

Board of Directors

Audit Committee

Compensation and Organization Development Committee

Corporate Governance and Nominating Committee

Sustainability and Public Policy Committee

ESG Responsibilities and Oversight:

- Enterprise risk management process
- Legal and regulatory compliance
- ESG-related financial reporting
- Business integrity and compliance
- Business continuity
- Cybersecurity and data privacy

- Human capital management strategies and policies, including diversity, equity and inclusion initiatives, as well as pay equity, talent and performance management practices
- Stakeholder engagement for compensation and human capital management matters

- Board succession planning and commitment to diversity
- Codes of conduct and corporate policies
- Legislative and regulatory developments and stakeholder engagement relating to corporate governance matters

- Development of policies and programs regarding sustainability, ESG and HES&S
- Climate change and sustainability reporting and targets
- Oversight of public policy positions
- Governance framework and budgets for political contributions and lobbying activities
- Legislative and regulatory developments and stakeholder engagement relating to sustainability, ESG and public policy matters

MPC Executive Leadership Team

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

External Policy Committee

Health, Environment, Safety and Security (HES&S) Management Committee

Enterprise Risk Management Committee

Strategic Steering Committee

Leadership Team

Drives sustainability strategies across the enterprise

ESG and Sustainability Working Group

HES&S Planning Committee

Renewable Energy Steering Committee

Cross-Organization Teams

Implement key sustainability strategies, programs and plans

Environmental Justice Team

Climate Policy and Strategy Team

Embedding and Communicating ESG Team

Focus on Water and Focus on Energy Teams