

# Engage STAKEHOLDERS AND COMMUNITIES

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

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Building Relationships

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## BUILDING RELATIONSHIPS

At MPC and MPLX, we seek to build genuine relationships in our communities, and we steadfastly pursue opportunities to create shared value with our stakeholders. We are focused on understanding their goals, perspectives and concerns and working to integrate their feedback into our business and engagement strategies. Through regular communication, ongoing evaluation of community needs and providing accessible feedback channels, we foster meaningful engagement. Our relationship-building strategies are continuously refined to stay aligned with the evolving needs of our stakeholders and our company.

### We Are Listening

Engaging means being readily accessible, actively connecting within the communities where we operate, acknowledging their concerns, and collaboratively exploring solutions.

#### Community Hotlines

We believe being accessible to our communities is a fundamental aspect of being a good neighbor. Neighbors of our facilities and landowners along our pipeline rights of way can contact us to ask questions or report concerns 24 hours a day, seven days a week via our hotlines and emergency phone lines, or to leave a message. 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 comprised of community members and representatives from various backgrounds and are established at all our major refining assets. These community advisory bodies hold regular meetings that are informative and engaging forums where members can learn more about MPC and our operational and community initiatives and projects, as well as ask questions, raise concerns and highlight opportunities.

### Connecting with Communities

Marathon Pipe Line LLC (MPL), a wholly owned subsidiary of MPLX, continues to advance its public engagement program, Earning Your Trust. This program engages and educates landowners, community members, schools and public officials about pipeline safety and infrastructure. In 2024, MPL conducted a record of nearly 330 in-person events, reaching over 750,000 people with a pipeline safety message and providing an opportunity to engage.

#### Agricultural Community Outreach

Pipeline damage caused by third parties remains a significant risk in agricultural areas. MPL's proactive approach in 2024 focused on education through face-to-face engagement with farmers.

- The Depth of Cover Management program reached over 650 farmers to explore community risk mitigation plans that protect shallow pipe in their tillable fields.
- The program made more than 360 direct contacts with drain tiling companies to emphasize the importance of contacting 811 before every installation project.
- Through MPL's Feed A Farmer program, employees personally delivered meals to nearly 300 farmers along our pipeline routes during peak farming season.
- To continually improve our community engagement strategy, four focus groups were conducted with farmers, tilers and irrigation contractors. Through these focus groups, we gained important perspectives on safe farming practices, feedback on our educational materials and engagement activities, and gauged the overall trustworthiness of our messages.

#### Responsiveness in Action

In 2024, MPL received over 1,500 public inquiries. Most phone calls to our MPL community hotlines were general inquiries. Less than 4% of these inquiries were complaints, and 96% of all calls were responded to within three business days, with an average response time of 14 hours.

### Good Neighbor Program

Our Terminals organization is committed to making a positive impact through the Good Neighbor program. This program invests in local communities, engages and educates neighbors, and supports first-responder organizations through grants and partnerships.

In 2024, employees made an impact through over 350 community engagements and \$220,000 in grants to support local communities and first responders.

“Having good relationships with stakeholders within the community, like Marathon, made this grant possible.”

#### PORT ANGELES FIRE DEPARTMENT

First Responder Grant Recipient

Throughout the year, MPC and MPLX engagement programs are proudly undertaken by our own employees. These ambassadors know our companies, focus on building relationships and exemplify our values and safety culture.

### 2024 Common Ground Alliance President's Award of Corporate Excellence

awarded to MPL for its dedication to public engagement and pipeline damage prevention



### STAKEHOLDER ENGAGEMENT PLANS

Our stakeholder engagement plans are blueprints that provide intentional engagement strategies tailored to each location to advance relationships, enhance our company profile and meet the needs of the communities we serve. We regularly communicate with key stakeholders and evaluate local issues through ongoing dialogue, surveys and other feedback mechanisms to keep our strategies relevant. This is important to:

- Cultivate meaningful relationships
- Create and maintain an open dialogue
- Identify concerns, develop and implement solutions
- Collaborate for success, where appropriate

We coordinate stakeholder engagements across our organization to understand and address our stakeholders' needs and interests, while driving progress toward our shared goals. We have stakeholder engagement plans in place for 100% of our refineries and owned-and-operated renewable fuels facilities. We are enhancing relationships with neighbors, landowners and tribes near our MPLX assets through ongoing dialogue and proactive engagements.

#### Stakeholder Engagement Process

Our stakeholder engagement process begins with building relationships by openly engaging in dialogue to understand the needs and concerns of our stakeholders, define mutual priorities and identify resources that create shared value in pursuit of common goals. Our leaders and teams at our facilities are guided to engage key stakeholders and audiences according to each unique relationship. This tailored approach helps us to address needs specific to each community.

- Define priorities, impacts and issues and understand the community
- Identify stakeholders
- Develop a stakeholder engagement plan
- Engage with stakeholders
- Track and measure engagement
- Create shared value

## Engaging with Tribal Neighbors

MPC and MPLX are committed to fostering collaborative relationships with tribal nations and pueblos in the areas where we operate. 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 interaction with tribes, pueblos and communities 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, some of whom are themselves members of tribal nations. This group works with our tribal partners to provide insights to engage, educate, and share perspectives to assist in building sustainable, mutually beneficial relationships.

Education and training for our own team members is an important part of the support the Working Group provides. We want to be sure that our employees who are engaging in these communities have an understanding of tribal history and governance, cultural dynamics, and styles of communication, and an awareness of the nature and history of our business relationships and community investment partnerships.

Additionally, to enhance relationships where appropriate, MPC convenes with tribal leaders in face-to-face settings to engage in dialogue and understand the goals of the tribal community. For example, Marathon Pipe Line LLC leaders traveled to meet with the Osage Nation’s Tribal Council leadership including department heads of education, real estate, harvest land and emergency management. In total, about 20 representatives from both organizations participated in meaningful dialogue. The benefits to both parties from this time together were invaluable and will help set the tone for future, quality engagements.

### TRIBAL NEIGHBORS

- Alaska Native Corporations and Tribes
- Cherokee Nation
- Cheyenne and Arapaho Tribes
- Choctaw Nation of Oklahoma
- Confederated Tribes of the Umatilla
- Jicarilla Apache Nation
- Kalispel Tribe of Indians
- Muscogee Nation
- Mandan, Hidatsa and Arikara 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
- Ysleta del Sur Pueblo
- Zia Pueblo



To view a map of the Indigenous communities near our operational footprint, please visit our [website](#).

**Named one of the Top 50 Workplaces for Indigenous STEM Professionals in 2024 by the American Indian Science and Engineering Society (AISES)**

### Purposeful Engagement Drives Impact

#### Connecting with Tribal Youth

MPC’s collaboration with nonprofit partner Operation Warm provides coats and shoes to underserved children across nearly 20 tribes within our operational footprint. MPC volunteers help make these events come to life by helping children try on coats and shoes.

“The emotional impact is powerful. It goes beyond money to a human connection when volunteers interact with the children. That’s the big picture, here.”

**MICHAEL ANDREWS**

Operation Warm Senior Partnership Manager



### OPERATION WARM HIGHLIGHTS

**5-year**

partnership

**60**

distribution events

**26,500**

children served

**1,000+**

employee volunteer hours

**\$1.1 million+** invested by MPC and MPLX in 2024 to directly support tribal communities where we operate

### Notable Tribal Investments

Aligned with our community investment strategy, our investments in tribal communities directly support initiatives focused on the following areas:

#### Workforce Development

##### *Osage Nation Career and Technical Education Programming*

Focused on Native American students within Osage County, Oklahoma, this partnership introduces students to Career and Technical Education programming geared toward providing a better understanding of trade school programs and degree options. In addition to learning about career pathways, this partnership enables MPC employees to offer mentorship for petroleum industry programs and offers support through certification processes.

#### Sustainability

##### *Navajo Nation Village Aid Solar Initiative*

To address critical energy needs within the Navajo Nation, students from Fort Lewis College in Colorado and volunteers from the community have partnered with MPC to secure an off-grid solar energy solution for Navajo families in need. The system aims to bring energy into homes to address basic health and safety needs and creates opportunities for employment in grid management and related fields.

#### Thriving Communities

##### *Mobile Drone Command Center*

A partnership with the Muscogee (Creek) Nation in Oklahoma identified the need for a mobile drone command center to strengthen search and rescue efforts, disaster response and law enforcement operations. The enhanced drone technology available in the mobile command center is helping reduce response times, broaden areas of coverage and bridge communication gaps during emergency response events.

# Community Investments

MPC's community investment strategy is centered around strengthening communities and helping make people's lives better. Our focus is on contributions and partnerships with charitable organizations that reflect the priorities of our communities, align with our Core Values, amplify our sustainability strategy and enable us to make a positive, measurable impact.

We continue to seek out new and innovative ways to improve our communities through projects and programming with a broad array of organizations making a positive difference. Through long-standing partnerships and short-term initiatives, we invest in programs that drive workforce development, sustainability and opportunities to support thriving communities.



## 2024 COMMUNITY INVESTMENT BY THE NUMBERS

# ~\$34 million

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

## \$23.7 million+

invested in communities by MPC and MPLX

## \$4.6 million

donated by employees

## \$5.6 million

raised through company-led fundraisers

## 5,000+

nonprofits supported

## 57,600+

hours volunteered

## 175,000+

social impacts reported<sup>1</sup>

## Charitable Contributions and Grants

By conducting broad engagement, we pursue projects that allow us to create a positive, measurable impact and build partnerships across diverse organizations and communities.

### Workforce Development

#### THE HEART RIVER CAREER AND TECHNICAL EDUCATION CENTER

The Heart River Career and Technical Education Center in Mandan, North Dakota, provides college dual-credit opportunities for area high schools and hands-on experience in construction, agriculture, manufacturing, health care, welding, culinary arts and other high-demand occupational fields.

Our investment supported the development and opening of the facility enabling the opportunity for students, educators, adult learners and businesses in the area to collaborate on workforce development.

*To learn more about how MPC is enhancing career pathways in North Dakota, please visit our [website](#).*

### Sustainability

#### INTERNATIONAL BIRD RESCUE, REHABILITATION AND RESEARCH IN CALIFORNIA

Aligned with our Core Value of Safety and Environmental Stewardship, our investments with International Bird Rescue (IBR) in Northern California are helping fund wildlife rescue and rehabilitation, wildlife emergency response and preparedness services, research, outreach and education.

In Southern California, IBR is treating and rehabilitating nearly 1,500 native, wild, avian patients near the Ports of Los Angeles and Long Beach. MPC's support is helping cover costs of nutrition, medicine and supplies, veterinary care and habitat conditioning.

*To learn more about how MPC is supporting bird rehabilitation, please visit our [website](#).*

### Thriving Communities

#### GALVESTON COUNTY EMERGENCY MANAGEMENT, MOBILE COMMAND CENTER

When disaster strikes, it is imperative that lines of communication remain open to help facilitate emergency response. MPC is supporting Galveston County, Texas, by helping provide reliable communication redundancy should primary services become unavailable or impacted by an emergency or disaster.

To ensure responders have an effective, interoperable communications platform to support a coordinated response to incidents, a recent investment from MPC provided a cellular tower for cellular and internet connectivity that prioritizes first responders, as well as a trailer to transport the system to areas throughout Galveston County that need assistance.

In 2024, MPC contributed more than \$1.2 million to first-responder organizations in our operational footprint.



<sup>1</sup> Social impacts reported by organizations that received MPC grants of \$20,000+. Data includes a mix of initial results, interim estimates and final reports and may fluctuate as programs/projects near completion.

## Measuring Social Impact

Each year, we measure the social impact of our community investments of \$20,000 or more using third-party surveys completed by the benefiting organization of the program. Results of the survey are used to continually improve and maximize impacts of our investments within communities where we operate.



### 2024 HIGH-IMPACT COMMUNITY INVESTMENTS<sup>1</sup>

**\$12.8 million+** community investments of over **\$20,000** to more than **200** organizations



#### Workforce Development

**Impact Summary** Preparing more individuals for professional success through vocational training, career readiness, technical internships and scholarships

**Impacts Reported** **5,400+**

- Top Related Indicators**
- Attain, retain, or improve employment
  - Earn post-secondary degree, credential
  - Improve productivity/professional effectiveness



#### Sustainability

Protecting the environment and wildlife while promoting sustainability and conservation through educational experiences

**91,000+**

- Beneficiaries protect, improve health
- Metric tons of CO<sub>2</sub>e reduced
- Animals saved, improved well-being



#### Thriving Communities

Meeting basic needs — beyond assistance with food and shelter, we are improving access to resources like youth development and safety initiatives

**79,000+**

- Beneficiaries gained fulfillment, enjoyment
- Gained safety, support
- Beneficiaries achieve, improve food security



## 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.

890+

Volunteer Incentive Program awards earned by MPC employees in 2024, totaling **\$448,000+**



<sup>1</sup> Social impacts reported by organizations that received MPC grants of \$20,000+. Data includes a mix of initial results, interim estimates and final reports and may fluctuate as programs/projects near completion.

## Responsible Supply Chain Management

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

We strive to proactively identify and evaluate factors that can influence the availability of goods and services required to support our operations and align our strategic and operational decisions accordingly, with the objective of ensuring continuity.

We support these aspirations and build resilience within our supply chain by clearly communicating the expectations of our Code of Business Conduct and Supplier Code of Conduct, educating procurement teams, maintaining strong supplier selection criteria, focusing on mitigation of risk, and underpinning long-term business relationships with strong supplier engagement.

We seek to enhance our supplier risk management program by addressing the most value-added improvement opportunities and implementing processes that mitigate risk more effectively.

### Employee Education

Supply chain personnel receive training each year on a variety of responsible procurement topics. Trainings may focus on 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.

**6,000+ hours of sustainability-related training for supply chain employees**

**~\$9 billion spent with 9,000+ suppliers in 2024<sup>1</sup>**

### Supplier Code of Conduct

Our Supplier Code of Conduct details our expectations of suppliers because how we conduct ourselves is as important as the results achieved.

As a precondition to participating in our standard bidding process, potential suppliers must first acknowledge and accept the Supplier Code of Conduct. Additionally, we communicate with suppliers annually, reiterating their responsibilities and accountabilities to conduct their business in accordance with our Supplier Code of Conduct and Code of Business Conduct. We also provide an Integrity Helpline and encourage suppliers to anonymously report suspected unethical or illegal acts.

**The Supplier Code of Conduct emphasizes expectations of suppliers in the areas of:**

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

### Supplier Selection Process

Our supplier selection process manages risk within our supply chain. Through this valuable process, potential suppliers are evaluated against key safety metrics and programs. Between the use of predominantly U.S. domestic suppliers 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 strive to partner with suppliers that are dedicated to high safety, ethical and quality standards; offer innovative, value-added capabilities; superior technology, cost and service; and adhere to our Core Values in how they do business. We periodically review our purchasing practices for alignment with our Code of Business Conduct and Supplier Code of Conduct.

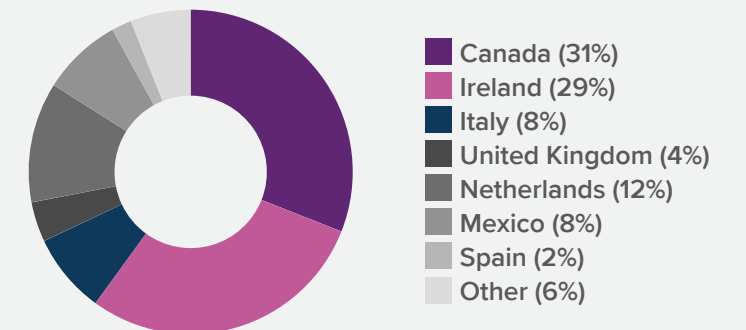
No significant changes to our Tier 1 suppliers occurred in 2024 that would cause or contribute to significant economic, environmental or social impacts.

### SUPPLIER SUSTAINABILITY ASSESSMENT

Initiatives are in place, where appropriate, to assess suppliers on sustainability performance and compliance with our Supplier Code of Conduct. Initiatives include:

- Prequalification reviews of potential and existing suppliers to assess health, environmental, safety and security programs and performance. Results are considered during the supplier selection process. Utilization of digital desktop tools to evaluate sector and geographic risk.
- Daily screenings of all new and existing suppliers for identity verification, regulatory compliance and security concerns.
- On-site supplier inspections conducted for providers of certain products or services.
- Certified partner of Customs Trade Partnership Against Terrorism, voluntarily working with U.S. Customs and Border Protection on best practices of imported materials.

**2024 Non-U.S. Spend by Country<sup>2</sup>**  
(non-U.S. spend %)



### Supplier Engagement

Strong partnerships with our suppliers are critical to operating in a safe and reliable manner. We rely on suppliers to provide essential goods and services, align with our Core Values and drive superior results. Annual business reviews provide one opportunity for direct engagement to discuss business priorities, emerging needs and opportunities.

At MPC and MPLX, we value diversity of backgrounds, experiences, skills and ideas to provide a competitive business advantage. Through our Supplier Diversity program, we offer certified and qualified diverse suppliers, including local and small businesses, an equal opportunity to bid on, compete for, and perform procurement contracts. All bid selections and contract awards are based on merit. This program helps to stimulate local economic development and advance our commitment to the creation of shared value where we operate.

Each year, we also recognize suppliers for outstanding performance through our Supplier Recognition Awards program. In 2024, a total of 15 awards were given, and we look forward to presenting a refreshed awards slate aligned to our Core Values and in celebration of the 10th anniversary of the awards program.

<sup>1</sup> Excludes crude/feedstock purchases.

<sup>2</sup> "Other" category includes the following countries, each having spend of 2% or less: Australia, Belgium, Germany, India and Switzerland.

## 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, represents our commitment to respect the human, cultural and legal rights of all individuals and communities. We expect our suppliers, contractors and other business partners to likewise respect human rights and to prevent or remediate negative human rights impacts in their respective activities.

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 avenues for reporting concerns and taking steps to mitigate potential impacts and risks.

### 31:8 PROJECT, BAKKEN HUMAN TRAFFICKING SUMMIT

In 2024, MPC sponsored the Bakken Human Trafficking Summit presented by North Dakota-based nonprofit 31:8 Project. MPC sent team members to attend the two-day summit in Minot, North Dakota, to hear from public health experts, police, prosecutors and survivors and increase our awareness of human exploitation and labor trafficking issues facing the Midwest.

### Human Rights Due Diligence

MPC maintains a human rights due diligence process through the following key 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 formalizes our commitment and gives definition to how we characterize human rights by setting forth specific risk areas that our various due diligence practices aim to address, for example, 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.

Our Supplier Code of Conduct likewise includes human rights expectations of the majority of our suppliers.

**Stakeholder Engagement:** We engage with local communities and tribes, employees, suppliers and investors to understand their human rights concerns and perspectives pertaining to our company and/or sector. This helps us identify potential areas of risk and develop appropriate mitigation strategies.

Our Tribal Affairs Working Group supports our internal teams with a proactive approach to building relationships with tribes and pueblos within our operational footprint, which begins with seeking to understand their culture and unique history, traditions and beliefs.

**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:** We expect suppliers and contractors to respect human rights. Certain suppliers are required to comply with our Supplier Code of Conduct, which includes provisions related to human rights, our expectations for compliance with social-related clauses in their MPC contracts 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.

**Risk Assessments and Monitoring:** We conduct assessments, as needed, to identify potential human rights impacts associated with certain aspects of our operations. These assessments take a risk-based approach to help us understand the human rights landscape in the regions where we operate.

This may include considerations as part of our responsible sourcing strategy for specific commodities, the practices of our critical suppliers or considerations pertaining to a significant investment or major project. We work to mitigate impacts from projects and operations responsibly and strive to contribute to the communities in which we operate.

Additionally, we monitor our human rights performance and evaluate the performance of certain suppliers through regular reviews. If a controversy is found, we monitor the situation and may engage to learn more and inquire about what remediation is occurring.

**Grievance Mechanisms:** We have established grievance mechanisms that allow for reporting of human rights concerns by employees, community members and others. Channels for raising concerns may include Community Advisory Panels (CAPs), widely communicated and accessible community hotlines, direct community engagements, and our 24/7, toll-free Integrity Helpline. We then work to manage, respond to and resolve issues in a timely manner.

**Awareness and Collaboration:** We collaborate with industry peers and nongovernmental organizations to enhance our awareness of human rights risks and mitigation practices, and to help us stay informed about best practices.

By implementing these measures, we aim to mitigate human rights risks within our operations and to respect and uphold the rights of our stakeholders. This comprehensive approach reflects our commitment to integrating human rights considerations into our business operations and maintaining our social license to operate.

### TRUCKERS AGAINST TRAFFICKING

MPC has expanded its partnership with Truckers Against Trafficking (TAT). Since launching the initiative in 2023, Marathon Petroleum has trained more than 870 employees in its Transportation and Rail organization to identify human trafficking situations on the road and how to report suspicious activity. Nearly 700 of those certified are fleet drivers.

The TAT training is voluntary, but interest in the program has been great. As a result, MPC is bringing awareness to other parts of the business, including safety teams and employee network groups, with collaborative sessions involving industry, law enforcement and government representatives.

➤ To learn more about how our drivers are raising awareness, please visit our [website](#).

