications and operational practices to confirm adherence to safety and environmental requirements.

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

Port of Long Beach

GREEN FLAG AWARD

Marathon Petroleum earned the 2024 Port of Long Beach Green Flag Award in recognition of its continued participation in a voluntary vessel speed reduction program that reduces smog-forming emissions and diesel particulates near the port, supporting improved air quality and community well-being.

Emergency Preparedness

Meticulous planning and strategic preparedness are critical to responding effectively in the event of an emergency. Our comprehensive emergency preparedness and response program is designed to safeguard people, protect the environment and maintain safe, reliable operations. Through continuous improvement, training and investment in response capabilities, we work to minimize and mitigate potential impacts to our operations, communities and customers.

MPC's Emergency Preparedness Group (EPG), in partnership with emergency preparedness professionals within each operating component, oversees the companywide emergency response program. The program focuses on continuously strengthening our ability to respond swiftly and effectively to emergency situations at any of our facilities or operating areas.

The EPG develops and maintains procedures and guidelines for managing emergency situations, while sharing resources and best practices with other business units. To support the effectiveness of our plans and alignment with regulatory expectations, the EPG coordinates routine evaluations of our response plans with regulatory agencies, including the U.S. EPA, the U.S. Coast Guard, the Pipeline and Hazardous Materials Safety Administration (PHMSA) and appropriate state agencies.

Each of our operational sites maintain site-specific emergency preparedness and response plans to address the distinct risks of each location, and receive additional support from local and/or regional emergency response teams. We conduct regular drills and exercises to ensure that our teams are equipped to respond with precision and confidence, should an incident occur.

For incidents larger in scope and complexity that exceed the resources available at a local facility, we activate support from Marathon's Corporate Emergency Response Team (CERT). Comprised of more than 230 trained employees, CERT provides specialized expertise, corporate manpower and coordinated response management to support major emergencies. The team is maintained to ensure that corporate resources, operational support and response leadership are readily available. Each CERT member is highly trained and certified in the Incident Command System – a globally recognized framework for coordinating resources across multiple agencies and organizations.

EMERGENCY PREPAREDNESS EXERCISES

CERT members and other emergency response personnel participate in a wide range of training exercises to maintain a high level of readiness. These efforts include collaboration 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. In addition, MPC and MPLX maintain a robust 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), ensuring compliance with the Oil Pollution Act of 1990 as well as all federal, state and local requirements.
- Exercises are designed to prepare for various emergency situations and to thoroughly 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 actively engage federal, state, local and tribal agencies, local fire departments, law enforcement and other first responders and community leaders who have a vested interest in the design and development of our plans and exercises.



CERT Resources and Support

We maintain a structured incident response framework composed of specialized teams that provide operational, executive and functional support across a broad spectrum of emergency scenarios.

- **Emergency Strike Team:** A stand-alone response management team capable of supporting, supplementing or relieving roles 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:** Provides executive-level leadership response to MPC's and MPLX's needs during significant incidents.
- **Business Recovery Team:** Works to meet MPC's, MPLX's and customers' needs during supply disruptions.
- **Threat Assessment Group:** Evaluates the potential impact of a threat to MPC or MPLX, informs impacted stakeholders and recommends steps to protect people and assets.
- **International Team:** Determines potential impacts, recommends response strategies and responds to incidents related to the shipment of crude oil and refined products outside the United States.

MPC and MPLX use a tiered response system that enables incidents to be managed at the local, regional or corporate level as needed.

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 guided by the CERT

Preparedness in Action

In 2025, MPC conducted a three-day multistate CERT exercise in Huntington, West Virginia, with approximately 225 participants. Participants included employees, support contractors and representatives from more than 20 federal, state and local agencies, who collectively managed a complex emergency scenario under a Unified Command structure. Employees collaborated in real time across planning, operations, logistics, finance and public information functions. The exercise reinforced coordinated decision-making, effective public communication and the importance of strong partnerships with community stakeholders.

"It's really important that we practice these scenarios, specifically this one with the community, because it's so core to who Marathon is as a guardian of public safety, protecting the environment and being engaged in our communities."

Aron Velasquez

Right of Way & Public Engagement Manager



Business Continuity

In addition to strengthening our emergency response capabilities, we continue to enhance our business continuity and resiliency plans across operations to ensure we can meet supply commitments during and after an emergency. Designated business continuity coordinators are embedded across the organization to maintain alignment, support informed decision-making and help ensure our energy products continue to reach markets during challenging conditions.

Reducing, Reusing and Recycling Waste

A key part of conserving natural resources is efficiently managing waste. We maintain a series of systems and processes designed to reduce waste generation and increase opportunities to recycle and reuse materials.

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 reviews and facility walk-throughs. Audits identify the types and volumes 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 comprehensive 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. Prospective 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 additional due diligence that includes background checks, legal reviews, CHWMEG®[1] reviews and site audits. Approved vendors that remain in use are reevaluated on a recurring basis.

ELECTRONICS RECYCLING

Reducing electronic waste (e-waste) conserves energy, and supports responsible materials management by keeping harmful substances out of landfills. In 2025, MPC and MPLX recycled more than 212,000 pounds of e-waste including mobile devices, computers, monitors and other miscellaneous electronic devices.

Methods and Technologies to Minimize Waste

Reducing the amount of waste we generate carries significant environmental benefits. To support this effort, we continue to invest in and deploy methods and technologies that help reduce, reuse and recycle waste generated throughout our operations.

~$27 million
invested in methods and technologies to reduce, reuse and recycle waste throughout the refining process in 2025

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.

156,000+
barrels of oil reintroduced into the refining process to be turned into fuels or other products in 2025

RESOURCE RECOVERY AND REUSE

We use alternative methods to recover waste as a resource for manufacturing new materials. Some 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

Energy-rich refining byproducts serve as an alternative fuel source for the cement industry transforming waste into a resource. Since 2013, the use of approximately 133,000 tonnes of refinery waste have helped reduce overall CO_2e emissions when compared to coal used in cement manufacturing.

Spent Caustic Reuse

Recovered spent caustic from the refining process is being reused at mills to enhance operational efficiency. More than 19,000 tonnes of spent caustic from our refineries were reused by the paper goods industry. This reduces the need for newly manufactured chemical inputs, and the associated emissions, to the paper manufacturing process.

Spent Catalyst Reuse and Recycling

Spent catalyst from MPC refining hydroprocessing units is reused or reclaimed whenever possible, supporting a more circular approach to materials management. When it cannot be reused in our operations, it may be sent to a third party for use in the oil and gas industry. It may also be sent to business partners to recover valuable metals, such as vanadium and molybdenum, among others, to produce ferrovanadium and metal alloys, which are then used in steel production. In 2025, over 13,000 tonnes, or nearly all, spent catalyst from MPC refining hydroprocessing units were reused or reclaimed.

MPC's Transport and Rail organization is reducing waste through tire retreading. In this process, worn tires that are structurally sound receive new rubber tread, making the original as safe and reliable as a new tire. Avoiding full tire replacement reduces maintenance costs and materials consumption. In 2025, more than 2,800 retreaded tires were utilized, avoiding:



42,000+
gallons of oil used in tire production

115,000+
pounds of waste

8,000+
pounds CO_2 emissions from production and delivery

[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.

Air Quality and Emissions

Air quality is an important topic for us and our stakeholders. We engage regularly with stakeholders near our operations through open, ongoing dialogue about our air-quality programs. These programs aim to reduce emissions through operational controls, targeted technologies and monitoring, including flare reduction, fugitive emissions management and equipment upgrades.

Reducing Gas Flaring

Improved flare performance has been an important component of reducing criteria pollutant emissions from our refineries. These efforts include procedure-driven initiatives to minimize flare volumes, the installation of flare gas recovery systems and operational improvements. Flaring remains an important safeguard that enables the controlled release of gases under permitted conditions to protect people, equipment and the environment. Many of our refineries operate flare gas recovery systems that capture gas entering the flare system and return it to the refining process for use as fuel. These systems help reduce criteria pollutant and greenhouse gas emissions during flaring events while supporting safe, reliable operations. We have also contributed to advancing industry practices and technologies that further improve flare efficiency and reduce emissions.

Lowering VOCs

Through MPLX's Focus on Methane program, we have implemented targeted measures that achieve significant methane emissions reductions. When air emissions are more tightly controlled, it also can deliver separate, localized air-quality benefits. Since 2016, these efforts are estimated to have reduced MPLX methane emissions by approximately 16,000 tonnes per year and volatile organic compound (VOC) emissions by an estimated 650 tonnes per year.

↗ Learn more about MPLX's Focus on Methane program in our Methane Emissions section on Page 11.

Minimizing Fugitive Emissions

We work to identify and address fugitive emissions as quickly and accurately as possible by deploying advanced detection technologies across MPC and MPLX operations. These include acoustic imaging cameras (FLUKE® Imagers) that detect air, gas and vacuum leaks — even in noisy environments — and confirm the effectiveness of repairs. We also use satellite imagery, aerial flyovers and drones to enhance and continuously improve detection capabilities and repair practices. Together, these tools support a proactive leak detection and repair approach that prioritizes rapid identification, verification of repairs and continuous improvement.

Transparent Community Air Monitoring

Transparency is important to building trust around air-quality performance. We have implemented detailed, near-real-time, public-facing air monitoring systems at our Detroit, Michigan, and Los Angeles, California, refineries and Martinez, California, renewable fuels facility. These systems provide easy-to-understand, color-coded air-quality information — including emission levels, wind direction, wind speed and temperature — and allow community members to opt in to receive air-quality alerts. By making this information readily accessible, we support informed dialogue and demonstrate accountability to these communities.

The Road to Reducing Nitrogen Oxide Emissions

Investing in the Los Angeles Refinery

As part of a multiyear effort to modernize operations and reduce environmental impacts, we completed the Los Angeles Efficiency and Modernization Improvements project in 2025. The project integrated the refinery's utility system across Carson and Wilmington operations, replacing aging boilers and steam turbines with high-efficiency electric motors and advanced boilers equipped with selective catalytic reduction. The project also disconnected the facility from a public electric utility and strengthened system reliability through new substations and transmission lines. With implementation complete, the improvements made are expected to deliver more than a 20% reduction in site-wide nitrogen oxide (NOx) emissions — approximately 390 tons per year from a 2017 baseline. The completion of the project is also expected to result in reduced carbon dioxide equivalent emissions, lower energy consumption and reduce water use by approximately 375 million gallons per year.

27%

reduction in companywide criteria pollutant emissions since 2017

56%

reduction in companywide criteria pollutant emissions since 2001

Driven by investments in emissions controls and operational improvements.

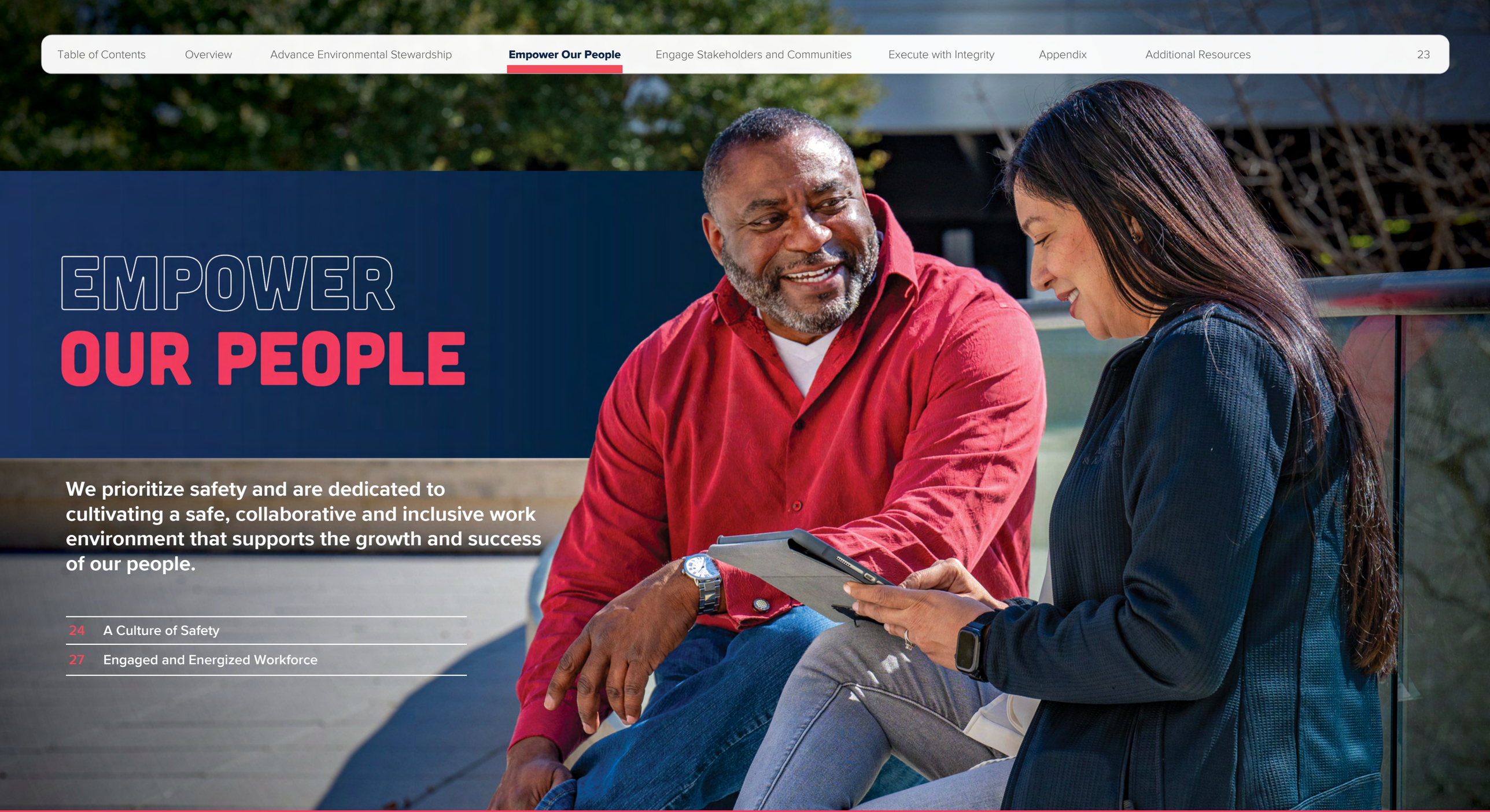
↗ To view our annual performance, see our performance data on Page 49.

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.

24 A Culture of Safety

27 Engaged and Energized Workforce



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.

687,900+

hours of health and safety training for MPC employees in 2025

Safety – A Shared Responsibility

At MPC and MPLX, safety is a shared responsibility and a foundational value that guides every decision we make. Every employee, contractor and business partner is expected to actively create and maintain a safe and healthy workplace and is held to the same high standards of care, accountability and operational discipline.

Leading with a Safety Mindset

Our leaders play a critical role in reinforcing a culture of safety through visible leadership, regular safety meetings and open, two-way communication with employees and contractors. These conversations foster continuous learning and reinforce personal accountability at every level of the organization. Employee-led safety committees in our Findlay, Ohio, and San Antonio, Texas, offices further strengthen safety awareness by promoting initiatives, sharing lessons learned and encouraging engagement across teams.

Stop-Work Authority

A cornerstone of our approach is our Stop-Work Authority, which empowers any employee or contractor to stop a task if they believe it is being performed unsafely. This authority applies to all work, regardless of role or scope, and comes from our belief that protecting people always comes first.

Safety Systems

We manage safety through integrated systems, comprehensive training and a strong focus on reporting, accountability and continuous improvement to reduce risk and strengthen performance across our operations.

Management Systems and Training

Our Operational Excellence Management System (OEMS) is fundamental to managing risk and preventing incidents, illnesses and fatalities across our operations. Aligned with the intent of RC14001® and ISO 9001, OEMS incorporates robust health and safety components and applies the Plan-Do-Check-Act continual improvement cycle to embed risk management into daily work activities.

↗ **Learn more in the OEMS section on Page 43.**

Reporting, Learning and Continuous Improvement

We maintain a companywide incident reporting and tracking system that enables timely reporting, investigation and corrective action for incidents, near misses and injuries. We prohibit retaliation for reporting and emphasize transparency and learning as essential components of continuous improvement. The system also supports oversight of operating discipline and management system performance through indicators such as audits, management of change activities and recommendations.

Compliance and Beyond

Our personal safety standards comply with — and in many cases exceed — applicable local, state and federal regulations. Regular internal and external audits, along with quality assurance visits by subject matter experts, evaluate the effectiveness of our safety programs and identify opportunities to strengthen our practices.

Through strong leadership, empowered employees, robust systems and a commitment to learning, MPC and MPLX continue to foster a culture where safety is embedded in how we think, work and care for one another and the communities we serve.



RECORD SAFETY PERFORMANCE

Companywide OSHA Recordable Rate

Incidents per 200,000 hours

In 2025, we achieved a seven-year low for OSHA recordable injury rate.

Companywide Process Safety Event (PSE) Rate

Tier 1 & 2 PSE events per 200,000 hours

In 2025, we delivered our strongest companywide process safety performance in four years, achieving a 16% improvement in our Process Safety Events Score compared to 2024.

Safety Programs and Practices

Our goal is to maintain a workplace free from accidents so that everyone who comes to our sites goes home safely. We support this commitment by providing the tools, training and resources needed to manage risk and by continuously strengthening our safety programs through peer observation, feedback and learning. These efforts help us identify leading indicators of potential life-altering incidents and reinforce foundational principles of human and organizational performance.

Culture-Based Safety

To reinforce shared responsibility, we implement culture-based safety programs across MPC and MPLX that emphasize empowerment, trust and intervention. Programs such as Safety 1 encourage employees to make sound safety decisions and step in when risks are observed, while Leadership Skills for Extraordinary Safety equips leaders with the interpersonal and safety leadership skills needed to guide teams effectively. Initiatives including Start Safe, Stay Safe and My Name Is on It strengthen ownership, reinforce pride in safe work, and promote collaboration across our operations. We also extend safety leadership expectations to contractors and business partners through targeted engagement and training.

Serious Injury and Fatality Program

We strive to prevent serious, life-altering incidents by identifying leading indicators that reveal potential risks in our systems and work processes. To do this, we use tools such as the Field Audit Safety Tool to analyze safety trends and provide timely notifications, the American Fuel & Petrochemical Manufacturers (AFPM) Incident Classification Matrix to evaluate high-potential near-miss data and the Serious Injury and Fatality Task Force to share lessons learned and help prevent recurrence.

Human and Organizational Performance

We continue to advance Human and Organizational Performance (HOP) through targeted training, learning teams and the application of six foundational beliefs that guide how we design work, respond to events and learn from experience. These beliefs recognize that work is complex, mistakes are expected and improvement depends on understanding context rather than assigning blame.

HOP Foundational Beliefs:

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

Behavior-Based Safety Programs

We integrate Behavior-Based Safety (BBS) programs across our operations to empower employees and contractors to actively improve workplace safety through peer observations. These programs emphasize the working interface — where tasks, workplace conditions and management systems intersect — helping reduce exposure to risk during daily activities.

In 2025, we completed more than 67,000 BBS observations, resulting in 157,000 safety engagements with employees and contractors. Observations are conducted by trained observers using standardized checklists to identify potential risks and engage workers in conversations about safe practices and hazard awareness.

Safety in Ergonomics

Protecting worker health includes a strong emphasis on ergonomics. We perform scheduled ergonomic evaluations of field tasks, consider how work is practically performed and promptly address concerns raised by employees. For example, systematic valve inspections help verify appropriate ergonomic positioning, supporting safe operation and reducing strain during routine activities.

Process Safety Management

We manage process safety risks through a disciplined, systems-based approach that emphasizes prevention and mitigation. Our Process Safety Management (PSM) program operates within OEMS and aligns with applicable regulatory requirements, including OSHA's 14 PSM elements.

Together, these frameworks support the identification, assessment and management of process safety risks by evaluating critical safeguards, such as alarms, interlocks and safety controls, and by implementing robust equipment inspection and testing programs to ensure the safe and responsible operation of our facilities.

These frameworks are implemented through a set of disciplined, enterprisewide process safety practices, including:

- Conducting rigorous incident investigation and learning processes that require employees and business partners to report all incidents and near misses.
- Applying the TapRooT® methodology through trained incident leaders to identify root causes, with findings presented to leadership and risk-ranked recommendations tracked to completion and shared, as appropriate, across the organization.
- Performing Process Hazard Analyses every five years for each covered process, supported by multidisciplinary subject matter experts, with recommendations reviewed by leadership and tracked to resolution.
- Implementing a formal management of change process for process and equipment modifications to identify and mitigate potential risks prior to execution.
- Executing regular collaborative audits to evaluate program effectiveness and regulatory compliance, supported by electronic tracking tools, with comprehensive PSM compliance audits conducted on a three-year cycle across all PSM elements.

100% of PSM facilities conducted either a collaborative or self-audit, and 32% completed a comprehensive PSM compliance audit in 2025.



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.

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. Annual event topics include contractor onboarding, lessons learned from incidents and the contractor deep-dive audit process.

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

COLLABORATION WITH OSHA

Working collaboratively with regulators, including the Occupational Safety and Health Administration (OSHA), strengthens workplace safety across our operations. This extends to our long-standing participation in OSHA's Voluntary Protection Program (VPP), which recognizes organizations that achieve and sustain exemplary safety and health performance through strong management systems and employee engagement.

41
VPP Star certifications earned

54
VPP-covered MPC and MPLX facilities

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

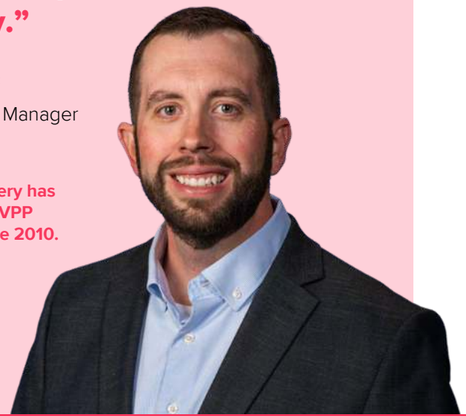
VPP STAR Recognition in Detroit

"Safety isn't something we focus on only during audits. It's how we operate every day."

Eric Sponaugle

Personal Safety Manager
Detroit Refinery

The Detroit refinery has maintained its MVPP STAR status since 2010.



2025 SAFETY AWARDS

American Fuel & Petrochemical Manufacturers

DISTINGUISHED SAFETY AWARD

AFPM's highest honor — awarded to facilities for achieving a sustained, exemplary level of safety performance.

- **Detroit Refinery**
  Four-time recipient, with back-to-back awards in 2024 and 2025

ELITE PLATINUM SAFETY AWARD

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

- **Mandan Refinery**
- **St. Paul Park Refinery**

INNOVATION AWARD HONORABLE MENTION

Awarded to sites with innovative practices that improve safety performance.

- **Garyville Refinery**
- **MPC Corporate Industrial Hygiene**

SAFETY ACHIEVEMENT AWARD

Recognizes sites that have unique and innovative programs or practices that effectively improve their occupational or process safety performances.

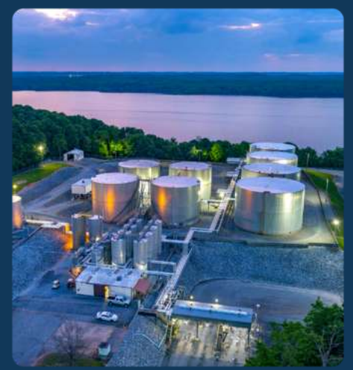
- **Anacortes Refinery**
- **Detroit Refinery**
- **Dickinson Renewables**
- **El Paso Refinery**
- **Mandan Refinery**
- **Martinez Renewables**
- **Robinson Refinery**
- **St. Paul Park Refinery**
- **Salt Lake City Refinery**

International Liquid Terminals Association

SAFETY EXCELLENCE AWARD

ILTA's recognition of companies that demonstrate exceptional performance and a deeply rooted commitment to workplace safety.

- **MPLX Terminals**



National Private Truck Council

GOLD, SILVER AND BRONZE SEAL AWARDS

NPTC awards earned by 21 fleet locations for reduced incident rates and/or achieving zero-incident status.

- **MPC Transport & Rail**

EMPLOYEE SPOTLIGHT

Marathon Petroleum driver Joe Finlen received the 2025 NPTC Driver All-Star Award for 3.5 million safe miles. A 35-year Marathon driver, his achievement contributes to the company's 16-year record of safety recognition.



ENGAGED AND ENERGIZED WORKFORCE

Our people are central to MPC's ability to operate safely, perform reliably and create long-term value. Every day, they bring the expertise, dedication and accountability that enable our success.

We are committed to attracting, developing and retaining a highly capable workforce. We do this by fostering a culture where people are empowered to do their best work, held accountable to high standards and supported in their professional and personal well-being.

CORE VALUES

Our Core Values are the foundation of who we are, guiding the way we work, day in and day out. Rooted in our legacy and vital to our success, they describe the spirit of who we are as a company, leading our decisions, shaping our culture and inspiring us to show up better every day – for each other and for those who rely on us.

We are proud of the work we do, safely and reliably providing essential energy products and services. As we continue to innovate and evolve, we remain committed to the belief that how we perform our work is just as important as the work itself.

"Our people are our greatest competitive advantage, and we foster an inclusive, high-performance culture where employees feel valued, connected, and empowered to contribute at their highest potential."



Marlon Sullivan

Chief Human Resources Officer and Senior Vice President Communications

Safety and Environmental Stewardship

- Protect our people, communities we work in and the world we all share
- Ensure an incident-free, reliability-focused and injury-free workplace
- Demonstrate our unwavering commitment to safe and environmentally responsible operations every day

Integrity

- Set high expectations for ourselves and build trust in each other, with business partners, shareholders and the communities where we work and live
- Say what we're going to do — and then do it
- Behave ethically in all we do

Inclusion

- Value and respect diversity in culture, background, perspective and experience
- Strive to provide our employees with a collaborative, supportive and inclusive work environment where they can maximize their full potential for personal and business success

Collaboration

- Actively partner with our stakeholders to find and create shared value, making a positive difference together
- Foster respectful, constructive, solution-oriented dialogues

Excellence

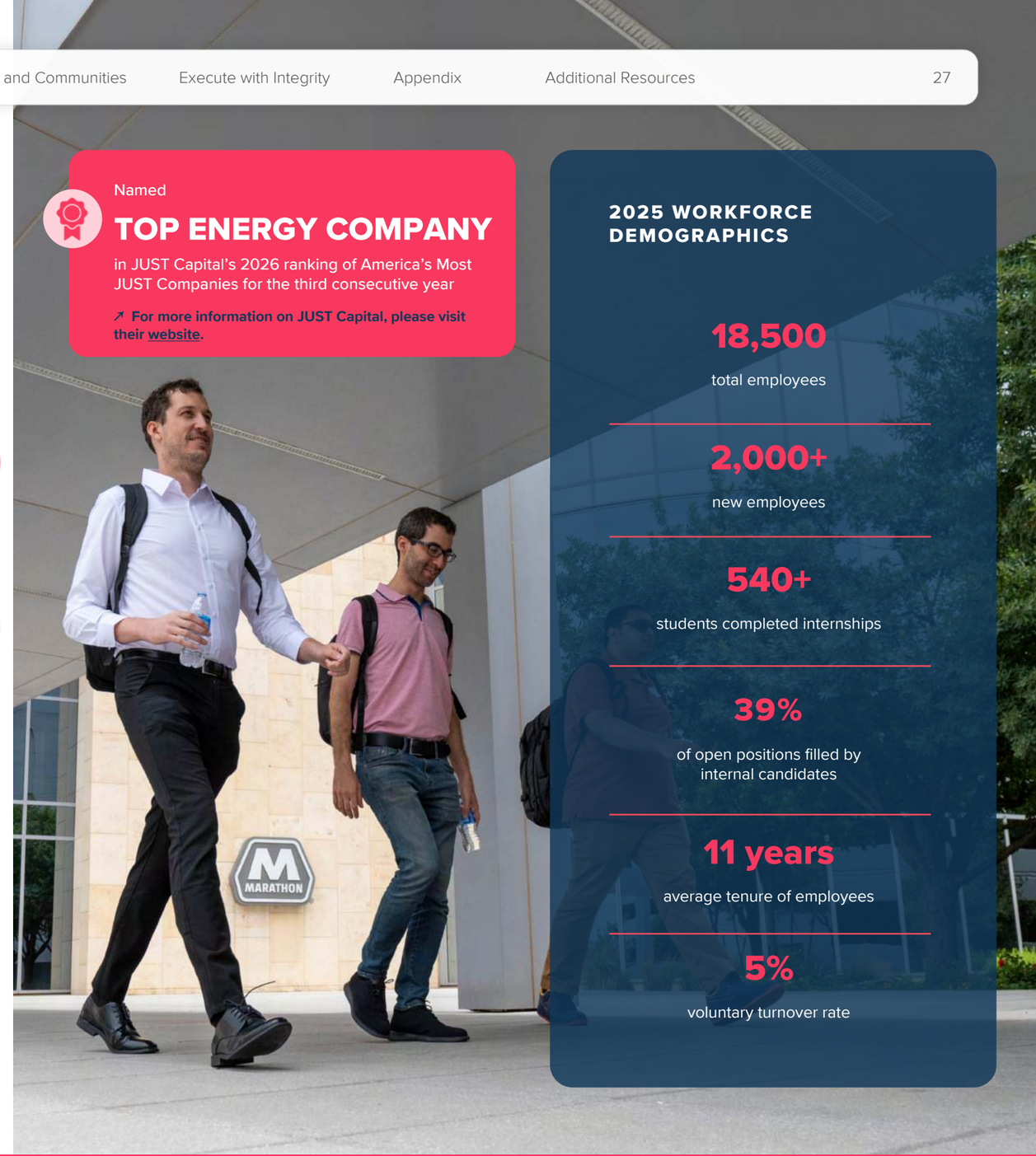
- Strive for exceptional performance in all that we do
- Embrace continuous improvement, never settling for the status quo
- Uphold rigorous expectations and an ownership and accountability mindset

Named

TOP ENERGY COMPANY

in JUST Capital's 2026 ranking of America's Most JUST Companies for the third consecutive year

↗ **For more information on JUST Capital, please visit their website.**



2025 WORKFORCE DEMOGRAPHICS

18,500
total employees

2,000+
new employees

540+
students completed internships

39%
of open positions filled by internal candidates

11 years
average tenure of employees

5%
voluntary turnover rate

Creating an Inclusive and Engaging Culture

At MPC, our Core Value of Inclusion means we value and respect diversity in culture, background, perspective and experience, and we strive to provide our employees with a collaborative, supportive and inclusive work environment where they can maximize their full potential for personal and business success.

Our approach to fostering an inclusive and engaging culture is grounded in our belief that a workplace where every employee feels respected, supported and empowered to contribute their best leads to better performance and safer operations.



BRINGING INCLUSION AND ENGAGEMENT TO LIFE

We build inclusion into the everyday employee experience when we create opportunities for meaningful connection — across roles, locations and backgrounds — and encourage open dialogue and mutual respect. The efforts below are just a sampling of initiatives that help cultivate the welcoming community that is essential to employee retention and satisfaction and our long-term success.

Leadership Insights Forums

Led by our CEO, Leadership Insights Forums provide companywide opportunities for employees to regularly hear directly from senior leaders, as well as front-line employees, on the topics that matter most to our business and our people. Hosted in different company locations, these forums share updates on safety performance, operational and financial results, and progress on our strategic commitments, while reinforcing our Core Values and promoting transparency and shared understanding. They create space for employees across our footprint to feel informed, connected and engaged.

Town Hall Meetings

At the department level, town hall meetings enable leaders to connect more directly with their employees on team goals and priorities, share updates and answer questions. Together, these forums strengthen communication, encourage the exchange of perspectives and help foster a culture where employees feel heard, valued and included.

Strategy Cascade

In response to employee feedback, we have enhanced how we communicate and connect employees to our company strategy. Through our Strategy Cascade, leaders across all levels explain the company's strategic priorities and help employees better understand how their work contributes to broader business objectives. This concerted effort to engage the entire employee base reflects our commitment to Inclusion as we listen and respond to employee insights and build alignment and a shared sense of purpose.

Employee Network Groups

Our seven Employee Network Groups (ENGs) help foster an inclusive culture by offering voluntary opportunities for all employees to connect and engage across the company. Led by employees, with involvement and support from executive sponsors, each ENG has equal access to resources, visibility and organizational support. These networks create meaningful opportunities for networking and community involvement. Today, more than 5,300 employees participate across our employee networks.

Virtual Communities

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.

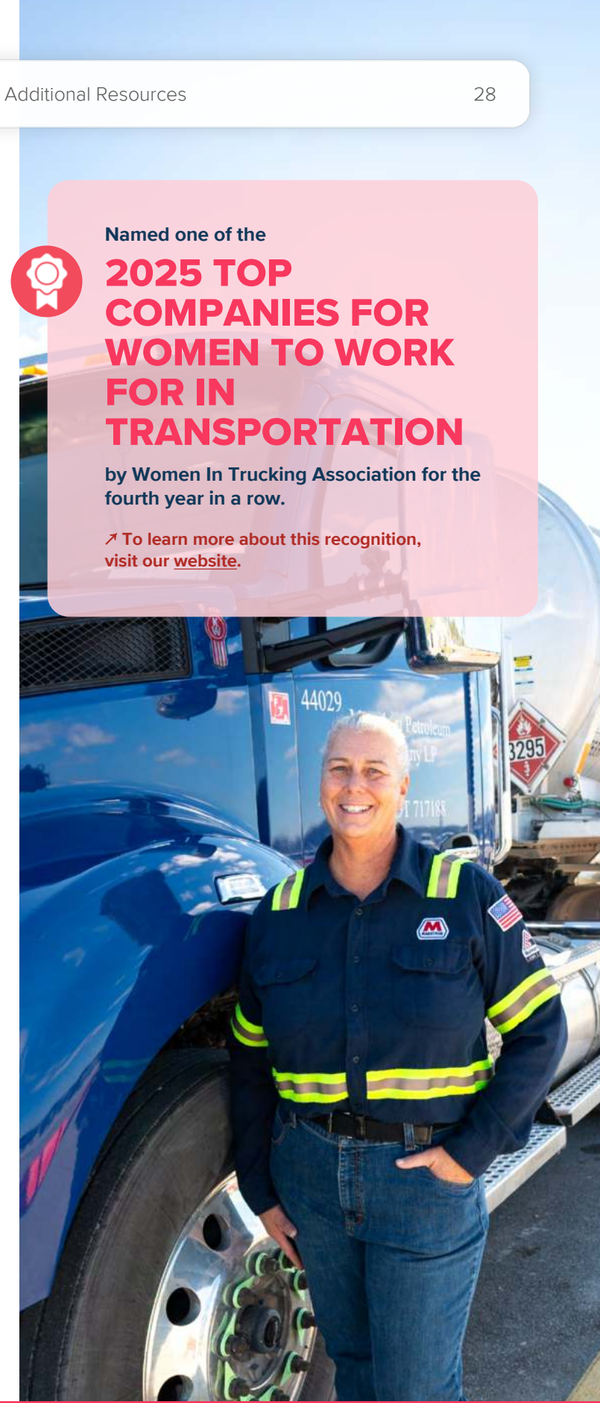
Our work is ongoing, and we are implementing actions to support identified opportunities in different ways across the company. Collectively, these efforts reflect our belief that an inclusive culture is not defined by a single program, but by how we show up for one another every day.

Named one of the

2025 TOP COMPANIES FOR WOMEN TO WORK FOR IN TRANSPORTATION

by Women In Trucking Association for the fourth year in a row.

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



Building a Talented Workforce

Talent Acquisition

At MPC, our ability to execute our strategic priorities depends on attracting, developing and retaining a highly capable workforce. We prioritize building a strong talent pipeline — bringing in individuals with the skills, perspectives and experience needed to support safe, reliable operations today while preparing for the opportunities of tomorrow.

Our Talent Acquisition approach is intentionally structured to meet a wide range of workforce needs across the organization. Specialized teams dedicated to executive, experienced and early career recruiting enable us to effectively source talent, provide a high-quality candidate experience and respond to evolving business demands.

Bringing new talent into MPC introduces fresh thinking and diverse perspectives that strengthen our teams. We continue to enhance our recruiting strategies and programs to remain competitive in dynamic labor markets and ensure we attract individuals who are positioned to succeed and grow with the company. In 2025, we welcomed more than 2,000 new employees.

A key element of our long-term talent strategy is our intern and co-op program, which serves as a primary pipeline for entry-level hiring. The program provides students who have completed their freshman year with hands-on experience across disciplines including engineering, IT, accounting, finance, marketing, supply chain and more.

In 2025, more than 540 students participated in the program, with over 140 transitioning to full-time roles — demonstrating the strength of our early career development approach.

Interns and co-ops are supported through structured onboarding, mentorship and opportunities for broader engagement. Through the MPC Intern/Co-Op Advisory Board (ICAB), participants gain exposure to the business beyond their day-to-day roles, including volunteer events, business unit insights and topics such as sustainability, wellness and inclusive workplace practices — helping them build connections and accelerate their development.

In addition to competitive pay, our interns and co-ops are eligible for many of the same benefits as full-time employees, including medical coverage, a 401(k) thrift plan with a 7% company match, retirement plan[1] (pension), Employee Assistance Program, paid sick leave and holiday pay.

[1] Vesting in the retirement plan occurs after three years of service.

2025 INTERN/CO-OP DATA

540+
interns/co-ops

140+
interns/co-ops transition to full-time roles

“Global energy need continues to grow and meeting this demand requires a strong future workforce. By offering a meaningful and rewarding internship and co-op program, we’re building relationships with high-performing talent that will bring new perspectives and fresh ideas to help us meet our company goals.”

Salina Cinco

Talent Acquisition Director



CAMPUS PARTNERSHIPS

Strong university partnerships are essential to sustaining our early career talent pipeline. Through targeted engagement with universities, we connect with high-potential candidates and promote awareness of career opportunities at MPC.

Our campus recruiting strategy includes dedicated teams that build relationships through career fairs, workshops, information sessions and collaborative campus initiatives. In 2025, we actively engaged with 45 universities across 18 states and hired students from more than 80 institutions spanning 32 states — reflecting the broad reach of our recruiting efforts.

Recognized among the

TOP 100 INTERNSHIP PROGRAMS

by National Intern Day for the second year in a row



Investing in Our Employees

Our compensation and benefits programs are designed to attract, recognize and retain a highly skilled workforce, while motivating strong performance and meaningful contributions. To support competitive recruitment and retention, we conduct an annual benchmarking review of our compensation and benefits against peer companies.This assessment evaluates total compensation, including 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.

Competitive Compensation

Guided by MPC's pay-for-performance philosophy, our compensation programs align employee rewards with individual and company performance, reinforcing our business objectives and Core Values.

Our annual bonus program is a key component of our compensation structure, providing employees with rewards linked to company performance against predefined financial and nonfinancial objectives. The program is designed to reinforce our pay-for-performance philosophy, foster a sense of ownership and align employees around shared goals.

In 2026, nearly 99% of eligible employees, including salaried, salaried nonexempt, hourly and union employees, received additional compensation based on 2025 company performance.

All senior leaders, most employees in leadership roles and high-performing individual contributors also receive annual long-term incentive awards. These awards align a portion of compensation with the interests of MPC shareholders and MPLX unitholders, while also supporting retention of our most experienced and top-performing employees.

We offer small, leader-nominated monetary awards for immediate recognition of great work, and peer-to-peer nonmonetary recognition, along with anniversary service awards that honor employee achievements and career milestones. Together, these recognition programs foster a culture of appreciation, engagement and gratitude – creating an environment where our teams can thrive and succeed together.

In 2025, there were over 7,600 leader-nominated monetary awards and 8,800 peer-to-peer recognitions through our recognition program.

COMPETITIVE BENEFITS

We provide benefits programs designed to support employees throughout different stages of their careers and life events. To ensure employees fully understand and confidently navigate these offerings, the MPC Benefits Service Center is staffed by Marathon Petroleum employees with deep, firsthand expertise in the Company's benefits plans, delivering personalized counseling, education and ongoing support that reinforces our total rewards commitment.

Employee Health and Well-Being

We support the heath and well-being of our employees through a comprehensive benefits program designed to address physical, mental and emotional needs across all stages of life. Employees have access to medical, dental and vision plans that include covered annual preventive exams.

To provide financial protection and peace of mind, basic life and accident insurances, as well as short-term and long-term disability coverage, are provided to all employees at no cost beginning on their first day of employment.

Mental and emotional well-being is further supported through our Employee Assistance Program, which offers up to 10 free counseling sessions per topic, with services extending to employees' household members.

Financial Well-Being

To help employees build long-term financial security, MPC offers a company-funded pension plan and a 401(k) thrift plan with a 7% employer match.

95%
of employees contributed to the company 401(k) thrift plan in 2025

We further support financial wellness by contributing toward 401(k) thrift plans when employees make eligible student loan payments, offering a Dependent Care Flexible Spending Account to help offset childcare and elder care expenses, and offering a tax-advantaged Health Savings Account with an annual company contribution. As employees approach retirement, readiness support is available to employees and spouses through one-on-one sessions with a certified financial planner.

Supporting Life's Moments

Our benefits are designed to support employees through major life events. We provide extended paid physical recovery time for birth mothers, along with four weeks of paid bonding time for all new parents and unpaid leave options for qualifying personal needs not covered by other programs.

Expectant mothers have access to designated parking at select sites, and Mothers' Rooms or designated areas are available to support employees upon their return to work.

Our family-building benefits include coverage for fertility treatments, adoption assistance of up to $10,000 per adoption and surrogacy assistance reimbursement up to $20,000 for eligible expenses.

We also offer a range of additional clinical, emotional and workplace support, including post-delivery maternity care, parenting resources and menopause support.

In addition, MPC offers competitive college scholarships to support the educational goals of employees' children.



Work-Life Balance

MPC recognizes time off as a valued benefit and an essential component of employee mental and physical well-being. As part of our commitment to work-life balance, employees receive a minimum of three weeks of paid time off, with the opportunity to earn up to six weeks based on tenure and role.

To provide additional flexibility and reflect the evolving needs of our workforce, MPC observes eight paid corporate holidays and offers two floating holidays each year. Where job responsibilities allow, employees may also take advantage of flexible work arrangements, including the option to work remotely one day per week or participate in alternative schedules such as a 9/80 work arrangement, which provides every other Friday off.

We further support employees by providing time off for a variety of personal and professional needs. Our Educational Leave program allows employees to take unpaid leave to pursue a degree, while our Military Leave program provides up to two years of paid leave for military service. In times of loss, Bereavement Leave offers paid time off to grieve and attend to family matters.

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

Employee Training and Development

Investing in our workforce is fundamental to our long-term success. We provide employees at every level with training that equips them with the knowledge and skills needed to perform their roles safely and effectively. In parallel, we offer a range of development tools and opportunities to support career 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 programs through a companywide learning management system, enabling consistent delivery and continuous improvement. Together, they support employee growth while strengthening organizational capability and performance.

2 million+

training hours recorded by MPC employees in 2025, with each employee recording an average of 100 training hours

Employee Development

Supporting employee growth is critical to building a resilient, high-performing workforce. At MPC, we provide a comprehensive set of tools and resources designed to help employees build skills, explore career opportunities and take an active role in their professional development. Feedback from employee surveys continues to highlight strong interest in development opportunities, guiding our ongoing enhancements in this area.

Our approach to employee development integrates learning, career planning and performance management to support both individual growth and business needs. Resources include technical and behavioral training, mentoring relationships, rotational programs and internal job opportunities that promote career mobility.

Career Profiles
Employees are encouraged to create and maintain career profiles that capture their experience, education and skills. These profiles create visibility across the organization, enabling leaders to make more informed decisions related to talent development and workforce and succession planning.

Career Development Framework
The Career Development Framework is being completed 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 key responsibilities, skills and competencies to support employee growth. This foundational effort is designed to provide an integrated and more intentional approach to talent planning while equipping employees with clearer expectations and pathways for growth.

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.

Learning and Upskilling
We offer a range of learning opportunities to support continuous skill development across the organization. Through LinkedIn Learning, salaried employees, interns and co-ops have access to a broad library of expert-led courses spanning technical, professional and leadership topics.

In 2025, nearly 70% of eligible employees used LinkedIn Learning, reflecting strong engagement in self-directed learning. This platform complements our broader training offerings and supports employees in building capabilities aligned with evolving business needs.

Performance Review Process

Our annual performance review process helps employees align expectations, track progress and reflect on results. Each year, employees and supervisors establish up to five performance commitments, which are evaluated at the end of the cycle through a structured scorecard that assesses outcomes and alignment with our values.

All salaried employees participate in the performance process each year, reinforcing a consistent approach to accountability and development.

LEADERSHIP DEVELOPMENT

We invest in development programs designed to build strong leadership capabilities across the organization. These programs combine business and leadership content aligned with MPC competencies and are delivered in collaboration with internal and external experts.

Through a mix of learning formats and opportunities to engage with senior leaders, participants gain practical insights, expand their networks and strengthen their ability to lead teams and contribute to business success.

1,480+

employees participated in MPC leadership programs over the last three years

"Strategic leadership is not just about driving growth — it's about creating sustainable impact through disciplined decision-making, collaboration and continuous learning. Completing the Marathon Strategic Leadership Program strengthened my perspective on how successful organizations evolve, compete and lead through change. It has made me a more thoughtful, collaborative and forward-looking leader — better equipped to guide teams through complexity, drive meaningful results and create long-term value."

Andrew Eickholt

Director Business Development



2025 MPC LEADERSHIP PROGRAMS

Supervisor Development Program
Led by external subject matter experts, this program supports our front-line leaders by building foundational leadership skills essential for safe, effective and people-focused operations. The program emphasizes day-to-day leadership practices that enable supervisors to engage teams and deliver consistent performance.

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 skills to identify, evaluate, negotiate and execute commercial activities in support of MPC's enterprise strategies. Participants gain practical knowledge in strategy and portfolio management, linking strategy to business opportunity identification, economic evaluation, risk characterization, negotiations, ethics, key legal considerations and relationship management.

Strategic Leadership Program
Presented by world-class 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.

Leadership Experience
Developed and delivered by internal and external presenters, this program equips people leaders with the skills needed to lead teams, collaborate across functions and translate strategy into execution. Through experiential learning and applied leadership development, participants strengthen their ability to influence, coach and drive results.

Advanced Leadership Program
Instructed by top business academics at the University of North Carolina at Chapel Hill's Kenan-Flagler Business School, this program is MPC's flagship senior leader education experience. The two-week program equips senior leaders with advanced leadership perspectives, enterprise-level thinking and exposure to global business trends to support continued transformation and long-term value creation.

Health and Wellness

The health and well-being of our employees is essential to sustaining safe and reliable operations. Through our Health Services organization and enterprise well-being programs, MPC provides resources that support employees' physical, mental, financial and social well-being throughout their careers.

These services are delivered through 20 occupational health clinics, a 24/7 nurse advice line and enterprisewide wellness resources. In 2025, MPC broadened engagement with field-based employees, expanded our critical incident support program and formed a Health & Well-being Steering Committee with executive-level support to align the organization under a single health and well-being strategy.

WELL ALL WAYS FOCUSES ON FOUR KEY ASPECTS:

Mental Resilience
Support emotional health through regular self-care

Financial Confidence
Plan and save wisely

Social Connection
Develop and foster healthy relationships

Physical Vitality
Build healthy habits and take care of yourself



Together, these elements strengthen a culture of caring and support total well-being at work.

Encouraging Employees to be Well ALL Ways

Well ALL Ways, MPC's companywide wellness program, emphasizes preventive care and early intervention. Eligible employees can earn a $400 payroll stipend for completing an online well-being assessment and preventive physical exam, with an additional $200 stipend if a qualified spouse or domestic partner also completes a preventive exam. In 2025, more than 11,000 employees and covered dependents completed these assessments and exams, supporting early identification of health risks.

Ways to be Well ALL Ways

MPC promotes healthy lifestyles through structured wellness programs delivered virtually and on-site. In partnership with WebMD Health Services, these programs provide education on nutrition, sleep, stress management, physical activity and mental resilience. By supporting employees in building sustainable healthy habits, the programs contribute to employee focus, engagement and a safer, more productive workplace. Our wellness resources include:

Mental Health Awareness Program

We support employee mental health through accessible resources, targeted workshops on stress management and awareness, and the TALK Action Plan, which helps employees recognize concerns, start supportive conversations and connect to help.

We have mental health training through a course encouraged for people leaders and available to all employees, equipping participants with practical tools to recognize signs of mental health challenges, engage in supportive conversations and connect coworkers to appropriate resources. The training builds mental health literacy by helping participants recognize how mental health can present in everyday situations, apply the TALK Action Plan and understand the key elements of effective, supportive conversations.

WebMD One Wellness Portal and Health Coaching

Employees have access to the WebMD ONE wellness platform, which provides personalized tools, educational resources and one-on-one lifestyle coaching. More than 12,650 employees are registered. In 2025, more than 1,150 coaching engagements supported employees with stress management, sleep, nutrition and physical health. The program also expanded in 2025 to include specialized coaching in weight management and mental health.

"We are driven by a mission to create a culture where everyone is safe, supported and empowered to thrive in all areas of well-being. This commitment shapes how we care for our people every day."

Rachael Waltz
Wellness Professional



Wellness Champion Network

MPC's Well ALL Ways Champion Network includes more than 200 employee volunteers who promote wellness initiatives at the local level. Champions connect colleagues with resources, encourage participation and help support engagement, resilience and a safer workplace.

Champions gathered in person for the eighth annual Wellness Champion Summit in 2025, participating in training sessions, collaborating on plans for the upcoming year and networking with each other.

The Well ALL Ways Champion Grant Program funds wellness initiatives led by employees that promote health and well-being across MPC workplaces. In 2025, 46 grants supported local programs led by wellness champions, benefiting entire worksites through initiatives such as providing healthy snacks during turnarounds, distributing hydration kits and creating on-site gardens to drive measurable well-being outcomes and strengthen a culture of health.

Critical Incident Stress Management

In 2025, we continued to strengthen our Critical Incident Stress Management (CISM) program, providing support for employees affected by critical or traumatic events, whether work-related or personal. Through structured, peer-based support, the program helps employees process stress reactions and connect with appropriate resources during and after challenging experiences.

MPC's CISM program is supported by a 15-member peer support team comprised of trained Health Services professionals, strategically located across the company, with plans to expand. Team members receive specialized training aligned with standards established by the International Critical Incident Stress Foundation and participate in ongoing professional development through regular training and knowledge-sharing sessions. Through this approach, the program supports emotional recovery, coping strategies and access to continued care following work-related or personal incidents.



ENGAGE STAKEHOLDERS AND COMMUNITIES

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

34 Building Relationships

BUILDING RELATIONSHIPS

At MPC and MPLX, we foster trusted, long-term relationships by collaborating with stakeholders to create shared value. We focus on understanding community priorities and perspectives and integrating that input into our business decisions and engagement strategies.

Led by our employees — who serve as ambassadors within their communities — our approach emphasizes regular communication, accessible feedback channels and ongoing assessment of community needs. This allows us to continuously refine our relationship-building efforts to remain responsive to our stakeholders and our company.

We Are Listening

Being a trusted neighbor means being accessible, responsive and committed to two-way dialogue. We actively engage within the communities where we operate, acknowledge concerns and work collaboratively to identify solutions.

Community Hotlines

Neighbors of our facilities and landowners along our pipeline rights of way can contact us 24 hours a day, seven days a week through community hotlines and emergency phone lines to ask questions or report concerns. Our teams route messages to the appropriate area and are empowered to escalate concerns when necessary.

Community Advisory Groups

MPC Community Advisory Panels (CAPs) and multi-industry Community Advisory Councils (CACs) are established at all refining assets. These forums bring together community members and local representatives for regular, informative discussions about operations, safety and community initiatives, while providing a structured channel for feedback, questions and dialogue.

Connecting with Communities

Trust is earned through consistent, transparent and responsive engagement. Across our pipeline and terminals organizations, we proactively engage with stakeholders to promote safety, strengthen community relationships and ensure concerns are heard and addressed.

Earning Your Trust

Marathon Pipe Line (MPL) engages communities along its pipeline through its public engagement program, Earning Your Trust. The program promotes open, two-way dialogue and shared responsibility for pipeline safety by educating landowners, community members, schools, public officials, excavators, first responders and other key stakeholders.

In 2025, MPL's engagement efforts delivered impactful results, expanding reach while strengthening trust and transparency. Key accomplishments included:

Conducting
378
in-person engagement events

Reaching more than
730,000
people with pipeline safety information and opportunities for direct engagement

Launching a redesigned public-facing website — informed by stakeholder feedback — to improve access to safety resources and spill prevention information, and enhance community communication

These outcomes reflect MPL's continued progress in building awareness, accessibility and stronger community connections.

Responsiveness in Action

Accessibility and responsiveness remain central to MPL's engagement approach and are key indicators of effectiveness. In 2025, MPL tracked over 2,000 public inquiries — the highest annual volume recorded since tracking began in 2018 — while achieving its lowest complaint rate of 3%. This increase reflects growing engagement from development near MPL assets along with improved practices to consistently capture inquiries. MPL responded to nearly 96% of inquiries within three business days, with an average response time of 19 hours, demonstrating consistent, timely communication.

To further strengthen trust, MPL uses historical third-party damage data and county-level trust scores to prioritize focused outreach in higher-risk areas. This data-driven approach strengthens relationships with landowners and first responders, reinforces safe digging practices and contributed to an increase in stakeholder trust scores between 2021 and 2025.

Committed to Transparent Public Engagement

MPL further advanced transparency and accountability by becoming the first pipeline operator to publish a formal commitment to API Recommended Practice 1185, Pipeline Public Engagement. This reinforces our commitment to clear expectations for public engagement and responsible pipeline operations.

"We earn trust by treating community members with respect, being open and transparent, and never losing sight of our responsibility as guardians of public safety."

Rich St. Amour
President
Marathon Pipe Line LLC



Good Neighbor Program

Through our Terminals organization, we advance long-term community relationships through the Good Neighbor program. The program supports local investment, neighborhood engagement and education, and first-responder organizations that help keep our communities safe.

In 2025, the program supported communities through:

- More than 350 community engagement activities
- Nearly $230,000 in grants benefiting community organizations and first responders

These efforts reflect our commitment to being a trusted neighbor and a responsible operator where we live and work.

Stakeholder Engagement Plans

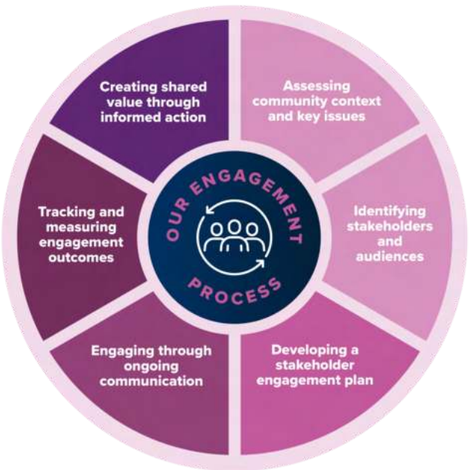
Stakeholder engagement plans are in place for 100% of our refineries and owned-and-operated renewable fuels facilities, and we continue proactive engagement with neighbors, landowners and tribes near our MPLX assets. Our stakeholder engagement efforts are designed to:

- Build trust and long-term relationships
- Support transparent, two-way communication
- Identify concerns and implement solutions
- Advance shared goals through collaboration, where appropriate

Plans provide a structured, location-specific approach to engagement that supports long-term operational success while responding to community priorities in each location.

These plans guide how we engage stakeholders, strengthen our company profile and address local needs across our operations. We support this approach through ongoing communication and regular assessment of local issues informed by dialogue, surveys and outreach.

In 2026, we are refreshing our stakeholder engagement plans through visits to each refining facility, working directly with local leaders and teams to improve alignment and ensure our approaches are strategic and effective. Facility leaders are guided to tailor engagement to the unique needs of each community while maintaining a consistent approach across our operations.



Engaging with Tribal Neighbors

Fostering collaborative relationships with tribal nations and pueblos in the areas where we operate is not just a goal, it's ingrained in the way we do business. 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 interactions 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. This group works with our tribal partners to provide insights, engage, educate and share perspectives that help build sustainable, mutually beneficial relationships. Learnings from the group are cascaded throughout the business and cover topics such as tribal history, governance, cultural dynamics, styles of communication and an overall awareness of the nature and history of our business relationships and community investment partnerships.

Cultural Immersion

Education and training for our own team members is an important part of building and maintaining mutually respectful tribal relationships. Employees and contractors supporting Marathon Pipe Line on tribal lands recently participated in company-developed, on-reservation cultural awareness training in collaboration with the Osage Nation, the Confederated Tribes of the Umatilla Indian Reservation and the Shoshone-Bannock Tribe. Through guided museum tours and classroom instruction, teams learned about tribal history, traditions, policies and treaties, leading to better understanding, stronger two-way communication and a deeper ability to work together to create shared value.

TRIBAL NEIGHBORS

- Alaska Native Corporations and Tribes
- Cherokee Nation
- Cheyenne and Arapaho Tribes
- Choctaw Nation of Oklahoma
- Confederated Tribes of the Umatilla Indian Reservation
- Eastern Shawnee Tribe of Oklahoma
- Jicarilla Apache Nation
- Kalispel Tribe of Indians
- Muscogee Nation
- Mandan, Hidatsa and Arikara (MHA) 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
- Wyandotte Nation
- Ysleta del Sur Pueblo
- Zia Pueblo

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

Meaningful Collaborations

Wildfire Recovery
After a wildfire in North Dakota impacted the MHA Nation's Fort Berthold Indian Reservation, our teams provided supplies and on-the-ground assistance to help in the recovery. The impacted area spanned more than 126,000 acres and required a multi-jurisdictional response. MPC provided respirators, goggles, gloves and food to those responding to the fire. In the aftermath, MPC provided fence posts and wire to help rebuild charred fence lines.

Safe Roadways
During a recent weather emergency in the Pacific Northwest, MPC's relationship with the Confederated Tribes of the Umatilla Indian Reservation proved strong during the storm. The tribe needed to reroute traffic onto an access road that crossed a shallowly buried pipeline. To ensure safety in the process, tribal representatives contacted MPC to coordinate the detour. The collaboration yielded a swift and respectful response while protecting the pipeline, the community and sensitive native plants along the route.

Parking Lot Accessibility
To remedy accessibility, safety and drainage issues at the Pueblo of Zia Community Center in New Mexico, our MPLX team worked in collaboration with the Pueblo's administration to coordinate the complex's first asphalt paved parking lot project. Upon completion of the paving project, an ADA-compliant (Americans with Disabilities Act) ramp was installed to allow safe wheelchair access. As an added benefit, local children are drawn to the new lot to ride bicycles and scooters on the smooth new terrain.

Named one of the

TOP 50 WORKPLACES FOR INDIGENOUS STEM PROFESSIONALS

by the Advancing Indigenous Science and Engineering Society (AISES) for the third year in a row



$1.4 million+

invested by MPC and MPLX in 2025 to directly support tribal communities where we operate

Tribal Investments

Aligned with MPC's overarching community investment strategy, our investments in tribal communities directly support programs and initiatives in the following areas:

Workforce Development

Education and Employment Pathways

Through tribal partnerships and renewed annual support for the Advancing Indigenous Science and Engineering Society, we advance workforce readiness through tribal colleges, high school dual-credit programs and STEM clubs, as well as professional networking and employment programs.

Sustainability

Investments in the Land

MPC has invested in sustainability and environmental conservation initiatives, including wetlands restoration, erosion control, solar energy, a land donation and the establishment of an agriculture facility.

Thriving Communities

Caring for Tribal Youth

Our partnership with Operation Warm and tribal communities across the U.S. has allowed us to provide over 18,000 children in tribal communities with necessities such as coats and shoes. This partnership not only supports communities, it provides a way for our employees to volunteer and make a measurable impact.

Community Investments

MPC's community investment strategy focuses on strengthening communities and helping make people's lives better. We partner with charitable organizations that reflect local priorities, align with our Core Values, support our sustainability strategy and deliver measurable results.

We look for new ways to support our communities by funding projects and programs with a wide range of partners making a positive difference in the areas where we live and work. Through both long-standing partnerships and short-term initiatives, we invest in workforce development, sustainability and initiatives that help communities thrive.



2025 COMMUNITY INVESTMENT BY THE NUMBERS

$34.5 million
invested in communities by MPC, MPLX, our employees and fundraising partners

4,100+
nonprofits supported

$4.5 million
donated by employees

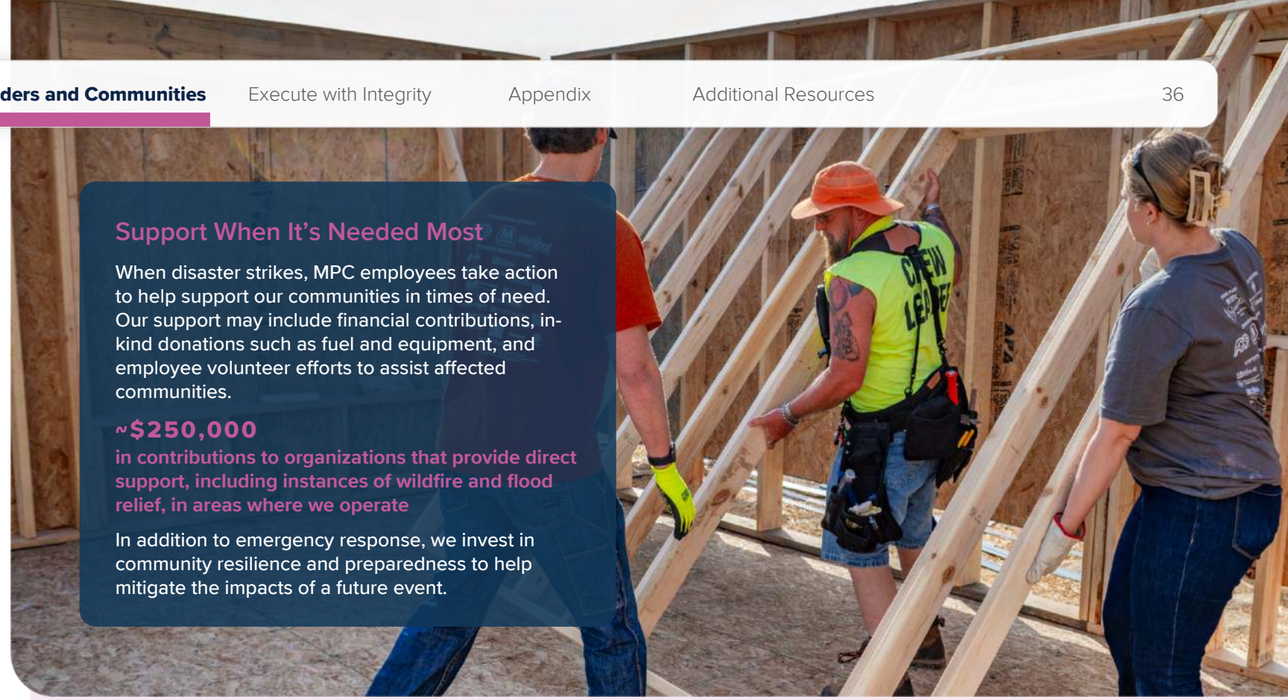
~60,000
hours volunteered

~$26.4 million
invested in communities by MPC and MPLX

$3.6 million
raised through company-led fundraisers

146,000+
social impacts reported[1]

[1] Social impacts reported by organizations that received MPC grants of $50,000+. Data includes a mix of initial results, interim estimates and final reports and may fluctuate as programs/projects near completion.



Support When It's Needed Most

When disaster strikes, MPC employees take action to help support our communities in times of need. Our support may include financial contributions, in-kind donations such as fuel and equipment, and employee volunteer efforts to assist affected communities.

~$250,000
in contributions to organizations that provide direct support, including instances of wildfire and flood relief, in areas where we operate

In addition to emergency response, we invest in community resilience and preparedness to help mitigate the impacts of a future event.

INVESTING IN THE NEXT GENERATION WITH JUNIOR ACHIEVEMENT

MPC is investing in the next generation by promoting financial literacy, entrepreneurship and career exploration and interest among youth. Across our footprint, our teams are partnering with Junior Achievement (JA) to help students build real-world money skills — earning, budgeting and setting goals — to strengthen household financial stability and long-term economic resilience.

$225,000+
in donations to regional Junior Achievement organizations

9
Regional Junior Achievement relationships

↗ To learn more about how MPC is enhancing financial literacy through Junior Achievement, please visit our website.

"I love helping educate the youth and preparing them for the real world, which this program does extremely well. I also believe our industry can do more to provide young people with positive experiences with our talented and diverse workforce."

Robert Shough
Operations Director, NG & NGL Services
seven year JA volunteer



Measuring Social Impact

We assess the social impact of community investments of $50,000 or more through third-party surveys completed by the organizations supported by these programs. We use these insights to inform continuous improvement and enhance the value of our investments in the communities where we operate.



2025 HIGH-IMPACT COMMUNITY INVESTMENTS[1]

$10 million+

community investments of over $50,000 to more than 70 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, by improving access to resources like youth development and safety initiatives
Impacts Reported	**19,000+**	**70,000+**	**56,000+**
Top Related Indicators	• Attaining, retaining or improving employment • Earning post-secondary degree, credential • Improving productivity/ professional effectiveness	• Beneficiaries protecting, improving health • Metric tons of CO_2e reductions • Saving animals, improving well-being	• Beneficiaries gaining fulfillment, enjoyment • Gaining safety, support • Beneficiaries achieving, improving food security

[1] Social impacts reported by organizations that received MPC grants of $50,000+. 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.

Connections for Good

Each year, our offices and varying field locations host community nonprofit events to connect our employees with the organizations doing the work that matters the most to them. Employees are invited to learn more about how they can get involved and engage directly to better understand the organization's impact.

These forums also help promote our open giving and volunteer incentive programs while providing opportunities for employees and community members to support fundraisers that benefit our nonprofit partners.

2025 NONPROFIT FAIR IMPACTS

40+
organizations

$95,000+
donated from nonprofit silent auction and raffle sales

950+

Volunteer Incentive Program awards earned by MPC employees in 2025, totaling ~$490,000

EMPLOYEE SPOTLIGHT

BreAnna Lockhart (left), a lifelong Detroiter and Community Relations Representative for MPC, was honored with the Michigan Governor's Service Award in recognition of her commitment to community engagement and youth empowerment.

"Listen to the community instead of prescribing the community. Insert yourself into local government, your school systems or nonprofits that align with your interests. Let your passion guide how you volunteer, because that's how you'll show your best self."

BreAnna Lockhart

Advanced CSR & Community Relations Representative



BreAnna is pictured with Gretchen Whitmer (right), Governor of Michigan.

Responsible Supply Chain Management

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

We proactively identify and assess factors that could influence the availability of the goods and services critical to our operations, and align our strategic and operational decisions to maintain continuity.

To support these commitments and build resilience within our supply chain, we consistently communicate the expectations outlined in our Code of Business Conduct and Supplier Code of Conduct, educate our procurement teams, maintain strong supplier selection criteria, mitigate risk and strengthen long-term business relationships through active supplier engagement.

Employee Education

Supply chain personnel receive annual training on a variety of responsible procurement topics. Trainings may focus on communicating our 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.

6,300+

hours of responsible procurement training for supply chain employees

~$10 billion

spent with more than 8,000 suppliers in 2025[1]

Supplier Code of Conduct

Our Supplier Code of Conduct outlines our expectations for responsible business practices. In 2025, we refreshed the Supplier Code of Conduct to align with evolving standards and expectations. The update strengthens supplier requirements to better reflect the standards we set for ourselves, including economic inclusion in the competitive bidding process and enhanced recordkeeping practices.

The Supplier Code of Conduct emphasizes expectations of suppliers in areas such as:

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

As a precondition to participating in our standard bidding process, potential suppliers must first acknowledge and accept the Supplier Code of Conduct. We communicate with suppliers annually, reiterating their responsibilities to conduct their business in accordance with our Supplier Code of Conduct and Code of Business Conduct. In the event of a concern, we encourage suppliers and our employees to contact our Integrity Helpline to anonymously report suspected unethical or illegal acts related in any way to MPC. Reports are investigated as appropriate, and any supplier that knowingly violates the law or seeks to have MPC employees violate the law or our Code of Business Conduct is subject to appropriate sanctions.

Supplier Selection Process

Our supplier selection process manages risk by evaluating potential suppliers against key safety metrics and programs. Between the use of predominantly U.S. domestic suppliers[1] 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 partner with suppliers that demonstrate strong safety, ethical and quality standards; deliver innovative, value-added capabilities; leverage leading technologies; provide competitive cost and service; and align with our Core Values. In addition, we periodically review our purchasing practices to confirm alignment with our Code of Business Conduct and Supplier Code of Conduct.

No significant changes to our Tier 1 suppliers occurred in 2025 that would cause or contribute to significant economic, environmental or social impacts.

SUPPLIER ASSESSMENTS

A suite of initiatives are available for MPC to assess suppliers, as appropriate, on sustainability performance and compliance with our Supplier Code of Conduct. Examples of assessments include:

- Prequalification reviews of potential and existing suppliers to assess health, environmental, safety and security programs and performance for consideration during the supplier selection process.
- Digital desktop tools to evaluate sector and geographic risk.
- Screenings for identity verification, regulatory compliance and security concerns.
- On-site inspections.
- Certified partner of Customs Trade Partnership Against Terrorism, voluntarily working with U.S. Customs and Border Protection on best practices for imported materials.

[1] Excludes crude/feedstock purchases.

Supplier Engagement

Strong partnerships with our suppliers are critical to operating in a safe and reliable manner. Procurement teams work with suppliers serving our refining, midstream and renewables businesses, while dedicated category teams manage relationships with suppliers providing critical goods and services. Annual business reviews provide an additional opportunity for direct engagement with MPC and MPLX senior leadership to discuss business priorities, emerging needs and opportunities.

We recognize that having a variety of backgrounds, experiences, skills and ideas strengthen our competitive advantage. We expand access to competitive-sourcing opportunities by ensuring qualified suppliers, including small and local businesses, have an equal opportunity to bid on and compete for procurement contracts. All bid selections and contract awards are based on merit. This approach supports local economic development and reinforces our commitment to creating shared value in the communities where we operate.



In 2025, we celebrated the 10th anniversary of our Supplier Recognition Awards program with a fresh slate of award categories aligned to MPC's Core Values.

SUPPLIER RECOGNITION AWARDS 2025

Partner in Excellence
Partner in Collaboration
Partner in Inclusion
Supplier of the Year

In total, 12 awards were given in recognition of highly collaborative relationships that helped drive shared success across our organization.

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, reflects our commitment to respect the human, cultural and legal rights of individuals and communities. We expect our suppliers, contractors and other business partners to share this commitment by respecting human rights and preventing, addressing and remediating adverse human rights impacts connected to their operations.

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 channels for raising concerns and taking steps to mitigate potential impacts.



TAKING ACTION AGAINST HUMAN TRAFFICKING

MPC continues to partner with TAT (formerly Truckers Against Trafficking) to raise awareness of the signs of human trafficking and ways to seek help for potential victims.

Our employees are eager to get involved. Since 2023, more than 1,000 employees across the company have volunteered for training through TAT to recognize and report suspected trafficking situations.

One MPC transport truck is taking the message to the road with a trailer wrapped with TAT issue awareness messaging and national reporting hotlines.

Our ongoing collaboration involving industry, law enforcement and government representatives, remains strong.

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

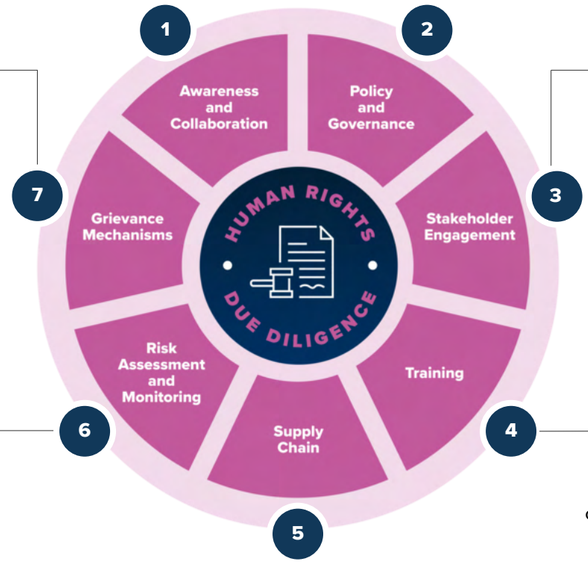
HUMAN RIGHTS DUE DILIGENCE

Awareness and Collaboration

Industry peers and nongovernmental organizations contribute to our awareness of human rights risks and mitigation practices, and help us stay informed of best 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 defines how we characterize human rights by identifying risk areas that our practices aim to address, such as 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.



Grievance Mechanisms

Channels for raising concerns include Community Advisory Panels, widely communicated and accessible community hotlines, direct community engagements and our 24/7, toll-free Integrity Helpline.

Stakeholder Engagement

We engage local communities and tribes, employees, suppliers and investors to understand human rights concerns related to our company and sector to help identify risks and develop mitigation strategies.

Risk Assessment and Monitoring

We conduct assessments to identify potential social impacts associated with certain aspects of our operations. This helps us understand the human rights landscape where we operate, including considerations for specific commodities, practices of our critical suppliers and considerations pertaining to a significant investment or major project. Undertaking our work responsibly enables us to more fully contribute to the communities in which we operate.

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

Suppliers and contractors are expected to respect human rights. Our Supplier Code of Conduct includes provisions related to human rights, our expectations for compliance with social-related contract clauses 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.

EXECUTE WITH INTEGRITY

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

41 Accountable and Transparent Governance



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.

Effective January 1, 2026, the Board elected Maryann T. Mannen, our President and CEO and member of the Board, as Chairman of the Board. John P. Surma continues to serve as independent Lead Director.

In June 2026, Board member Abdulaziz F. Alkhayyal passed away. His commitment and service to MPC will be greatly missed.

↗ For information about the individuals serving on the MPLX Board of Directors, please visit 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

Pictured left to right

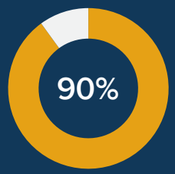
Jeffrey C. Campbell	Former Vice Chairman and Chief Financial Officer, American Express Company	A C D E G H I K
J. Michael Stice	Professor, The University of Oklahoma	A B C D E F G H I
Kim K.W. Rucker	Former Executive Vice President, General Counsel and Secretary, Andeavor	A C D E F G H J K
John P. Surma	Former Chairman and Chief Executive Officer, United States Steel Corporation	A B C D E F G H I J
Maryann T. Mannen	Chairman, President and Chief Executive Officer, Marathon Petroleum Corporation	A B C D E F G H
Kimberly N. Ellison-Taylor	Former Executive Director of Finance Thought Leadership, Oracle Corporation	A C D E G H K
Jonathan Z. Cohen	Founder, Chief Executive Officer and President, Hepco Capital Management, LLC	A B C D E F H J K
Eileen P. Paterson	Former Chief Executive Officer and President, Aerojet Rocketdyne Holdings, Inc.	A B C D E G H J
Evan Bayh	Senior Advisor, Apollo Global Management	A C D E 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



GOVERNANCE HIGHLIGHTS

Independent oversight

9 of 10 directors, 90%, are independent



6.8 years of average tenure

As of August 1, 2026, the average tenure of directors was 6.8 years



Sustainability experience

100% of directors have expertise in sustainability



Highly engaged

Director attendance at Board and committee meetings averaged 100% in 2025



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 accomplishes this by reviewing strategic risks annually at a designated strategy meeting and on an ongoing basis throughout the year, and by delegating responsibility for managing certain types of risk to its committees. Those committees 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**
  - 9 of 10 directors are independent
  - Experienced, independent Lead Director role reinforces effective independent leadership on the Board
  - Four fully independent standing Board committees
  - Independent directors meet regularly in executive session without management present
- **Accountability**
  - Majority voting standard for uncontested director elections
  - Annual Board and committee self-evaluations, and individual evaluations of nominees for reelection
  - Demonstrated commitment to Board refreshment
  - Directors not elected by a majority of votes cast are subject to the Board's resignation policy
  - Annual evaluation of CEO performance and compensation by independent directors
- **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
- **Board best practices**
  - Business strategy and risk oversight by the full Board and its committees
  - CEO and executive leadership succession planning by the full Board
  - Board and committee oversight of sustainability, safety and public policy matters
  - Significant stock ownership requirements for non-employee directors
  - Limits on directors' outside commitments

[1] Captures key sustainability-related responsibilities of the Board's four standing committees. For complete committee descriptions, see Pages 21-22 of our 2026 Proxy Statement.

BOARD OF DIRECTORS

Provides oversight and guidance on the company's strategy and planning

Audit 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, in conjunction with the Board, cybersecurity risks

Compensation and Organization Development Committee

Oversees risk associated with our compensation programs, plans and policies to discourage 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

Corporate Governance and Nominating Committee

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

Sustainability and Public Policy Committee

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 and Product Quality Management Committee; Enterprise Risk Management Committee; Strategy Steering Committee; Business Integrity Committee; Community Investment Executive Oversight Committee

ORGANIZATIONAL LEADERS

Drives sustainability strategies across the enterprise

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

CROSS-FUNCTIONAL TEAMS

Implement key sustainability strategies, programs and plans

OEMS Center of Excellence; Focus on Water Team; Focus on Energy Team; Enterprise Risk Management Community of Practice; Renewables Feedstock Compliance Committee; Community Investment Steering Committee

Operational Excellence Management System

As outlined in our policies, standards and procedures and managed through our Operational Excellence Management System (OEMS), we are committed to conducting 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 the OEMS in adherence to the Responsible Care® management system (RC14001®) nearly 25 years ago. RC14001® is built on the globally recognized ISO 14001 environmental management system and includes health, safety and security requirements. Today, the scope of the OEMS goes beyond alignment with RC14001® and also aligns with ISO 9001, which incorporates quality and an increased emphasis on a process approach and engagement.

100% of our operations are in scope of the OEMS, which has been third-party reviewed for alignment with RC14001® and ISO 9001.

This includes all refineries, renewable fuels facilities, terminals, pipeline locations, transport and rail facilities, processing plants, marketing and marine operations.

Continual Improvement through OEMS

Our OEMS supports strong performance and long-term success. It provides a framework and tools for continuous improvement by reinforcing operational discipline and encouraging employees to raise ideas and concerns. We apply performance-based standards that complement the 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.

OEMS Governance

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

Companywide OEMS Tools and Resources

- **OEMS Playbook:** Published to further communicate and embed the OEMS across the company.
- **OEMS Center of Excellence:** A companywide forum of 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 HESS&PQ performance improvement. 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:** An experienced group of continuous improvement professionals who serve to strengthen cross-functional collaboration among organizations in support of operational excellence. The group focuses on promoting the use of continuous improvement tools and learning opportunities, including leveraging the OEMS framework.
- **Maturity Evaluation:** OEMS maturity tools support qualitative and quantitative assessments of processes and programs across current and desired future states. They identify potential gaps, guide improvement discussions and support goals for process and program enhancements over time.
- **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.**

"OEMS provides us with a structured way to talk about how we run our business and provides us with practical tools that help us get better as we go. OEMS doesn't give you the answer, but rather the means to get to the answer together."

Ed Cimaroli

Operations Support Services Senior Director



Enterprise Risk Management

A comprehensive Enterprise Risk Management (ERM) program is in place 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.

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 ERM Committee meetings that involve key leaders who are responsible for the implementation of risk mitigation strategies. Risk analysis involves 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.

One emerging risk identified in our 10-K is the integration of artificial intelligence (AI) technologies into our processes. Our AI Governance Policy sets the standard for how we interact with such applications to ensure ethical, lawful and responsible use.

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 9 of our annual Perspectives on Climate-Related Scenarios report.**

Regulatory Risk Oversight

As part of the 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, permitting, maximum refining margins, windfall profits tax, and similar penalties and restrictions.

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 effectiveness.

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

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.

Compliance and Ethics

We are committed to conducting business with the highest standards of integrity and ethical conduct and in full compliance with applicable laws and regulations. Our Compliance and Ethics Program establishes clear expectations for ethical behavior, promotes accountability across the organization, and provides employees and business partners with safe and accessible channels to raise concerns without fear of retaliation.

Oversight of the Compliance and Ethics Program begins with our Board of Directors and is reinforced through executive leadership accountability and independent assurance mechanisms. Together, these elements help ensure that ethical decision-making is embedded in how we operate and how we engage with stakeholders.

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

Our Compliance and Ethics Program is supported by a comprehensive framework of corporate policies that address key ethical, legal and human rights considerations. These policies include:

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

In 2025, all MPC and MPLX policies administered by the chief compliance officer were reviewed and updated. These updates simplify how we communicate compliance expectations, introduce clearer examples to demonstrate key concepts and reinforce the importance of ethical business conduct.

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

Code of Business Conduct

Our Code of Business Conduct is approved by the Board of Directors and sets clear expectations for ethical decision-making, accountability and compliance with applicable laws. Grounded in our commitment to doing the right thing, the Code serves as a practical guide for employees and leaders as they conduct business and make decisions on behalf of the company.

The Code reinforces the responsibility employees have to the public, our shareholders and our business partners. It requires the prompt reporting of suspected illegal or unethical conduct related to MPC or its affiliates and clearly prohibits retaliation against individuals who raise concerns in good faith.

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. They 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. Expectations are communicated to these business partners.

Code Audits and Compliance

Compliance with the Code is audited annually through risk-based testing of key processes, including business expenses, conflicts of interest, employee disclosures, anticorruption compliance, insider trading safeguards, aircraft usage and officer business expense reports.

These audits are conducted by MPC's Audit Assurance and Advisory Services organization, in coordination with other internal functions, and are designed to assess program effectiveness, strengthen internal controls and identify opportunities for continuous improvement.

Code Training and Certification

New employees are required to complete Code training upon hire, including a questionnaire designed to identify and consider potential conflicts of interest.

All employees complete Code training at least every 24 months, and salaried employees must complete an annual certification affirming they have read, understand and made their best efforts to comply with the Code. The certification process also provides a formal mechanism for disclosing potential conflicts of interest or violations of 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 of 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 reinforces the principles of honesty, integrity and sound judgment expected of executives responsible for the preparation and certification of our financial statements.

Senior financial officers must complete an annual certification attesting that they have not acted in violation of the Code of Ethics and affirming their commitment to comply with the Code of Ethics on behalf of themselves and the employees under their supervision.

Anticorruption Program

Our Anticorruption Program reflects our commitment to conducting our business and operations with the highest level of integrity. Bribery in any form is strictly prohibited, and employees are provided with clear guidance regarding permissible business courtesies. Anticorruption education is included in Code training for all employees, and individuals in roles with higher corruption risk exposure receive additional, risk-based training at least every 24 months.

2025 COMPLIANCE AND ETHICS HIGHLIGHTS

100%

of salaried MPC employees completed the Code of Business Conduct certification

99.9%

of MPC employees hired in 2025 completed Code of Business Conduct training[1]

100%

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

[1] Completion rates below 100% may reflect employee leaves of absence, separations, delayed completion into the following year or, in rare cases, noncompliance.

24/7 Anonymous Integrity Helpline

MPC maintains a 24/7 Anonymous Integrity Helpline that enables employees, business partners, community members and others to ask questions or report concerns related to workplace behavior or ethics. While we encourage employees to raise questions or concerns related to ethics and the Code with their supervisors or Human Resources representatives, the helpline is an additional avenue to do so anonymously. We maintain a strict no-retaliation policy and do not permit adverse action against individuals who make reports in good faith.

Individuals who contact the Integrity Helpline 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 updates, and for communication 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.
- To be contacted when the investigation is complete.

Investigations may result in policy or procedural changes or disciplinary action, where warranted, or a determination that an allegation could not be substantiated. Disciplinary actions may include coaching, written warnings, suspension or termination, and misconduct may also affect performance evaluations and merit-based compensation. In all cases, we seek to balance consistent application with careful consideration of the specific facts involved.

Allegation statistics are reported to the Audit Committee of the Board of Directors twice annually. In responding to alleged violations 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 Board's chair of the Audit Committee.

Ethics at the Forefront

We reinforce ethical decision-making and a strong speak-up culture through ongoing education and engagement across the organization. Employees receive regular communications, including targeted newsletters and features that explore key topics, such as conflicts of interest, data privacy, insider trading and political activity. These efforts help ensure employees understand their responsibilities and feel confident applying our Code of Business Conduct in their day-to-day roles.

Local Business Integrity Partners serve as ethical role models throughout the organization by providing resources, facilitating the reporting of concerns, directing inquiries and supplementing employee training. Together, these initiatives support accountability, transparency and consistent ethical behavior across our operations.

We also highlight the importance of integrity during Corporate Compliance and Ethics Week, which provides leaders and employees an opportunity to reflect on ethical decision-making and its role in sustaining a strong company culture. In 2025, more than 1,800 employees participated in a companywide poll, offering 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.
- **90%** feel confident something would be done about unethical behavior when reported.

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

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 prioritize 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 candidates 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 primarily on issues that touch those products and activities. We also engage on matters involving regulatory compliance for business, environment, safety and security, as well as other issues that impact our employees, the communities in which we operate 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 and research.

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 for "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.

ADVOCACY IN ACTION

California refineries are among the most expensive to operate in the world. Costs led to two non-MPC refinery closures there in the last year. In-state fuel demand already outpaces in-state production, and these closures result in a more volatile fuel supply system and greater reliance on imports. Shifting to imported fuel threatens national security. It also increases global GHGs when fuel is produced by refineries in other states or countries with less stringent regulations and lower regulatory costs with increased shipping emissions. These unintended outcomes undermine the state's objectives and introduce significant uncertainty and risk into our California operations. We advocate for state regulatory clarity to support business planning so we can continue to receive and provide long-term value in the California market.



Cybersecurity and Privacy

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



In 2025, Mary Rose Martinez, Chief Information Security Officer (CISO) and VP of Infrastructure at MPC, was recognized with the prestigious CISO ORBIE Award. This award recognizes CISOs who drive business transformation and industry impact, and highlights Martinez's leadership shaping Marathon's cybersecurity strategy, strengthening the resilience of IT infrastructure and fostering a culture of innovation.

Threat Awareness and Prevention Training

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

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.

99%

of our employees completed cybersecurity awareness training

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.

Cyber Champions

As we foster a strong, sustainable cybersecurity culture, our first cohort of Cyber Champions recently graduated from our new, comprehensive training program. Open to employees across the company at all levels, the program builds the knowledge, skills and resources needed to safeguard critical infrastructure and navigate an evolving threat landscape. Champions complete targeted trainings, interact in workshops and participate in site tours that reinforce operational due diligence.

Cybersecurity Risks

We use layered defenses to strengthen resilience, reduce attack surfaces and scale our ability to manage cybersecurity risks. 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. This includes 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.

Roles and Responsibilities

BOARD OF DIRECTORS

- Oversees enterprise level risks

AUDIT COMMITTEE OF BOARD OF DIRECTORS

- In conjunction with the Board, oversees risks from cybersecurity threats informed by ERM Committee
- Provides input on cybersecurity and information security strategy

ERM COMMITTEE

- Develops, standardizes and integrates risk-management best practices
- Reports on and evaluates threats and risk-management initiatives
- Chief Digital Officer and Chief Information Security Officer, standing members of the committee, brief Audit Committee and Board of Directors as needed, at minimum twice per year

LEADERSHIP AND OPERATIONAL TEAMS

- Monitors threat intelligence and regulatory requirements
- Communicates with federal agencies, trade associations, service providers and other third parties
- Consults with these third parties to inform long-term investments and strategies to protect from, detect, identify, respond to and recover from cybersecurity incidents

Policies

Our Computer Security Policy governs cybersecurity initiatives and legal compliance through standards, procedures, risk management, defense strategy and compliance reviews. It applies 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. Awareness is reinforced through training, supervisor engagement and structured escalation as needed.

We also maintain an AI Governance Policy that establishes a framework requiring centralized review and approval of AI use cases and oversight by a cross-functional governance committee.

100%

of account users received simulated phishing emails

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

Privacy

Protecting 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. We annually engage a third party 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.



APPENDIX

48 About This Report
48 Performance Data
53 Glossary

ABOUT THIS REPORT

MPC and MPLX's 2025 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 (2025) 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.

Scope of Report

The information and data in this report covers all MPC entities, including MPLX LP, for the calendar year 2025, unless otherwise indicated.

Identification of Reporting Topics

Our sustainability reporting assessment continues to prioritize sustainability reporting topics based on external factors and stakeholder feedback. Consistent with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Oil and Gas Sector Standard, we maintain a focus on topics that reflect significance to both our business and society.

We gather and analyze feedback from internal and external stakeholders to understand perspectives on a broad range of identified topics. Surveys are conducted with community members, customers, government officials, employees and business partners. We engaged extensively with Investors, conducting outreach in 2025 to shareholders representing 72% of our outstanding shares and engaging with shareholders representing 52% of our outstanding shares.

Sustainability topics identified in this report 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.

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	2021	2022	2023	2024	2025
ECONOMIC PERFORMANCE[1]									
Sales and Other Operating Revenue	$ millions	-	201-1-a-i	-	119,983	177,453	148,379	138,864	132,699
Income from Operations	$ millions	-	-	-	4,300	21,469	14,514	6,796	8,291
Net Income Attributable to MPC	$ millions	-	201-1-a-iii	-	9,738	14,516	9,681	3,445	4,047
Capital Expenditures and Investments	$ millions	-	-	-	1,815	2,788	2,554	3,076	4,693
Environmental Expenditures[2][3]	$ millions	-	-	-	991	1,226	1,476	1,989	2,136
OPERATIONAL PERFORMANCE[4]									
MPC Manufacturing Inputs	million boe	-	-	-	1,684	1,741	1,769	1,846	1,873
Refining Manufacturing Inputs	million boe	EM-RM-000.A	-	-	1,012	1,068	1,054	1,066	1,086
MPLX Gas Plant Manufacturing Inputs	million boe	-	-	-	670	673	714	780	788
Crude Oil Refining Capacity	thousand bpcd	EM-RM-000.B	-	-	2,887	2,898	2,950	2,963	2,986
Natural Gas Gathering Volumes	million cubic feet per day	EM-MD-000.A	-	-	5,131	5,684	6,257	6,579	6,184
MPLX Crude and Refined Products Transported	thousand bpd	-	-	-	5,453	5,660	5,812	5,782	5,965
MPLX Crude Oil Transported	thousand bpd	EM-MD-000.A	-	-	3,380	3,549	3,772	3,785	3,899
MPLX Refined Products Transported	thousand bpd	EM-MD-000.A	-	-	2,073	2,111	2,040	1,997	2,066
Total addressable market for 2025	$ billions	EM-RM-410a.2	-	-	8.4	10.2	9.4	6.6	9.2
Total market share[5]	%	EM-RM-410a.2	-	-	5.3	4.5	5.5	4.8	8.2

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
GREENHOUSE GAS EMISSIONS[4][6]									
Total Scope 1 and Scope 2 GHG Emissions	million tonnes CO_2e	-	-	CCE-4 - C1	39.9	40.4	39.8	40.9	40.4
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	22.9	22.4	21.7	21.4	20.9
Total Scope 1 and 2 GHG Intensity Reduction Since 2014	%	-	305-5-a	-	0.2	25	27	28	30
Total Scope 1 GHG Emissions[7][8]	million tonnes CO_2e	-	305-1-a	CCE-4 - C1	33.0	33.7	33.0	34.6	33.9
Total Scope 1 CO_2 Emissions	million tonnes CO_2	-	-	CCE-4 - C1	32.2	33.1	32.4	33.9	33.5
Total Scope 1 CH_4 Emissions	thousand tonnes CH_4	-	-	CCE-4 - C1	23.5	22.8	21.6	23.5	19.4
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	9.0	0	0	0	0
Refining Scope 1 GHG Emissions	million tonnes CO_2e	EM-RM-110a.1	-	CCE-4 - C3	27.5	28.3	27.6	28.3	27.6
Refining Scope 1 GHG Covered by Emissions-limiting Regulation[5]	%	EM-RM-110a.1	-	-	0.2	23	26	26	25
MPLX Scope 1 GHG Emissions[10]	million tonnes CO_2e	EM-MD-110a.1	-	CCE-4 - C3	5.5	5.4	5.4	6.3	6.3
MPLX Scope 1 GHG Emissions from Methane (CO_2e basis)	%	EM-MD-110a.1	-	-	0.1	8	8	8	6
MPLX Scope 1 GHG Covered by Emissions-limiting Regulation	%	EM-MD-110a.1	-	-	< 1	<1	<1	<1	<1
MPLX Natural Gas and NGL Services Scope 1 Methane Emissions Intensity	%	-	-	-	0.0	0.018	0.016	0.015	0.012
Total Scope 2 GHG Emissions[11]	million tonnes CO_2e	-	305-2-a	CCE-4 - C2	6.9	6.7	6.8	6.3	6.5
Refining Scope 2 GHG Emissions	million tonnes CO_2e	-	-	CCE-4 - C3	3.5	3.4	3.4	3.1	3.1
MPLX Scope 2 GHG Emissions[10]	million tonnes CO_2e	-	-	CCE-4 - C3	3.3	3.3	3.3	3.2	3.3
Scope 3 - Category 11: Use of Sold Products - Refinery Yield Method	million tonnes CO_2e	-	305-3-a	CCE-4 - A2	379.0	404	400	405	414
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
Energy Intensity	gj/boe	-	302-3-a	CCE-6 - A2	0.4	0.3	0.3	0.3	0.3
Refining Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.5	0.4	0.4	0.4	0.4
MPLX Natural Gas and NGL Services Energy Intensity	gj/boe	-	-	CCE-6 - A2	0.1	0.2	0.2	0.2	0.2
Energy Consumption Purchased/Produced by Renewable Sources	million gj	-	302-1-b	CCE-6 - C2	5.4	6.1	7.1	7.3	7.4
Energy Consumption Purchased/Produced by Combined Heat and Power	million gj	-	302-1-c	CCE-6 - C2	58.0	55.0	55.0	60.7	60.8
Energy Consumption Purchased/Produced by Combined Cycle Gas Turbine	million gj	-	302-1-c	CCE-6 - C2	9.1	9.5	10.8	12.2	12.6
Avoided Energy Consumption from Efficiency Efforts	million gj	-	302-4-a	-	16.0	17.0	19.0	12.3	8.7

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
AIR EMISSIONS [4][6]									
Total Criteria Pollutant Emissions	thousand tonnes	-	-	-	43.7	43.1	42.2	41.5	42.7
Total SOx Emissions	thousand tonnes	-	305-7-a-ii	ENV-5 - C1	2.8	2.7	2.6	2.6	2.9
Total NOx Emissions	thousand tonnes	-	305-7-a-i	ENV-5 - C1	15.2	15.4	14.8	14.7	14.8
Total CO Emissions	thousand tonnes	-	305-7-a-vii	ENV-5 - A1	9.9	9.5	9.4	9.2	9.9
Total VOC Emissions	thousand tonnes	-	305-7-a-iv	ENV-5 - C1	13.1	12.6	12.7	12.3	12.3
Total $PM_{2.5}$ Emissions	thousand tonnes	-	305-7-a-vi	ENV-5 - A1	2.7	2.9	2.7	2.8	2.8
Total Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	-	26.0	24.8	23.8	22.5	22.8
Refining Criteria Pollutant Emissions	thousand tonnes	-	-	ENV-5 - A3	29.9	30.4	29.5	29.1	29.3
Refining SOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.7	2.6	2.5	2.5	2.4
Refining NOx Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	10.6	10.8	10.3	10.2	10.2
Refining CO Emissions	thousand tonnes	-	-	ENV-5 - A3	7.3	7.3	7.0	7.0	7.5
Refining VOC Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	6.9	7.2	7.4	6.9	6.8
Refining PM_{10} Emissions	thousand tonnes	EM-RM-120a.1	-	ENV-5 - A3	2.3	2.5	2.3	2.4	2.3
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	-	-	-	2.9	3.2	2.5	2.8	3.0
Refining Criteria Pollutant Emissions Intensity	tonnes/million boe	-	-	ENV-5 - A3	29.5	28.5	28.0	27.3	27.0
Hazardous Air Pollutant Emissions[12]	thousand tonnes	-	305-7-a-v	-	1.0	1.2	1.1	1.0	1.1
Number of Refineries in or Near Areas of Dense Population	count	EM-RM-120a.2	-	-	12	12	12	12	12
MPLX Criteria Pollutant Emissions[10]	thousand tonnes	-	-	ENV-5 A3	13.9	12.7	12.6	12.4	13.4
MPLX SOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	0.1	0.1	0.1	0.1	0.5
MPLX NOx Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	4.6	4.6	4.5	4.4	4.6
MPLX CO Emissions	thousand tonnes	-	-	ENV-5 A3	2.6	2.3	2.4	2.2	2.3
MPLX VOC Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	6.2	5.4	5.2	5.3	5.5
MPLX PM_{10} Emissions	thousand tonnes	EM-MD-120a.1	-	ENV-5 A3	0.4	0.4	0.4	0.3	0.5
WATER[4][6]									
Total Water Withdrawal	megaliters	-	303-3-a	-	140,181	144,400	143,945	149,259	146,321
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	ENV-1 - C1	135,057	133,736	134,227	140,828	139,194
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	ENV-1 - A4	5,124	10,664	9,718	8,432	7,127
Surface Water Withdrawal	megaliters	-	303-3-a-i	-	77,123	77,303	77,562	80,420	77,703
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	77,123	77,303	77,561	80,420	77,703
Groundwater Withdrawal	megaliters	-	303-3-a-ii	-	25,103	25,819	24,482	24,970	24,363
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	21,502	18,502	18,218	19,869	20,048
Seawater Withdrawal	megaliters	-	303-3-a-iii	-	73	59	92	285	162
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	-	73	59	92	285	162
Third Party Withdrawal	megaliters	-	303-3-a-v	-	37,532	40,467	40,951	42,781	43,592
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-i	-	36,432	37,931	38,447	40,539	41,444
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-3-c-ii	-	1,101	2,536	2,503	2,243	2,149
Total Freshwater Recycled	megaliters	-	-	ENV-1 - A5	27,766	30,648	30,026	30,332	31,268
Refining Freshwater Withdrawal	megaliters	EM-RM-140a.1	-	-	134,495	132,786	133,624	140,395	138,695

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
WATER (CONTINUED)[4][6]									
Refining Freshwater Recycled	%	EM-RM-140a.1	-	-	21	23	22	22	23
Refining Freshwater Withdrawal in High Baseline Water Stress Areas as Percentage of Total Freshwater Withdrawal	%	EM-RM-140a.1	-	-	23	21	24	26	27
Refining Freshwater Consumed in High Baseline Water Stress Areas as Percentage of Total Freshwater Consumed	%	EM-RM-140a.1	-	-	25	18	17	26	30
Refining Total Water Consumption	megaliters	-	303-5-a	-	62,811	66,590	63,334	70,226	68,069
Total Water Withdrawal in Stressed Areas	megaliters	-	303-3-b	ENV-1 - C4	34,576	36,567	40,193	42,534	43,380
Surface Water Withdrawal in Stressed Areas	megaliters	-	303-3-b-i	-	0	1	0	0	0
Groundwater Withdrawal in Stressed Areas	megaliters	-	303-3-b-ii	-	15,989	17,426	16,394	16,641	15,614
Third-Party Withdrawal in Stressed Areas	megaliters	-	303-3-b-v	-	18,587	19,122	23,752	25,871	27,766
Total Freshwater Withdrawal in Stressed Areas	megaliters	-	-		30,975	27,858	32,622	36,458	37,994
Total Freshwater Recycled in Stressed Areas	megaliters	-	-	-	16,404	16,895	17,560	17,346	17,451
Total Freshwater Recycled in Stressed Areas	%	-	-	-	53	61	54	48	46
Total Freshwater Withdrawal Intensity	megaliters/million boe	-	-	ENV-1 - A2	80	77	76	76	74
Total Water Consumption	megaliters	-	303-5-a	ENV-1 - C2	63,178	67,269	64,196	70,916	68,679
Total Water Consumption in Stressed Areas	megaliters	-	303-5-b	-	18,184	18,983	17,278	22,100	23,711
Total Water Consumption Intensity	megaliters/million boe	-	-	-	38	39	36	38	37
Total Water Discharge	megaliters	-	303-4-a	ENV-2 - A5	78,702	79,294	80,415	80,498	79,521
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	76,670	76,686	77,997	78,009	77,558
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	2,033	2,608	2,418	2,489	1,963
Surface Water Discharge	megaliters	-	303-4-a-i	ENV-2 - A6	48,710	46,871	45,742	47,510	48,533
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	ENV-2 - A5	48,710	46,867	45,742	47,510	48,533
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	0	4	0	0	0
Groundwater Discharge (includes deepwell injection)	megaliters	-	303-4-a-ii	ENV-2 - A6	1,699	2,162	2,129	2,154	1,879
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	3	0	0	0	0
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	1,696	2,162	2,129	2,154	1,879
Seawater Discharge	megaliters	-	303-4-a-iii	ENV-2 - A6	1,100	995	3,728	2,868	3,481
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	1,087	895	3,704	2,781	3,443
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	-	13	100	24	87	38
Third Party Discharge	megaliters	-	303-4-a-iv	ENV-2 - A5	27,193	29,265	28,815	27,966	25,628
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-i	-	26,870	28,923	28,551	27,719	25,582
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-b-ii	0	323	342	265	247	46
Total Water Discharge in Stressed Areas	megaliters	-	303-4-c	ENV-2 - A7	16,392	17,583	22,915	20,440	19,668
Freshwater (≤1,000 mg/L total dissolved solids)	megaliters	-	303-4-c-i	-	16,392	17,562	22,850	20,411	19,668
Other Water (>1,000 mg/L total dissolved solids)	megaliters	-	303-4-c-ii	-	0	21	66	29	0
Seawater Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	1,087	895	3,704	2,781	3,443
Third Party Discharge in Stressed Areas	megaliters	-	-	ENV-2 - A7	15,303	16,676	19,101	17,396	16,042
Incidents of Noncompliance with Discharge Limits	count	-	303-4-d-iii	-	59	25	30	33	38
Incidents of Noncompliance with Water Quality Permits, Standards and Regulations with Enforcement	count	EM-RM-140a.2	-	-	12	7	2	4	2

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
WASTE[4][6][13]									
Total Waste Generated	thousand tonnes	-	306-3-a	-	318	254	260	254	250
Hazardous Waste Generated	thousand tonnes	-	306-3-a	-	36	37	45	34	25
Nonhazardous Waste Generated	thousand tonnes	-	306-3-a	-	282	217	214	220	225
Total Waste Diverted from Disposal	thousand tonnes	-	306-4-a, 306-4-b	-	90	40	57	60	122
Hazardous Waste Diverted from Disposal	thousand tonnes	-	306-4-a	-	10	19	22	16	12
Hazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4-b-i	-	0	5	12	3	1
Hazardous Waste - Recycling	thousand tonnes	-	306-4-b-ii	-	10	14	10	13	11
Hazardous Waste - Other Recovery	thousand tonnes	-	306-4-b-iii	-	0	0	0	0	0
Nonhazardous Waste Diverted from Disposal	thousand tonnes	-	306-4-a, 306-4-c	-	80	22	36	44	100
Nonhazardous Waste - Preparation for Reuse	thousand tonnes	-	306-4-c-i	-	0	0	4	1	0
Nonhazardous Waste - Recycling	thousand tonnes	-	306-4-c-ii	-	80	21	32	44	99
Nonhazardous Waste - Other Recovery	thousand tonnes	-	306-4-c-ii	-	0	0	0	0	0
Total Waste Directed to Disposal	thousand tonnes	-	306-5-a	-	228	214	202	194	139
Hazardous Waste Directed to Disposal	thousand tonnes	-	306-5-a, 306-5-b	-	26	18	23	18	13
Hazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5-b-i	-	10	12	15	14	9
Hazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5-b-ii	-	12	5	5	2	2
Hazardous Waste - Landfilling	thousand tonnes	-	306-5-b-ii	-	4	2	4	2	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	-	202	195	179	176	126
Nonhazardous Waste - Incineration with Energy Recovery	thousand tonnes	-	306-5-c-i	-	13	6	0	0	2
Nonhazardous Waste - Incineration without Energy Recovery	thousand tonnes	-	306-5-c-ii	-	1	1	0	0	0
Nonhazardous Waste - Landfilling	thousand tonnes	-	306-5-b-iii	-	188	188	179	176	124
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	-	-	34	32	32	30	24
Refining Hazardous Waste Recycled	%	EM-RM-150a.1	-	-	25	43	33	46	50
Underground Storage Tanks (USTs)[14]	count	EM-RM-150a.2	-	-	298	298	298	301	301
UST Releases Requiring Cleanup	count	EM-RM-150a.2	-	-	0	0	0	85	0
UST Releases Requiring Cleanup in States with UST Financial Assurance Funds	%	EM-RM-150a.2	-	-	0	0	0	0	0

Environmental Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
SPILLS									
Hazardous Material Spilled >1 bbl - volume	bbls	-	306-3	-	54,108	6,132	29,124	3,724	5,655
Hazardous Material Spills >1 bbl - count	count	-	306-3	-	8	9	8	6	7
Total Oil Spilled >1 bbl - volume	bbls	-	-	ENV-6 C2	5,493	6,668	7,275	4,451	6,730
Total Oil Spills >1 bbl - count	count	-	-	ENV-6 C2	47	70	72	88	85
Oil Spilled to Land >1 bbl - volume	bbls	-	-	ENV-6 A3	4,740	5,760	5,745	4,385	6,718
Oil Spills to Land >1 bbl - count	count	-	-	ENV-6 A3	46	66	70	83	83
Oil Spilled to Water >1 bbl - volume	bbls	-	-	ENV-6 A3	753	908	1,530	66	12
Oil Spills to Water >1 bbl - count	count	-	-	ENV-6 A3	1	4	2	5	2
MPLX Hydrocarbons Spilled >1 bbl - volume	bbls	EM-MD-160a.4	-	-	2,748	5,506	5,634	3,831	1,784
MPLX Hydrocarbon Spills >1 bbl - count	count	EM-MD-160a.4	-	-	26	47	39	45	17
MPLX Hydrocarbons Spilled to Land >1 bbl - volume	bbls	EM-MD-160a.4	-	-	1,995	4,606	4,104	3,822	1,774
MPLX Hydrocarbons Spilled to Water >1 bbl - volume	bbls	EM-MD-160a.4	-	-	753	901	1,530	10	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[14]	bbls	EM-MD-160a.4	-	-	0	3,500	0	329	1,485
MPLX Hydrocarbons Spilled Recovered >1 bbl - volume	bbls	EM-MD-160a.4	-	-	2,528	4,558	4,646	3,291	203
Reportable Pipeline Incidents	count	EM-MD-540a.1	-	-	14	11	22	19	17
Reportable Pipeline Incidents - Significant	%	EM-MD-540a.1	-	-	50.0	55.0	50.0	26.0	35.0
Rail Transportation Accident Releases	count	EM-MD-540a.3	-	-	0	0	0	0	1
Rail Transportation Non-Accident Releases	count	EM-MD-540a.3	-	-	3	6	8	5	5
Natural Gas Pipelines Inspected[15]	%	EM-MD-540a.2	-	-	12.0	9.9	0.0	8.6	67.4
Hazardous Liquid Pipelines Inspected[15]	%	EM-MD-540a.2	-	-	34.0	32.1	57.2	34.7	27.7
DESIGNATED ENVIRONMENTAL INCIDENTS (DEIs)[16]									
Number of Tier 2, 3 and 4 DEIs	count	-	-	-	166	187	179	185	187
Tier 2 DEIs	count	-	-	-	111	135	110	138	142
Tier 3 and 4 DEIs	count	-	-	-	55	52	69	47	45
ECOLOGICAL IMPACTS									
Wildlife Habitat Council Certified Habitats Owned and Maintained	count	-	-	-	20	16	16	14	9
Acres of Wildlife Habitat Council Certified Habitats Owned and Maintained	acres	-	-	-	1,183	817	832	826	759
Land Owned, Leased, and/or Operated within Areas of Protected Conservation Status or Endangered Species Habitat[17]	%	EM-MD-160a.2	304-1	-	21	19	20	20	16
Terrestrial Acreage Disturbed[18]	acres	EM-MD-160a.3	-	-	7,328	1,565	1,393	1,289	3,092
Impacted Areas Restored[19]	%	EM-MD-160a.3	304-3	-	100	117	82	51	83

Safety Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
PERSONAL SAFETY PERFORMANCE									
TOTAL COUNT OF SAFETY INCIDENTS									
Refining	count	-	-	-	66	72	84	66	61
Employee	count	-	-	-	29	37	35	29	22
Contractor	count	-	-	-	37	35	49	37	39
MPLX	count	-	-	-	101	111	92	85	92
Employee	count	-	-	-	91	94	81	71	72
Contractor	count	-	-	-	10	17	11	14	20
FATALITIES									
Total Company - Fatalities	count	-	-	SHS-3 - C1	0	1	3	0	0
Employee	count	-	-	SHS-3 - C1	0	1	2	0	0
Contractor	count	-	-	SHS-3 - C1	0	0	1	0	0
Total Company - Fatality Rate	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.000	0.003	0.008	0.000	0.000
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.000	0.005	0.010	0.000	0.000
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.000	0.000	0.005	0.000	0.000
OSHA RECORDABLE INCIDENT RATE									
Total Company	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.51	0.51	0.44	0.39	0.36
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.60	0.69	0.56	0.49	0.45
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.36	0.31	0.32	0.28	0.27
Refining	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.34	0.31	0.35	0.28	0.24
Employee	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.30	0.38	0.34	0.29	0.21
Contractor	per 200,000 hours worked	EM-RM-320a.1	403-9	SHS-3 - C1	0.39	0.26	0.36	0.27	0.26
MPLX	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.94	1.07	0.75	0.66	0.64
Employee	per 200,000 hours worked	-	403-9	SHS-3 - C1	1.25	1.33	1.12	0.98	0.96
Contractor	per 200,000 hours worked	-	403-9	SHS-3 - C1	0.29	0.50	0.22	0.25	0.29
LOST TIME RATE									
Total Company	per 200,000 hrs worked	-	-	SHS-3 - C1	0.15	0.15	0.14	0.10	0.11
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.19	0.24	0.21	0.16	0.17
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.08	0.05	0.05	0.04	0.05
Refining	per 200,000 hrs worked	-	-	SHS-3 - C1	0.08	0.07	0.09	0.06	0.05
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.08	0.15	0.15	0.10	0.06
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.07	0.02	0.05	0.04	0.04
MPLX	per 200,000 hrs worked	-	-	SHS-3 - C1	0.33	0.35	0.26	0.19	0.24
Employee	per 200,000 hrs worked	-	-	SHS-3 - C1	0.43	0.45	0.40	0.33	0.40
Contractor	per 200,000 hrs worked	-	-	SHS-3 - C1	0.12	0.12	0.06	0.02	0.07
TOTAL COUNT OF HEALTH ILLNESSES									
Total Company	count	-	403-10	-	27	0	0	1	2
PROCESS SAFETY PERFORMANCE[20]									
Total Company	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	84	109	118	110	92
Refining	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	67	91	106	83	73
MPLX	(3 x total Tier 1 count) + total Tier 2 count	-	-	-	17	18	12	27	19

Safety Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
PROCESS SAFETY EVENTS RATE - TIER 1									
Total Company	(total Tier 1 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.08	0.10	0.08	0.09	0.07
Refining	(total Tier 1 count/total work hrs) x 200,000	EM-RM-540a.1	-	SHS-6 - C1	0.06	0.09	0.08	0.06	0.06
MPLX	(total Tier 1 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.24	0.25	0.05	0.38	0.21
PROCESS SAFETY EVENTS RATE - TIER 2									
Total Company	(total Tier 2 count/total work hrs) x 200,000	-	-	SHS-6 - C1	0.17	0.15	0.22	0.18	0.13
Refining	(total Tier 2 count/total work hrs) x 200,000	EM-RM-540a.1	-	SHS-6 - A1	0.16	0.14	0.20	0.16	0.11
MPLX	(total Tier 2 count/total work hrs) x 200,000	-	-	SHS-6 - A1	0.30	0.37	0.48	0.32	0.38

Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
WORKFORCE									
TOTAL WORKFORCE - ALL EMPLOYEES	**count**	**-**	**2-7**		**17,670**	**17,887**	**18,191**	**18,250**	**18,502**
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	24	24	25	26
Employees by Age Group Baby Boomers	%	-	405-1	SOC-5 - C3	14	12	10	8	7
Employees by Age Group Generation X	%	-	405-1	SOC-5 - C3	43	42	41	40	39
Employees by Age Group Millennials	%	-	405-1	SOC-5 - C3	41	42	44	45	46
Employees by Age Group Generation Z	%	-	405-1	SOC-5 - C3	2	4	5	7	9
New Hires - All Employees	count	-	401-1	SOC-5 - C3	1,366	2,306	2,138	1,830	2,047
Intern and Co-op Hires	count	-	401-1	SOC-5 - C3	296	366	493	482	546
Intern to Employee Conversions	count	-	401-1	SOC-7 - A2	51	93	102	111	146
Workforce - Full-Time Employment	%	-	-		99	99	99	99	99
Workforce - Part-Time and Seasonal Employment	count	-	-		—	171	171	183	164
Ratio of Permanent to Temporary Employees	ratio	-	-		—	103:1	102:1	98:1	112:1
Total Employee Turnover Rate	%	-	-		—	10.0	6.9	6.7	6.7
Voluntary Employee Turnover Rate	%	-	-		—	8.5	5.3	5.0	4.8
Average Years Employed by the Company for Men	count	-	-		—	10	11	11	11
Average Years Employed by the Company for Women	count	-	-		—	10	10	11	11
Open Positions Filled by Internal Candidates	%	-	-		—	39.3	43.7	42.0	39.2
Minimum Wage - Lowest Entry-Level Wage	$	-	-		—	16.34	18.62	19.27	19.85
Unionized Employees - All Employees	count	-	2-30-a		3,824	3,787	3,753	3,731	3,654
Employees with Disability (self-reported)	%	-	-		—	1	1	3	3
TRAINING									
Total Training Hours - All Employees	million hours	-	404-1	-	—	1.25	1.26	1.37	2.07
Average Training Hours per Employee	hours	-	404-1	-	—	64.0	69.5	69.2	100.8
Career Development Training Hours - All Employees	hours	-	404-1	-	—	—	67,937	95,527	107,005
Employees Participating in Career Development Training	count	-	-	-	—	—	4,357	11,312	12,053
Training and Development Spend - All Employees	$ million	-	-	-	—	—	68.1	77.9	118.8
Training and Development Spend - Average per Employee	$ thousand	-	-	-	—	—	3.7	3.9	5.8

Social Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
COMMUNITY INVESTMENT[4]									
Community Investment Dollars[21]	$ million	-	-	SOC-13 - C2	21.0	23.2	22.8	23.7	26.4
Nonprofits Supported	count	-	-	-	4,573	4,856	5,056	5,062	4,146
Employee Donations to Nonprofits	$ million	-	-	-	4.1	4.2	4.5	4.6	4.5
Employee Volunteer Hours	hours	-	-	-	57,522	62,407	69,430	57,647	59,816
Corporate Sponsorships, Local Giving, Company Matching Gifts, Disaster Relief	$ million	-	-	-	9.0	9.0	8.0	8.7	9.1
Focused, Long-Term Investments and Employee Volunteer Program	$ million	-	-	-	11.4	11.4	15.1	15.1	16.7
Value of Employee Volunteer Hours During Working Hours[22]	$ thousand	-	-	-	119	60	330	321	365
Community Investment Overhead	$ million	-	-	-	1.7	2.2	2.6	3.2	3.6
RIGHTS OF INDIGENOUS PEOPLES									
Operations Where Indigenous Communities are Present	count	-	-	-	21	21	21	23	25
Number of Significant Disputes with Local and Indigenous Peoples	count	-	411-1	-	0	0	0	0	1
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	-	-	-	7.0	9.0	8.1	9.0	10.4

Governance Performance

	Unit of Measure	SASB Map	GRI Map	Ipieca Map	2021	2022	2023	2024	2025
GOVERNANCE[23]									
Board Composition - Independent Directors	%	-	2-9	GOV-1 A1	92	91	91	87	83
Board Composition - Independent Directors	count	-	2-9	GOV-1 A1	11	10	10	13	10
Board Composition - Board Diversity (women + ethnic minorities)	%	-	2-9, 405-1	GOV-1 A1	42	36	36	47	50
Board Composition - Women	count	-	2-9, 405-1	GOV-1 A1	2	2	2	5	4
Board Composition - Ethnic Minorities	count	-	2-9, 405-1	GOV-1 A1	4	3	3	4	4
Board Experience - Significant Refreshment Since 2017	%	-	-	GOV-1 A1	50	55	55	67	67
Total Amount of $ Losses from Legal Proceedings Associated with Federal Pipeline and Storage Regulations	$ million	EM-MD-520a.1	-	-	8.47	0.06	3.30	0.84	1.10
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	-	-	-	23,236	22,786	27,979	28,336	25,428
MPC Email Account Holders Receiving Phishing Simulations	%	-	-	-	99	99	99	100	100

Performance Data Footnotes

(1) As reported in the MPC 2025 Annual Report on Form 10-K for 2025 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 advanced biofuels and associated infrastructure total addressable market and market MPC serves. Nonrevenue generating initiatives to commercialize biofuels.

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

(15) 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.

(16) 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.

(17) 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 2025, 27,894 acres out of 133,318 total acres owned, leased and/or operated were located within areas of protected conservation status or endangered species habitat.

(18) Includes land impacted during the reporting year. For year 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 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.

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

(20) 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.

(21) 2021-2022 data includes Marathon Petroleum Foundation dollars.

(22) Calculated using Independent Sector's 2024 Estimated National Value of Volunteer Time.

(23) 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.

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.

Companywide: Means inclusive of all operations within MPC and MPLX.

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: 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: 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 healthcare 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
2025 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 "advance," "anticipate," "believe," "commitment," "confidence," "continue," "could," "design," "drive," "endeavor," "estimate," "expect," "focus," "forecast," "goal," "guidance," "intend," "may," "objective," "opportunity," "outlook," "plan," "policy," "position," "potential," "predict," "priority," "progress," "project," "prospective," "pursue," "seek," "should," "strategy," "strive," "support," "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, natural gas liquids, such as ethane, propane, butanes and natural gasoline, which we refer to as "NGLs," or renewable diesel and other renewable fuels; 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, renewable diesel or other renewable fuels or taxation; the regional, national and worldwide demand for refined products, natural gas, NGLs, renewable diesel and other renewable fuels 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, 2025, and in other filings with the SEC.

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

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

Neither future distribution of this material nor the continued availability of this material in archive form on our website should be deemed to constitute an update or reaffirmation of these figures or statements as of any future date. This publication is a shareholder-requested publication and is purposefully focused on unknown future events. This publication is not intended to communicate any material investment information. The statements and analysis in these documents represent a good faith effort to address these requests despite significant unknown variables.

Historical, current and forward-looking sustainability-related information and statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. We caution that this information is approximate, these statements and information reflect our current plans and aspirations and are not guarantees of future performance, nor promises that our goals will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust or abandon our commitments, targets or goals or establish new ones to reflect changes in our business, operations or plans.

Any reference to our support of a third-party organization within this publication does not constitute or imply an endorsement by us of any or all of the positions or activities of such organization. Any website references are included for convenience only, and we assume no liability for third-party content contained on the referenced websites.

MARATHON | MPLX

