

# Empower OUR PEOPLE

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

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## A CULTURE OF SAFETY

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

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

To learn more about our OEMS, see Page 42.

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

### Safety – A Shared Responsibility

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

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

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

#### Safety-Focused Programs

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

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

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

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

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

#### Stop-Work Authority

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

#### Incident Reporting and Tracking

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

### Compliance and Beyond

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

### Choosing Safe and Innovative Contractors

Demonstrating a culture of safety is a top priority in our evaluation and selection of contractors. Prospective contractors' health and safety programs and safety data, including total recordable incident rates and federal OSHA logs, must be vetted by an independent third party before we enter a contract.

#### Contractor Selection Requirements:

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

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

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

### Process Safety Management

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

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

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

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

### COLLABORATION WITH OSHA

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

**40** VPP Star certifications earned covering 53 MPC and MPLX facilities

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

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

## Enhanced Safety Programs

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

### Behavior-Based Safety Programs

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

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

### Human and Organizational Performance

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

#### HOP Foundational Beliefs:

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

### Serious Injury and Fatality Program

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

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

### Safety in Ergonomics

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

### DRIVER HALL OF FAME

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



## 2024 SAFETY AWARDS

### American Fuel & Petrochemical Manufacturers

**DISTINGUISHED SAFETY AWARD**  
*AFPM'S HIGHEST HONOR*

 **DETROIT REFINERY**  
**EL PASO REFINERY**  
**KENAI REFINERY**


**3** OF **4** INDUSTRY  
ONLY RECIPIENTS

**ELITE SILVER AWARD**

 **CATLETTSBURG REFINERY**

SAFETY PERFORMANCE  
IN INDUSTRY'S TOP **10%**

**HONORABLE MENTION AWARD**  
*INNOVATION IN PERSONAL SAFETY*

 **MPC REFINING - SAFETY**  
**MPC REFINING - IT**

**SAFETY ACHIEVEMENT AWARD**  
*EXEMPLARY SAFETY STANDARDS*


 **ROBINSON REFINERY**  
**SALT LAKE CITY REFINERY**

### International Liquid Terminals Association

 **PLATINUM SAFETY AWARD, LARGE OPERATOR**  
**MPLX TERMINALS**

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

### National Private Truck Council

 **SILVER AND BRONZE SEAL AWARDS**  
**MPC TRANSPORT & RAIL**

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

## ENGAGED AND ENERGIZED WORKFORCE

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

### Core Values

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

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

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

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

### 2024 WORKFORCE DEMOGRAPHICS

**18,250**

total employees

**1,800+**

new employees

**480+**

students completed internships

**42%**

of open positions filled by internal candidates

**11 years**

average tenure of employees

**5%**

voluntary turnover rate

### Creating an Inclusive Culture

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

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

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

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

**JUST 100**

recognized by JUST Capital as one of America's 2025 most just companies<sup>1</sup>

<sup>1</sup> For more information on JUST 100, please visit their website.



## Building a Talented Workforce

### Talent Acquisition

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

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

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

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



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

for the third year in a row.

➔ To learn more about this recognition, visit our [website](#).



### Campus Partnerships

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

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

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

**EMMA RAKOWSKI**  
Human Resources Intern,  
now full-time employee



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

**NICKOLAS MORALES**  
Commercial Intern,  
now full-time employee



Recognized among the  
**Top 100 Internship Programs**  
by National Intern Day

## Investing In Our Employees

### Competitive Compensation and Benefits

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

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

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

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

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

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

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

### Work-Life Balance

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

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

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

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



## COMPREHENSIVE BENEFITS

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

### Key Benefits

#### Employee Well-Being

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

#### Financial Well-Being

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

#### Life Moments

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

➤ For more information on employee benefits, please visit our [website](#).

## Employee Training and Development

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

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

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

### Employee Development

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

#### Career Development Profiles

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

#### Career Development Frameworks

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

#### Career Development Plans

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

#### LinkedIn Learning

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

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

#### Performance Review Process

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

### Leadership Development

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

#### 2024 MPC LEADERSHIP PROGRAMS

##### Supervisor Development Program

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

**334 employees participated**

##### Strategic Leadership Program

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

**48 employees participated**

##### Leadership Experience

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

**55 employees participated**

##### Advanced Leadership Program

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

**27 employees participated**

##### Commercial Skills

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

**86 employees participated**

**550**

employees participated in MPC leadership programs in 2024



## Health and Wellness

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

### Encouraging Employees to be Well ALL Ways

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

### Ways to be Well ALL Ways

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

#### Our wellness resources include:

- **Mental Health Awareness Program**

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

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

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

- **Wellness Champion Network**

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

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

### Critical Incident Stress Management

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

### WELL ALL WAYS FOCUSES ON FIVE KEY ASPECTS:

**Occupational**  
how we foster safe and engaging work

**Financial**  
how we we build toward financial stability

**Social**  
how we connect with others

**Physical**  
how we fuel our bodies

**Mental**  
how we respond to life



## Employee Engagement

### Employee Experience Survey

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

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

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

**11 years**  
average tenure of MPC employees

