

2020 CONTENT INDEX

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), 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) Standard. The index lists indicators from IPIECA, SASB, TCFD, GRI and the SDGs on which we have full or partially reported. Links go to online report.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 102: GENERAL DISCLOSURES						
102-1	Name of the organization	Our Report: Marathon Oil at a Glance	EM-EP-000.B EM-EP-000.C			
102-2	Activities, brands, products and services	Our Report: Marathon Oil at a Glance Financial and Operating Highlights	EM-EP-000.A			
102-3	Location of headquarters	Our Report: Marathon Oil at a Glance				
102-4	Location of operations	Our Report: Marathon Oil at a Glance Environment: Hydraulic Fracturing Highlight: Equatorial Guinea 2020 Annual Report and SEC Form 10-K (Pages 5-9)	EM-EP-000.B EM-EP-000.C			
102-5	Ownership and legal form	2020 Annual Report and SEC Form 10-K (Pages 7, 64, 71, 99-100 and 104) 2021 Proxy Statement (Page 22)				
102-6	Markets served	Our Report: Marathon Oil at a Glance Environment: Climate Change Highlight: Equatorial Guinea 2020 Annual Report and SEC Form 10-K (Pages 5, 13, 20 and 37)				
102-7	Scale of the organization	Our Report: Marathon Oil at a Glance Highlight: Equatorial Guinea				
102-8	Information on employees and other workers	Our Report: Marathon Oil at a Glance Highlight: Equatorial Guinea Workforce: Statistics Metrics: Five-Year Performance			SOC-5	Goal 8. Decent Work and Economic Growth Goal 10. Reduced Inequalities
102-9	Supply Chain	Highlight: Equatorial Guinea Social: Supply Chain Management				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: GENERAL DISCLOSURES						
102-10	Significant changes to the organization and supply chain	Social: Supply Chain Management 2020 Annual Report and SEC Form 10-K (Pages 5-6)				
102-12	External initiatives	Social: Performance Highlights Social: Stakeholder Engagement	EM-EP-530a.1		GOV-1	
102-13	Memberships of associations	Governance: Political Contributions and Lobbying Environment: Seismicity Safety: Overview Social: Stakeholder Engagement				
102-14	Statement from senior decision-maker	Our Report: CEO Message				
102-15	A description of key impacts, risks and opportunities	Our Report: CEO Message Our Report: Board Message Governance: Management Systems Environment: Overview Environment: Climate Change	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	Our Report: CEO Message Governance: Management Systems Governance: Sustainability Oversight Governance: Ethical Business Practices Workforce: Overview Social: Supply Chain Monitoring Social: Human Rights			GOV-1 GOV-2	Goal 16. Peace, Justice and Strong Institutions
102-18	Governance structure	Governance: Overview			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	IPIECA/API/IOGP	SDG
GRI 102: GENERAL DISCLOSURES						
102-20	Executive-level responsibility for economic, environmental and social topics	Our Report: CEO Message Governance: Board Oversight Social: Social Impact Investments Social: Supply Chain Monitoring		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	2021 Proxy Statement - Letter to Stockholders				Goal 5. Gender Equality Goal 16. Peace, Justice and Strong Institutions
102-29	Identifying and managing economic, environmental and social impacts	Our Report: CEO Message Governance: Sustainability Oversight Environment: Overview Social: Social Impact Investments 2021 Proxy Statement (Page 14)		Governance (a)	GOV-2	Goal 16. Peace, Justice and Strong Institutions
102-31	Review of economic, environmental and social topics	Our Report: CEO Message 2021 Proxy Statement (Page 17)		Governance (a)	GOV-1 GOV-2	
102-32	Highest governance body's role in sustainability reporting	Our Report: CEO Message Governance: Board Oversight Governance: Sustainability Oversight Environment: Climate Change Safety: HES&S Training		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.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 102: GENERAL DISCLOSURES						
102-35	Remuneration policies	Governance: Overview Governance: Board Oversight Compensation Committee Charter (Pages 1-6) 2021 Proxy Statement (Pages 20-59) 2020 Annual Report and SEC Form 10-K (Page 118)				
102-36	Process for determining remuneration	Compensation Committee Charter (Pages 1-6) 2021 Proxy Statement (Pages 20-59) 2020 Annual Report and SEC Form 10-K (Pages 119)				
102-40	List of stakeholder groups	Our Report: 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	Our Report: Stakeholder Map				
102-43	Approach to stakeholder engagement	Our Report: CEO Message Governance: Sustainability Oversight Social: Stakeholder Engagement				
102-44	Key topics and concerns raised	Governance: Sustainability Oversight Governance: Management Systems				
102-45	Entities included in consolidated financial statements	Governance: Political Contributions and Lobbying				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPIECA/API/IOGP	SDG
GRI 102: GENERAL DISCLOSURES						
102-46	Defining report content and topic boundaries	Our Report: What We Report On				
102-48	Restatements of information	Highlight: Equatorial Guinea				
102-49	Changes in reporting	Governance: Performance Highlights Governance: Sustainability Oversight Environment: Performance Highlights Safety: Performance Highlights				
102-50	Reporting period	Our Report: What We Report On				
102-51	Date of most recent report	Marathon Oil's most recent report is for 2020, and was published in September 2021. The most recent prior report was for 2019, and was published in August 2020.				
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	Our Report: What We Report On				
102-55	GRI content index	Our Report: Content Index				
102-56	External assurance	Governance: Sustainability Oversight				

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 103: MANAGEMENT APPROACH						
103-1	Explanation of the material topic and its boundary	The disclosures of the management approach for each material topic meet or exceeds the requirements of the GRI 103 Management approach requirement.				
103-2	The management approach and its components	The disclosures of the management approach for each material topic meet or exceeds the requirements of the GRI 103 Management approach requirement.	EM-EP-420a.3 EM-EP-160a.1	Governance (a) Strategy (a, b, c) Risk Management (b) Metrics and Targets (b, c)		GOV-4 CCE-1 CCE-2 CCE-3 CCE-5 CCE-7 ENV-3 ENV-4 ENV-6 ENV-7 ENV-8 SOC-6 SOC-7 SOC-11 SOC-12 SOC-13
103-3	Evaluation of the management approach	The disclosures of the management approach for each material topic meet or exceeds the requirements of the GRI 103 Management approach requirement.				

TCFD Governance (a): Describe the board's oversight of 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 (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	IPEECA/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 2020 Annual Report and SEC Form 10-K (Pages 31-54)			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: Management Systems Environment: Climate Change 2020 Annual Report and SEC Form 10-K (Pages 31-54)	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	2020 Annual Report and SEC Form 10-K (Pages 50-52, 60-67, 80, 91-98)				
204-1	Proportion of spending on local suppliers	Highlight: Equatorial Guinea Social: Supply Chain Management			SOC-4 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 Monitoring 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	2020 Annual Report and SEC Form 10-K (Pages 11-13)			ENV-7	Goal 8. Decent Work and Economic Growth 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.3		ENV-1	
303-4	Water discharge	Highlight: Technology and Innovation Environment: Water Stewardship			ENV-2	Goal 6. Clean Water and Sanitation
303-5	Water consumption	Environment: Water Stewardship Metrics: Five-Year Performance			ENV-1	Goal 6. Clean Water and Sanitation
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: 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

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	TCFD	IPECA/API/IOGP	SDG
GRI 301, 303 AND 304: MATERIALS, WATER AND EFFLUENTS, BIODIVERSITY						
304-3	Habitats protected or restored	Environment: Land Stewardship & Biodiversity			ENV-4	Goal 6. Clean Water and Sanitation 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 305: EMISSIONS						
305-1	Direct (Scope 1) GHG emissions	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.3	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	Energy indirect (Scope 2) GHG Emissions	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

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	IPIECA/API/IOGP	SDG
GRI 305: EMISSIONS						
305-4	GHG emissions intensity	Environment: Emissions Management Metrics: Five-Year Performance			CCE-4	Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land
305-5	Reduction of GHG emissions	Highlight: Emissions Management Committee Environment: Performance Highlights Environment: Emissions Management Metrics: Five-Year Performance	EM-EP-110a.3		CCE-3 CCE-4 CCE-6	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: 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	Highlight: Technology and Innovation Environment: Water Stewardship Metrics: Five-Year Performance	EM-EP-140a.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
306-2	Waste by type and disposal method	Environment: Hydraulic Fracturing Environment: Materials Management			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
306-3	Significant spills	Environment: Spill Prevention Metrics: Five-Year Performance	EM-EP-160a.1		ENV-2 ENV-5 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	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: Statistics 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	Our Report: Marathon Oil at a Glance Our Report: CEO Message Governance: Sustainability Oversight Highlight: Equatorial Guinea Safety: Overview	EM-EP-320a.2		SHS-1 SHS-2	Goal 8. Decent Work and Economic Growth
403-2	Hazard identification, risk assessment and incident investigation	Safety: HES&S Training Safety: Process Safety Metrics: Five-Year Performance	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	Highlight: Equatorial Guinea Safety: Performance Highlights Safety: Contractor Safety	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	Highlight: Equatorial Guinea Safety: Contractor Safety	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: Contractor Safety Safety: HES&S Training Safety: Emergency Preparedness	EM-EP-320a.1		SHS-1 SHS-2	Goal 8. Decent Work and Economic Growth
403-6	Promotion of worker health	Highlight: Pandemic Response Highlight: Equatorial Guinea Safety: HES&S Training Safety: Occupational Health			SHS-2	Goal 3. Good Health and Well-Being
403-9	Work-related injuries	Highlight: Equatorial Guinea Safety: Safety Progress 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: Learning, Development and Engagement			SOC-7	Goal 4. Quality Education Goal 8. Decent Work and Economic Growth
404-2	Programs for upgrading employee skills and transition assistance programs	Governance: Sustainability Oversight Workforce: Learning, Development and Engagement Social: Supply Chain Monitoring Social: Human Rights			SOC-7	Goal 8. Decent Work and Economic Growth
405-1	Diversity of governance bodies and employees	Governance: Board Composition Workforce: Diversity, Equity and Inclusion Metrics: Five-Year Performance 2021 Proxy Statement (Page 6)			SOC-5	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth
GRI 410: SECURITY PRACTICES						
410-1	Security personnel trained in human rights policies or procedures	Highlight: 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	IPIECA/API/IOGP	SDG
GRI 411, 413 AND 415: RIGHTS OF INDIGENOUS PEOPLES, LOCAL COMMUNITIES, PUBLIC POLICY						
411-OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	Social: Stakeholder Engagement Social: Human Rights			SOC-9 SOC-10 SOC-11 SOC-12	Goal 2. Zero Hunger
413-1	Operations with local community engagement, impact assessments, and development programs	Highlight: Equatorial Guinea Safety: Occupational Health Social: Stakeholder Engagement Social: Social Impact Investments	EM-EP-210b.1 EM-EP-210b.2		SOC-9 SOC-12 SOC-13	
413-2	Operations with significant actual and potential negative impacts on local communities	Environment: Emissions Reductions Environment: Hydraulic Fracturing Environment: Seismicity			SOC-9	Goal 1. No Poverty
415-1	Political contributions	Governance: Political Contributions and Lobbying Environment: Seismicity Metrics: Five-Year Performance Report of Lobbying and Political Contributions for Fiscal Year 2020	EM-EP-530a.1		GOV-4 GOV-5	