

PERFORMANCE

FIVE-YEAR HIGHLIGHTS

Governance	2022	2021	2020	2019	2018
Independent Board Members - percent ^(a)	86	88	88	88	88
Women on Board - percent ^(a)	43	38	25	25	25
Ethnically/Racially Diverse Board Members - percent ^(a)	14	25	25	25	13
Political Contributions - thousand dollars ^(b)	360	112	241	85	289

Environment	2022	2021	2020	2019	2018
GHG Emissions (Global) ^(c, d)					
Direct Emissions (Scope 1) Gross - million tonnes CO ₂ e ^(e)	3.17	3.53	4.24	6.47	5.20
CO ₂ e Offsets - million tonnes CO ₂ e	(0.05)	(0.05)	-	-	-
Indirect Emissions (Scope 2) Gross - million tonnes CO ₂ e	0.19	0.18	0.20	0.18	0.16
Renewable Energy Credits - million tonnes CO ₂ e	(0.19)	(0.18)	-	-	-
Total GHG Emissions (Scope 1 and 2) - million tonnes CO ₂ e	3.12	3.48	4.44	6.65	5.36
GHG Intensity (Scope 1 and 2) - tonnes CO ₂ e/production (mboe)	16.31	19.31	22.87	30.76	25.35
Consumer-based Scope 3 Emissions (Category 11: Use of Sold Products) - million tonnes CO ₂ e	42.05	42.58	-	-	-
Total Methane Emissions - million tonnes CO ₂ e	0.38	0.44	0.52	0.47	0.57
Total Methane Intensity - tonnes CO ₂ e/production (mboe)	1.98	2.44	2.66	2.18	2.70
Methane Emissions as a % of Natural Gas Produced ^(e)	0.13	0.17	0.20	0.16	0.19

Environment	2022	2021	2020	2019	2018
GHG Emissions by Source ^(f)					
Flaring (including tanks) - percent of direct (Scope 1) GHG emissions	34.0	37.0	46.0	61.0	49.0
Fuel Combustion - percent of direct (Scope 1) GHG emissions	55.0	51.0	43.0	33.0	42.0
Process Emissions - percent of direct (Scope 1) GHG emissions	0.5	1.0	1.0	1.0	1.0
Venting (including pneumatics) - percent of direct (Scope 1) GHG emissions	8.5	9.0	8.0	4.0	6.0
Fugitives - percent of direct (Scope 1) GHG emissions	2.0	2.0	2.0	2.0	2.0
Gas Capture					
Gas Capture Percentage - million cubic feet ^(g)	99.3	98.8	97.0	94.4	96.0
Other Operational Air Emissions (Global)					
Sulfur Dioxide (SO _x) - tons	472	474	451	462	560
Nitrogen Oxides (NO _x) - tons	13,207	14,450	13,674	23,755	29,050
Volatile Organic Compounds (VOCs) - tons	14,481	17,843	6,095	12,225	12,959
Water ^(h)					
U.S. Onshore Water Usage - million barrels used	69	51	48	98	82
U.S. Fresh Water Intensity Rate - million barrels used/mmboe produced	0.161	0.114	0.121	0.263	0.317
U.S. Total Water Intensity - million barrels used/mmboe produced ⁽ⁱ⁾	0.439	0.348	0.325	0.582	0.558
Gross U.S. Production Volumes - mmboe	137	133	148	-	-
Non-U.S. Water Usage (excludes sea water) - million barrels used	0.13	-	-	-	-

Environment	2022	2021	2020	2019	2018
Bakken Water Use					
Fresh Water - million barrels used ⁽¹⁾	7.0	8.4	10.4	17.9	19.9
Brackish Water - million barrels used	0.0	0.0	0.0	0.0	0.0
Recycled Water - million barrels used	3.9	4.2	2.3	1.5	0.4
Fresh Water - percent of total water use ⁽¹⁾	64.1	66.7	81.9	92.3	98.0
Brackish Water - percent of total water use	0.1	0.0	0.0	0.0	0.0
Recycled Water - percent of total water use	35.7	33.3	18.1	7.7	2.0
Eagle Ford Water Use					
Fresh Water - million barrels used ⁽¹⁾	10.8	2.6	2.9	8.1	4.5
Brackish Water - million barrels used	29.6	28.2	21.6	41.8	30.5
Recycled Water - million barrels used	0.3	0.7	0.2	0.3	0.2
Fresh Water - percent of total water use ⁽¹⁾	26.5	8.3	11.7	16.1	12.8
Brackish Water - percent of total water use	72.7	89.5	87.4	83.1	86.6
Recycled Water - percent of total water use	0.7	2.2	0.8	0.6	0.6
Oklahoma STACK/SCOOP Water Use					
Fresh Water - million barrels used ⁽¹⁾	4.4	4.3	4.6	16.9	8.9
Brackish Water - million barrels used	3.6	0.6	0.0	0.0	3.3
Recycled Water - million barrels used	0.7	0.0	0.0	0.4	2.7
Fresh Water - percent of total water use ⁽¹⁾	50.6	87.8	100.0	97.7	59.7
Brackish Water - percent of total water use	41.4	12.2	0.0	0.0	22.1
Recycled Water - percent of total water use	8.0	0.0	0.0	2.3	18.1

Environment	2022	2021	2020	2019	2018
Permian Water Use					
Fresh Water - million barrels used ^(p)	0.0	0.0	0.0	0.0	10.9
Brackish Water - million barrels used	4.8	2.5	8.5	10.1	0.0
Recycled Water - million barrels used	3.9	0.0	0.3	0.7	1.1
Fresh Water - percentage of total water use ^(p)	0.0	0.0	0.0	0.0	90.8
Brackish Water - percent of total water use	55.2	100.0	96.6	93.5	0.0
Recycled Water - percent of total water use	44.8	0.0	3.4	6.5	9.2
Spills					
Global Spill Events to the Environment ≥ 1 bbl - number ^(k)	16	19	27	30	47
Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Oil) ^(k)	116	407	590	841	578
Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Non-Oil) ^(k, l)	1,207	105	249	47,624	396
Other					
Energy Use - trillion BTU	39.05	44.36	39.13	36.18	44.86
Total Electricity Usage - thousand megawatt hours (KMWh)	447.9	373.8	-	-	-
Electricity Generated from Renewables - percent ^(m)	35.0	35.0	-	-	-
Grid Supplied Electricity - percent	100.0	100.0	-	-	-
Renewable Energy Credits - thousand megawatt hours (KMWh)	447.9	373.8	-	-	-
Total Off-Site Waste Disposal - thousand tons	146	68	127	183	73
U.S. Water Discharged - mmbbl	0	0	-	-	-
Non-U.S. Water Discharged (excludes non-contact, once through cooling water) - mmbbl	0.13	0.17	-	-	-
Orphan Site Remediation and Reclamation - million dollars	0.5	0.7	0.2	0.8	1.8
Global Production for Emission Intensity Metrics					
Gross Total Production - mmboe	191	181	194	216	-
Gross Gas Production - million mcf	590	537	550	621	-
Gross Oil Production - mmbbl	93	92	103	113	-

Safety	2022	2021	2020	2019	2018
Safety – Global (combined employee and contractor)					
Fatalities - number	0	0	0	0	0
Total Recordable Incident Rate (TRIR) - incidents x 200,000/work hours	0.30	0.29	0.24	0.32	0.53
Employee TRIR - incidents x 200,000/work hours	0.05	0.20	0.05	0.08	0.16
Contractor TRIR - incidents x 200,000/work hours	0.35	0.32	0.32	0.37	0.63
Hours Worked (employee and contractor) - million hours	24.0	15.9	14.9	25.1	25.1
Lost Time Incident Rate (LTIR) - incidents x 200,000/work hours	0.07	0.03	0.12	-	-
Employee LTIR Rate - incidents x 200,000/work hours	0.00	0.00	0.05	-	-
Contractor LTIR Rate - incidents x 200,000/work hours	0.08	0.03	0.15	-	-
Serious Incident & Fatality (SIF) Rate (employee and contractor) - incidents x 200,000/work hours	0.47	0.57	0.54	-	-
Near Miss Frequency Rate - near misses x 200,000/work hours	6.39	9.09	16.71	5.90	6.85
Process Safety Management ⁽ⁿ⁾					
Tier 1 Process Safety Events - number	0	2	0	0	2
Tier 2 Process Safety Events - number	0	0	0	0	0
Tier 3 Process Safety Events - number	15	10	2	2	22

Workforce ^(a, p)	2022	2021	2020	2019	2018
Employees (Global) - number	1,610	1,542	1,686	2,063	2,473
U.S. Employees - percent	73.2	71.6	73.8	74.5	66.3
Non-U.S. Employees - percent	26.8	28.4	26.2	25.5	33.7
Turnover ^(q)					
Global Turnover (Voluntary) - percent	7.9	6.3	2.6	7.5	6.4
Global Turnover (Involuntary) - percent	2.3	6.4	16.3	6.0	4.2
U.S. Turnover (Voluntary) - percent	10.3	8.0	3.3	9.8	7.7
U.S. Turnover (Involuntary) - percent	2.6	8.4	16.6	6.4	5.0
Non-U.S. Turnover (Voluntary) - percent	1.6	1.8	0.4	2.1	3.9
Non-U.S. Turnover (Involuntary) - percent	1.6	1.4	15.4	5.1	2.6
Global Retirement Rate - percent	1.4	2.0	4.6	1.3	1.9
Years of Service with Marathon Oil					
Less than 5 Years - percent	37.3	34.6	36.1	40.1	48.0
5-9 Years - percent	29.3	32.6	36.3	34.7	26.2
10-14 Years - percent	20.6	22.7	18.5	15.2	14.8
15-19 Years - percent	8.3	5.2	3.9	3.5	4.4
20-24 Years - percent	2.6	2.7	2.4	2.3	2.5
25+ Years - percent	1.9	2.3	2.8	4.2	4.2

Workforce ^(a, b)	2022	2021	2020	2019	2018
Global Employee Age					
<19 Years of Age - percent	0.4	0.5	0.4	0.6	0.5
19 - 26 Years of Age - percent	2.5	2.5	4.2	5.8	4.8
27 - 34 Years of Age - percent	21.3	23.8	25.4	26.5	27.1
35 - 42 Years of Age - percent	33.9	34.6	32.3	28.6	27.5
43 - 50 Years of Age - percent	22.6	20.4	20.5	18.5	18.4
51 - 58 Years of Age - percent	13.2	12.3	11.5	13.2	14.0
59 - 66 Years of Age - percent	5.5	5.4	5.3	6.2	7.2
66+ Years of Age - percent	0.6	0.5	0.4	0.6	0.5
Racially/Ethnically Diverse and Female Employee Breakdown					
Racially/Ethnically Diverse Employees (U.S.) - percent ^(c)	32.5	30.7	30.8	30.6	29.5
Racially/Ethnically Diverse Professionals (U.S.) - percent ^(c)	30.7	29.4	29.6	29.0	28.2
Racially/Ethnically Diverse Supervisors/Managers (U.S.) - percent ^(c)	21.5	21.5	20.3	18.9	19.0
Female Employees (Global) - percent	28.8	28.9	29.8	30.2	28.5
Female Professionals (Global) - percent	33.3	33.5	33.4	32.4	30.8
Female Supervisors/Managers (Global) - percent	26.9	27.0	28.2	26.9	22.9

Social	2022	2021	2020	2019	2018
Social Investments (Global) - millions of dollars ⁽⁵⁾	11.4	14.8	14.5	14.9	19.3
Strong Communities (Education & Civic) - percent of spend	52.0	51.0	52.0	59.0	54.0
Healthy & Safe Communities (Health & Human Services) - percent of spend	47.0	45.0	47.0	40.0	44.0
Resilient Communities (Environment & Conservation) - percent of spend	1.0	1.0	1.0	1.0	2.0
Other - percent of spend	0.0	3.0	0.0	N/A	N/A
Human Rights Security Incidents - number	0	0	0	0	0

These tables contain data relevant to Marathon Oil's governance, environmental, safety, workforce and social performance. We understand that the accuracy of the data is inherently constrained by differing reporting rules, definitions, estimating methods and other factors. Marathon Oil endeavors to strengthen global data reporting systems and methodologies but recognizes as accuracy is improved, corrections will be needed periodically. In this table, some totals may not equal the sum of their components and separate calculations of other data may be affected due to independent rounding. The metrics above are for operations under direct Marathon Oil management and operational control. GHG emissions are estimated using industry guidelines (API's Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Gas Industry and the Ipieca/API/IOGP Petroleum Industry Guidelines for Reporting Greenhouse Gas Emissions). The gas capture percentage is the estimated volume of wellhead gas flared, over the estimated volume of gross gas produced. Except as noted, metrics in this table represent global performance.

- ^(a) Data is as of the date of the Annual Meeting of Stockholders for each respective year.
- ^(b) Includes political action committee and corporate contributions.
- ^(c) Greenhouse gas (GHG) carbon dioxide equivalent (CO₂e) emissions are based on carbon dioxide, methane and nitrous oxide from Marathon Oil-operated facilities only.
- ^(d) See gross production. Applies to all intensity metrics based on total gross production.
- ^(e) Corporate emissions and associated metrics do not include data from Ensign acquisition (provided separately).
- ^(f) Source categorization for tank flaring changed from process emissions to flaring for 2022 to align with peers.
- ^(g) Gas capture percentage: the percentage of volume of wellhead natural gas captured upstream of low pressure separation and/or storage equipment such as vapor recovery towers and tanks. This value may or may not match state-reported values depending upon state-level gas production reporting requirements.
- ^(h) Excludes sea water and water used for once through cooling.
- ⁽ⁱ⁾ Includes fresh and brackish water. Excludes recycled water volumes.
- ^(j) Defined as <1,000 ppm total dissolved solids (TDS) per U.S. Geological Survey.
- ^(k) Data includes spills released off-site ≥ to 1 barrel. All spills to the environment are remediated per state requirements.
- ^(l) Non-oil includes some produced fluids, such as produced water, which may contain trace amounts of hydrocarbons and non-produced fluids such as drilling muds, fracturing and production chemicals. In 2019, two produced water spills of ~47,500 barrels accounted for total volume.
- ^(m) Calculation is based on EPA eGRID data.
- ⁽ⁿ⁾ PSM covered facilities and Equatorial Guinea operations only.
- ^(o) Workforce statistics reflect year-end data.
- ^(p) Workforce data has been updated to reflect full-time and part-time employees in accordance with Equal Employment Opportunity EEO-1 reporting practices, as well as to correct previous calculation errors and international headcount exclusions.
- ^(q) Retirement data is not included in the voluntary and involuntary turnover statistics.
- ^(r) Minority designation defined by Equal Employment Opportunity EEO-1 report categories.
- ^(s) Total 2022 giving: \$1 million in corporate giving and \$200,000 in employee giving; Total Sustainable Investments: \$10.2 million. 2022 data does not include \$5 million in Ukraine humanitarian relief donations.

ENSIGN ACQUISITION AIR EMISSIONS

Environment ^(a)	2022
GHG Emissions	
Direct Emissions (Scope 1) Gross - million tonnes CO ₂ e	0.283
GHG Intensity (Scope 1) - tonnes CO ₂ e/production (mboe)	12.5
Total Methane Emissions - million tonnes CO ₂ e	0.11
Total Methane Intensity - tonnes CO ₂ e/production (mboe)	4.74
Methane Emissions as a % of Natural Gas Produced	0.50
GHG Emissions by Source	
Flaring (including tanks) - percent of direct (Scope 1) GHG emissions	2.0
Fuel Combustion - percent of direct (Scope 1) GHG emissions	63.0
Process Emissions - percent of direct (Scope 1) GHG emissions	0.0
Venting (including pneumatics) - percent of direct (Scope 1) GHG emissions	27.0
Fugitives - percent of direct (Scope 1) GHG emissions	9.0
Global Production for Emissions Intensity Metrics	
Gross Total Production - mmbbl	22.66
Gross Gas Production - million mcf	83.35
Gross Oil Production - mmbbl	8.77

^(a) Data received from Ensign as part of acquisition.

FORMULAS

Calculation Methodology ^(a)			2022 Metric		
GHG Intensity Rate ^(b) (metric tonnes CO ₂ e/mboe)	=	Total GHG Emissions (Scope 1 & 2)/Gross Production	$\frac{3,120,679}{191,300}$	=	16.3
Methane Intensity Rate (metric tonnes CO ₂ e/mboe)	=	Total Methane Emissions (CO ₂ e)/Gross Production	$\frac{378,741}{191,300}$	=	1.98
Flaring Emissions Intensity Rate (metric tonnes CO ₂ e/mboe)	=	Gross GHG Emissions from Flaring/Total mboe	$\frac{1,071,346}{191,300}$	=	5.6
Methane Emissions Percentage (mcf/mcf)	=	Methane Emissions/Total Natural Gas Produced x 100	$\frac{789,044}{592,782,955}$	=	0.13%
Wellhead Gas Capture Rate (mcf/mcf)	=	1 - (High Pressure Flared Gas/Total Natural Gas Produced) x 100	$\frac{3,522,595}{471,040,780}$	=	99.3%
Total Water Intensity Rate (U.S. Only) (mmbbls/mmboe)	=	Total Fresh Water + Total Brackish Water/Domestic Gross Production	$\frac{60.09}{137}$	=	0.44
Fresh Water Intensity Rate (mmbbls/mmboe)	=	Total Fresh Water/Domestic Gross Production	$\frac{22.12}{137}$	=	0.16
Oil Spill Rate ^(c) (bbls/mboe)	=	Spills to the Environment	$\frac{116}{172,689}$	=	0.001
Produced Water Spill Rate ^(c) (bbls/mboe)	=	Gross Produced Water Spilled to the Environment	$\frac{1,207}{172,689}$	=	0.007
Employee Lost Time Incident Rate (LTIR)	=	Number of Lost Time Incidents x 200,000 Manhours Worked by Employees	$\frac{0}{4,226,208}$	=	0.00
Employee Total Recordable Incident Rate (TRIR)	=	Number of Recordable Incidents x 200,000 Manhours Worked by Employees	$\frac{200,000}{4,226,208}$	=	0.05
Contractor Lost Time Incident Rate (LTIR)	=	Number of Lost Time Incidents x 200,000 Manhours Worked by Contractors	$\frac{1,600,000}{19,839,487}$	=	0.08
Contractor Total Recordable Incident Rate (TRIR)	=	Number of Recordable Incidents x 200,000 Manhours Worked by Contractors	$\frac{7,000,000}{19,839,487}$	=	0.35
Workforce Lost Time Incident Rate (LTIR)	=	Number of Lost Time Incidents x 200,000 Manhours Worked	$\frac{1,600,000}{24,065,696}$	=	0.07
Workforce Total Recordable Incident Rate (TRIR)	=	Number of Recordable Incidents x 200,000 Manhours Worked	$\frac{7,200,000}{24,065,696}$	=	0.30

(a) Does not include Ensign.

(b) Net of credits and offsets.

(c) Data includes spills released off-site ≥ to 1 barrel. All spills to the environment are remediated per state requirements. Net of credits and offsets.