

This report is based on the Ipieca/API/IOGP *Oil and Gas Industry Guidance on Voluntary Sustainability Reporting*. In this report, we disclose additional indicators informed by the Sustainability Accounting Standards Board (SASB) Standards, the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainable Development Goals (SDGs). We have also continued our practice of including additional indicators informed by the Global Reporting Initiative (GRI) 2016 Standard. The index lists indicators from Ipieca, SASB, TCFD, GRI and the SDGs on which we have full or partially reported.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-1	Name of the organization	Report Overview: Marathon Oil at a Glance	EM-EP-000.B EM-EP-000.C			
102-2	Activities, brands, products and services	Report Overview: Marathon Oil at a Glance Financial Highlights	EM-EP-000.A			
102-3	Location of headquarters	Report Overview: Marathon Oil at a Glance				
102-4	Location of operations	Report Overview: Marathon Oil at a Glance 2022 Annual Report on Form 10-K (Pages 6-8)	EM-EP-000.B EM-EP-000.C			
102-5	Ownership and legal form	2022 Annual Report on Form 10-K (Pages 6-8, 62, 67, 70, 96-99) 2023 Proxy Statement (Pages 26-27)				
102-6	Markets served	Report Overview: Marathon Oil at a Glance Environment: Climate Change Social: Equatorial Guinea 2022 Annual Report on Form 10-K (Pages 6, 13-14)				
102-7	Scale of the organization	Report Overview: Marathon Oil at a Glance Social: Equatorial Guinea				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-8	Information on employees and other workers	Report Overview: Marathon Oil at a Glance Social: Equatorial Guinea Workforce: Introduction Metrics: Five-Year Performance			SOC-5	Goal 8. Decent Work and Economic Growth Goal 10. Reduced Inequalities
102-9	Supply Chain	Social: Equatorial Guinea Social: Supply Chain Management				
102-10	Significant changes to the organization and supply chain	Social: Supply Chain Management 2022 Annual Report on Form 10-K (Pages 6, 8)				
102-12	External initiatives	Environment: Nature Based Solutions Environment: NFWF Partnership Social: Performance Highlights Social: Stakeholder Engagement Social: Social Impact Investments	EM-EP-530a.1		GOV-1	Goal 16. Peace, Justice and Strong Institutions
102-13	Memberships of associations	Governance: Political Contributions and Lobbying Environment: Environmental Partnership Safety: Overview Social: Stakeholder Engagement				
102-14	Statement from senior decision-maker	Report Overview: CEO Message				

TCFD Strategy (a): Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

TCFD Risk Management (a): Describe the organization's processes for identifying and assessing climate-related risks.

TCFD Risk Management (c): Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-15	A description of key impacts, risks and opportunities	Report Overview: CEO Message Report Overview: Board Message Governance: Risk Management Environment: Introduction Environment: Climate Change 2022 Annual Report on Form 10-K (Page 21)	EM-EP-540a.2	Strategy (a) Risk Management (a, c)	GOV-1 GOV-2 CCE-1	
102-16	Values, principles, standards and norms of behavior	Report Overview: CEO Message Governance: Risk Management Governance: Sustainability Management Governance: Ethical Business Practices Workforce: Introduction Workforce: Human Capital Management Workforce: Diversity, Equity and Inclusion Social: Supply Chain Management Social: Human Rights			GOV-1 GOV-2	Goal 16. Peace, Justice and Strong Institutions
102-18	Governance structure	Governance: Introduction			GOV-1 GOV-2	

TCFD Strategy (a): Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

TCFD Risk Management (a): Describe the organization's processes for identifying and assessing climate-related risks.

TCFD Risk Management (c): Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-20	Executive-level responsibility for economic, environmental and social topics	Report Overview: CEO Message Governance: Sustainability Management Governance: Risk Management Governance: Cyber Security Environment: Introduction Environment: Climate Change Safety: Safety Management Workforce: Human Capital Management Workforce: Diversity, Equity and Inclusion Social: Social Impact Investments Social: Supply Chain Management		Governance (b)	GOV-1	
102-21	Consulting stakeholders on economic, environmental and social topics	Social: Stakeholder Engagement				Goal 16. Peace, Justice and Strong Institutions
102-24	Nominating and selecting the highest governance body	2023 Proxy Statement - Letter to Stockholders				Goal 5. Gender Equality Goal 16. Peace, Justice and Strong Institutions

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-29	Identifying and managing economic, environmental and social impacts	Report Overview: CEO Message Governance: Sustainability Management Governance: Risk Management Environment: Introduction Environment: Climate Change Safety: Safety Management Workforce: Human Capital Management Workforce: Diversity, Equity and Inclusion Social: Social Impact Investments 2023 Proxy Statement (Pages 17-18)		Governance (a) Risk Management (a, b)		Goal 16. Peace, Justice and Strong Institutions
102-31	Review of economic, environmental and social topics	Report Overview: CEO Message Governance: Risk Management 2023 Proxy Statement (Pages 17-22)		Governance (a, b)	GOV-1 GOV-2	
102-32	Highest governance body's role in sustainability reporting	Report Overview: CEO Message Governance: Sustainability Management Environment: Climate Change Safety: Safety Management Workforce: Human Capital Management Workforce: Diversity, Equity and Inclusion		Governance (a)	GOV-2	

TCFD Governance (a): Describe the board's oversight of climate-related risks and opportunities.
 TCFD Governance (b): Describe management's role in assessing and managing climate-related risks and opportunities.
 TCFD Risk Management (a): Describe the organization's processes for identifying and assessing climate-related risks.
 TCFD Risk Management (b): Describe the organization's processes for managing climate-related risks.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-35	Remuneration policies	Governance: Introduction Governance: Board Overview Compensation Committee Charter (Pages 1-4) 2023 Proxy Statement (Pages 24-61) 2022 Annual Report on Form 10-K (Page 114)				
102-36	Process for determining remuneration	Compensation Committee Charter (Pages 1-4) 2023 Proxy Statement (Pages 24-61) 2022 Annual Report on Form 10-K (Page 114)				
102-38	Annual total compensation ratio	2023 Proxy Statement (Page 61)				
102-40	List of stakeholder groups	Report Overview: Stakeholder Map				
102-41	Percent of employees covered by collective bargaining agreements	Metrics: Five-Year Performance				Goal 8. Decent Work and Economic Growth
102-42	Identifying and selecting stakeholders	Report Overview: Stakeholder Map				
102-43	Approach to stakeholder engagement	Report Overview: Stakeholder Map Governance: Sustainability Management Social: Stakeholder Engagement Social: Engaging with Tribal Communities				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: General Disclosures						
102-44	Key topics and concerns raised	Report Overview: Stakeholder Map Governance: Sustainability Management Social: Stakeholder Engagement				
102-45	Entities included in consolidated financial statements	Governance: Political Contributions and Lobbying				
102-46	Defining report content and topic boundaries	Introduction: About this Report				
102-49	Changes in reporting	Report Overview: Goals Environment: Methane Emissions Metrics: Five-Year Performance				
102-50	Reporting period	Introduction: About this Report				
102-51	Date of most recent report	Marathon Oil's most recent report is for 2022 and was published in October 2023. The most recent prior report was for 2021, and was published in September 2022.				
102-52	Reporting cycle	Marathon Oil publishes a sustainability report on an annual basis.				
102-53	Contact point for questions regarding the report	Email: ESGReport@marathonoil.com				
102-54	Claims of reporting in accordance with the GRI Standards	Introduction: About this Report				
102-55	GRI content index	Our Report: Index				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 103: Management Approach						
103-1	Explanation of the material topic and its boundary	Introduction: About this Report Report Overview: Stakeholder Map Governance: Risk Management				
103-2	The management approach and its components	Governance: Sustainability Management Governance: Risk Management Environment: Introduction Environment: Climate Change Safety: Safety Management Workforce: Human Capital Management Workforce: Diversity, Equity and Inclusion Social: Social Impact Investments	EM-EP-160a.1	Governance (a, b) Strategy (a, b, c) Risk Management (a, b) Metrics and Targets (b, c)	GOV-3 GOV-4 CCE-1 CCE-2 CCE-4 CCE-5 CCE-7 ENV-1 ENV-3 ENV-4 ENV-5 ENV-6 ENV-7 SHS-1 SHS-2 SHS-3 SHS-5 SHS-6 SHS-7 SOC-6 SOC-7 SOC-13 SOC-15	
103-3	Evaluation of the management approach	Management regularly evaluates our approach to managing potential environmental, social and governance risks.				

TCFD Governance (a): Describe the board's oversight of climate-related risks and opportunities.

TCFD Governance (b): Describe management's role in assessing and managing climate-related risks and opportunities.

TCFD Strategy (a): Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

TCFD Strategy (b): Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

TCFD Strategy (c): Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

TCFD Risk Management (a): Describe the organization's processes for identifying and assessing climate-related risks.

TCFD Risk Management (b): Describe the organization's processes for managing climate-related risks.

TCFD Metrics and Targets (b): Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.

TCFD Metrics and Targets (c): Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 201, 204 and 205: Economic Performance, Procurement Practices, Anti-Corruption						
201-1	Direct economic value generated and distributed	Metrics: Five-Year Performance 2022 Annual Report on Form 10-K (Pages 32-52 and 58-100)			GOV-4 SOC-13	Goal 8. Decent Work and Economic Growth Goal 9. Industry, Innovation and Infrastructure
201-2	Financial implications and other risks and opportunities due to climate change	Governance: Risk Management Environment: Climate Change 2022 Annual Report on Form 10-K (Pages 14-15, 18, 24-25, 27-28)	EM-EP-540a.2	Strategy (b, c) Risk Management (a, b, c) Metrics and Targets (a)	CCE-1 CCE-2	Goal 13. Climate Action
201-3	Defined benefit plan obligations and other retirement plans	Workforce: Human Capital Management 2022 Annual Report on Form 10-K (Pages 18, 44, 50, 60-61, 75, 92-95)				
204-1	Proportion of spending on local suppliers	Social: Engaging with Tribal Communities Social: Equatorial Guinea Social: Supply Chain Management			SOC-14	Goal 8. Decent Work and Economic Growth
205-2	Communication and training about anti-corruption policies and procedures	Governance: Ethical Business Practices Social: Supply Chain Management Code of Ethics for Senior Financial Officers Code of Business Conduct	EM-EP-510a.2		GOV-3 SHS-7 SOC-8	Goal 16. Peace, Justice and Strong Institutions

TCFD Strategy (b): Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

TCFD Strategy (c): Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

TCFD Risk Management (a): Describe the organization's processes for identifying and assessing climate-related risks.

TCFD Risk Management (b): Describe the organization's processes for managing climate-related risks.

TCFD Risk Management (c): Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

TCFD Metrics and Targets (a): Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 301, 303 and 304: materials, water and effluents, biodiversity						
301-1	Materials used by weight or volume	Metrics: Five-Year Performance			ENV-7	Goal 12. Responsible Consumption and Production
303-1	Interactions with water as a shared resource	Environment: Water Stewardship	EM-EP-140a.1		ENV-1 ENV-2	Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production
303-2	Management of water discharge-related impacts	Environment: Water Stewardship	EM-EP-140a.2		ENV-2	Goal 6. Clean Water and Sanitation
303-3	Water withdrawal	Environment: Water Stewardship	EM-EP-140a.1 EM-EP-140a.3		ENV-1	Goal 6. Clean Water and Sanitation
303-4	Water discharge	Environment: Water Stewardship Metrics: Five-Year Performance			ENV-2	Goal 6. Clean Water and Sanitation
303-5	Water consumption	Environment: Water Stewardship Metrics: Five-Year Performance	EM-EP-140a.1		ENV-1	Goal 6. Clean Water and Sanitation

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 301, 303 and 304: materials, water and effluents, biodiversity						
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Land Stewardship & Biodiversity Social: Social Impact Investments	EM-EP-160a.3		ENV-3	Goal 6. Clean Water and Sanitation Goal 14. Life Below Water Goal 15. Life on Land
304-2	Significant impacts of activities, products and services on biodiversity	Environment: Nature Based Solutions Environment: Land Stewardship & Biodiversity	EM-EP-160a.1		ENV-3	Goal 6. Clean Water and Sanitation Goal 14. Life Below Water Goal 15. Life on Land
304-3	Habitats protected or restored	Social: Engaging with Tribal Communities Environment: Land Stewardship & Biodiversity			ENV-4	Goal 6. Clean Water and Sanitation Goal 14. Life Below Water Goal 15. Life on Land
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment: Land Stewardship & Biodiversity			ENV-3 ENV-4	Goal 6. Clean Water and Sanitation Goal 14. Life Below Water Goal 15. Life on Land

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 305: Emissions						
305-1	Direct (Scope 1) GHG emissions	Environment: Climate Change Environment: Emissions Management Metrics: Five-Year Performance	EM-EP-110a.1 EM-EP-110a.2 EM-EP-110a.3 EM-MD-110a.1 EM-EP-420a.1 EM-EP-420a.3 EM-EP-420a.4 EM-MD-110a.1	Metrics and Targets (b)	CCE-3 CCE-4 CCE-5 CCE-7	Goal 3. Good Health and Well-Being Goal 12. Responsible Consumption and Production Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land
305-2	Direct (Scope 2) GHG emissions	Environment: Climate Change Environment: Emissions Management Metrics: Five-Year Performance		Metrics and Targets (b)	CCE-4	Goal 3. Good Health and Well-Being Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land
305-4	GHG emissions intensity	Environment: Introduction Environment: Climate Change Environment: Emissions Management Metrics: Five-Year Performance			CCE-4	Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land

TCFD Metrics and Targets (b): Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 305: Emissions						
305-5	Reduction of GHG emissions	Environment: Introduction Environment: Climate Change Environment: Emissions Management Metrics: Five-Year Performance	EM-EP-110a.3		CCE-3 CCE-4 CCE-6	Goal 3. Good Health and Well-Being Goal 12. Responsible Consumption and Production Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment: Introduction Environment: Performance Highlights Metrics: Five-Year Performance	EM-EP-120a.1		ENV-5	Goal 3. Good Health and Well-Being Goal 12. Responsible Consumption and Production Goal 14. Life Below Water Goal 15. Life on Land

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 306: Effluents and Waste						
306-1	Water discharge by quality and destination	Environment: Water Stewardship Metrics: Five-Year Performance	EM-EP-140a.2		ENV-2 ENV-6 ENV-7 SHS-5	Goal 3. Good Health and Well-Being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production Goal 14. Life Below Water
306-2	Waste by type and disposal method	Environment: Materials Management Metrics: Five-Year Performance Hydraulic Fracturing Overview	EM-EP-140a.3		ENV-2 ENV-6 ENV-7	Goal 3. Good Health and Well-Being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 306: Effluents and Waste						
306-3	Significant spills	Environment: Spill Prevention and Response Metrics: Five-Year Performance	EM-EP-160a.1 EM-EP-160a.2		ENV-2 ENV-6 ENV-7	Goal 3. Good Health and Well-Being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production Goal 14. Life Below Water Goal 15. Life on Land
306-4	Transport of hazardous waste	Environment: Materials Management			ENV-2 ENV-6 ENV-7 SHS-4	Goal 3. Good Health and Well-Being Goal 12. Responsible Consumption and Production

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 401 and 403: Employment, Occupational Health and Safety						
401-1	New employee hires and turnover	Workforce: Introduction Metrics: Five-Year Performance			SOC-5 SOC-6	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth Goal 10. Reduced Inequalities
403-1	Occupational health and safety management system	Governance: Sustainability Management Safety: Safety Management Safety: Occupational Health Social: Equatorial Guinea	EM-EP-320a.2		SHS-1 SHS-2	Goal 8. Decent Work and Economic Growth
403-2	Hazard identification, risk assessment and incident investigation	Governance: Sustainability Management Safety: Safety Management Safety: Occupational Health Safety: Emergency Preparedness Safety: Process Safety	EM-EP-320a.1 EM-EP-320a.2		SHS-1 SHS-2 SHS-3 SHS-6	Goal 8. Decent Work and Economic Growth
403-3	Occupational health services	Safety: HES Training Safety: Contractor Safety Social: Equatorial Guinea Metrics: Five-Year Performance	EM-EP-320a.2		SHS-2 SHS-3	Goal 8. Decent Work and Economic Growth
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety: Safety Management Safety: Occupational Health Safety: Contractor Safety Social: Equatorial Guinea	EM-EP-320a.2		SHS-1 SHS-2 SOC-6	Goal 8. Decent Work and Economic Growth Goal 16. Peace, Justice and Strong Institutions

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 401 and 403: Employment, Occupational Health and Safety						
403-5	Worker training on occupational health and safety	Safety: Occupational Health Safety: Contractor Safety Safety: Emergency Preparedness	EM-EP-320a.1		SHS-1 SHS-2	Goal 8. Decent Work and Economic Growth
403-6	Promotion of worker health	Safety: Occupational Health Workforce: Human Capital Management Social: Equatorial Guinea Social: Supply Chain Management	EM-EP-320a.2		SHS-2	Goal 3. Good Health and Well-Being Goal 8. Decent Work and Economic Growth
403-9	Work-related injuries	Safety: Overview Metrics: Five-Year Performance	EM-EP-320a.1		SHS-3	Goal 3. Good Health and Well-Being Goal 8. Decent Work and Economic Growth Goal 16. Peace, Justice and Strong Institutions

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 404 AND 405: Training And Education, Diversity And Equal Opportunity						
404-1	Average hours of training per year per employee	Workforce: Human Capital Management			SOC-7	Goal 4. Quality Education Goal 8. Decent Work and Economic Growth
404-2	Programs for upgrading employee skills and transition assistance programs	Workforce: Human Capital Management Social: Supply Chain Management			SOC-4 SOC-7	Goal 8. Decent Work and Economic Growth
405-1	Diversity of governance bodies and employees	Governance: Board Diversity Workforce: Diversity, Equity and Inclusion Metrics: Five-Year Performance 2023 Proxy Statement (Page 7)			SOC-5	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth Goal 10: Reduced Inequalities
GRI 410: Security Practices						
410-1	Security personnel trained in human rights policies or procedures	Social: Equatorial Guinea Social: Human Rights	EM-EP-210a.3		SHS-7 SOC-3 SOC-10	Goal 16. Peace, Justice and Strong Institutions

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 411, 413 AND 415: Rights Of Indigenous Peoples, Local Communities, Public Policy						
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	Governance: Political Contributions and Lobbying Social: Engaging with Tribal Communities Social: Supply Chain Management Social: Human Rights	EM-EP-210a.3		SOC-1 SOC-9 SOC-10 SOC-11 SOC-12	Goal 10: Reduced Inequalities
413-1	Operations with local community engagement, impact assessments, and development programs	Governance: Political Contributions and Lobbying Social: Stakeholder Engagement Social: Engaging with Tribal Communities Social: Social Impact Investments Social: Equatorial Guinea Social: Supply Chain Management Social: Human Rights	EM-EP-210a.3 EM-EP-210b.1		SOC-1 SOC-2 SOC-9 SOC-12 SOC-13	
413-2	Operations with significant actual and potential negative impacts on local communities	Environment: Emissions Management Hydraulic Fracturing Overview Environment: Seismicity			SOC-9	Goal 10: Reduced Inequalities
415-1	Political contributions	Governance: Political Contributions and Lobbying 2022 Lobbying Report Metrics: Five-Year Performance	EM-EP-530a.1		GOV-5	