



SECTION VII

SUPPLEMENTARY METRICS

PERFORMANCE

SUSTAINABILITY HIGHLIGHTS^{ab}

| Category | 2020 | 2019 | Change | Comments |
|---|--------|--------|--------|---|
| Fatalities (Employee and Contractor Workforce) | 0 | 0 | N/A | No fatalities since becoming an independent in 2011. |
| Global Safety Performance - Total Recordable Incident Rate (TRIR) | 0.24 | 0.32 | ↓ | Best year of safety performance in company's history. |
| Global GHG Emissions (Scope 1 & 2) (million tonnes CO ₂ e) ^c | 4.44 | 6.65 | ↓ | Decrease primarily driven by a reduction in flaring, particularly in the Bakken. |
| Global GHG Intensity (Scope 1 & 2) (tonnes CO ₂ e/production) ^c | 22.87 | 30.76 | ↓ | Decrease primarily driven by a reduction in flaring, particularly in the Bakken. |
| Methane Emissions (million tonnes CO ₂ e) ^c | 0.52 | 0.47 | ↑ | Increase in 2020 was due to a counting discrepancy discovered during in-housing of the GHG inventory, and production decline. |
| Methane Intensity (tonnes CO ₂ e/production) ^c | 2.66 | 2.18 | ↑ | Increase in 2020 was due to a counting discrepancy discovered during in-housing of the GHG inventory, and production decline. |
| Energy Use (trillion BTU) | 39.13 | 36.18 | ↑ | See Five-Year Performance table for details. |
| Global Spill Events to the Environment ≥ 1 bbl - number ^d | 27 | 30 | ↓ | See Environment section for details. |
| Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Oil) ^d | 590 | 841 | ↓ | See Environment section for details. |
| Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Non-Oil) ^{d,e} | 249 | 47,624 | ↓ | 2020 represents more historic spill performance. See Environment section for details. |
| Employees - Minorities as a Percentage of Workforce (U.S.) ^{f,g} | 30.6 | 30.1 | ↑ | See Workforce section for details. |
| Employees - Females as a Percentage of Workforce (Global) ^{f,g} | 29.8 | 29.8 | N/A | See Workforce section for details. |
| Social Investments - Philanthropic & Sustainable (million dollars) | \$14.5 | \$14.9 | ↓ | See Social section for details. |

^a In the second quarter of 2019, we closed on the sale of our non-operated interest in Kurdistan marking a complete country exit. We also closed on the sale of our U.K. business in the third quarter of 2019.

^b See five-year performance table for 2020 gross production. Applies to all intensity metrics based on total gross production.

^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 Data includes spills outside of secondary containment ≥ 1 barrel.

^e 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.

^f Workforce statistics reflect year-end data.

^g Minority designation defined by Equal Employment Opportunity EEO-1 report categories.

FINANCIAL AND OPERATING HIGHLIGHTS (DOLLARS IN MILLIONS, EXCEPT PER SHARE DATA)

| Category | 2020 | 2019 |
|--|-----------|----------|
| Revenues and Other Income | \$3,086 | \$5,190 |
| Income (Loss) from Operations | \$(1,180) | \$636 |
| Income Tax Expense (Benefit) | \$(14) | \$(88) |
| Net Income (Loss) | \$(1,451) | \$480 |
| Net Income (Loss) Per Share | \$(1.83) | \$0.59 |
| Long-term Debt | \$5,404 | \$5,501 |
| Stockholders' Equity | \$10,561 | \$12,153 |
| Operating Cash Flow Before Working Capital - Per Share | \$1.79 | \$3.56 |
| Dividends | \$64 | \$162 |
| Dividends Per Share | \$0.08 | \$0.20 |
| Share Repurchases | \$85 | \$345 |
| Capital Expenditures ^a | \$1,151 | \$2,591 |
| Market Prices | | |
| WTI | \$39.34 | \$57.04 |
| Henry Hub | \$2.08 | \$2.63 |
| Price Realizations - Excluding Derivatives | | |
| Oil | \$35.93 | \$55.80 |
| Gas | \$1.77 | \$2.18 |

FINANCIAL AND OPERATING HIGHLIGHTS (CONTINUED) (DOLLARS IN MILLIONS, EXCEPT PER SHARE DATA)

| Category | 2020 | 2019 |
|---|---------|---------|
| Price Realizations - Including Derivatives | | |
| Oil | \$38.07 | \$56.47 |
| Gas | \$1.77 | \$2.18 |
| Average Daily Net Sales | | |
| United States Segment (mboed) | 306 | 323 |
| International Segment (mboed) ^b | 77 | 91 |
| LNG (mtd) ^c | 4,289 | 4,933 |
| Methanol (mtd) ^c | 1,017 | 1,082 |
| Condensate and LPG (boed) ^c | 10,288 | 11,104 |
| Net Proved Reserves | | |
| Crude Oil and Condensate, Natural Gas Liquids and Natural Gas (mmboe) | 972 | 1,205 |
| Employees | | |
| Number of Employees ^d | 1,672 | 2,000 |

^a Capital expenditures include accruals.

^b Includes natural gas acquired for injection and subsequent resale.

^c Reflects net share of equity method investee volumes.

^d Reflects year-end data.

In the second quarter of 2019, we closed on the sale of our non-operated interest in Kurdistan marking a complete country exit. We also closed on the sale of our U.K. business in the third quarter of 2019.

FIVE-YEAR PERFORMANCE DATA

| Governance | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|------|------|------|------|------|
| Independent Board Members - percent | 88 | 88 | 86 | 89 | 89 |
| Political Contributions - thousand dollars ^a | 241 | 85 | 289 | 65 | 194 |

| Environment | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|-------|-------|-------|-------|-------|
| GHG Emissions (Global) ^{b, c, d} | | | | | |
| Direct Emissions (Scope 1) - million tonnes CO ₂ e | 4.24 | 6.47 | 5.20 | 3.91 | 3.07 |
| Indirect Emissions (Scope 2) - million tonnes CO ₂ e | 0.20 | 0.18 | 0.16 | 0.16 | 0.19 |
| Total GHG Emissions - million tonnes CO ₂ e | 4.44 | 6.65 | 5.36 | 4.06 | 3.26 |
| GHG Intensity (Scope 1 and 2) - tonnes CO ₂ e/production (mboe) | 22.87 | 30.76 | 25.35 | 22.06 | 18.11 |
| Total Methane Emissions - million tonnes CO ₂ e | 0.52 | 0.47 | 0.57 | 0.62 | 0.67 |
| Total Methane Intensity - tonnes CO ₂ e/production (mboe) | 2.66 | 2.18 | 2.70 | 3.35 | 3.71 |
| Methane Emissions as a % of Natural Gas Produced | 0.20 | 0.16 | 0.19 | 0.21 | 0.24 |
| GHG Emissions by Source | | | | | |
| Flaring - percent of direct (Scope 1) GHG emissions | 36.0 | 52.0 | 50.0 | - | - |
| Venting - percent of direct (Scope 1) GHG emissions | 8.0 | 4.0 | 6.0 | - | - |
| Fuel Combustion - percent of direct (Scope 1) GHG emissions | 43.0 | 38.0 | 42.0 | - | - |
| Fugitives - percent of direct (Scope 1) GHG emissions | 2.0 | 1.0 | 2.0 | - | - |
| Process Emissions - percent of direct (Scope 1) GHG emissions | 11.0 | 5.0 | - | - | - |

| Environment | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|--------|--------|--------|--------|--------|
| Gas Capture | | | | | |
| Gas Capture Percentage - million cubic feet | 97.0 | 94.4 | 96.0 | - | - |
| Other Operational Air Emissions (Global) | | | | | |
| Sulfur Dioxide (SO _x) - tons | 450.5 | 462.0 | 560.0 | 538.1 | 104.5 |
| Nitrogen Oxides (NO _x) - tons | 13,674 | 23,755 | 29,050 | 27,923 | 23,733 |
| Volatile Organic Compounds (VOCs) - tons ^e | 6,095 | 12,225 | 12,959 | 22,739 | 16,226 |
| Water | | | | | |
| U.S. Onshore Water Usage - million barrels used | 48 | 95 | 82 | 70 | 29 |
| U.S. Freshwater Intensity Rate - million barrels used/mmboe produced ^f | 0.121 | 0.263 | 0.317 | 0.349 | - |
| Gross U.S. Production Volumes - mmboe | 148 | | | | |
| Spills | | | | | |
| Global Spill Events to the Environment ≥ 1 bbl - number ^g | 27 | 30 | 47 | 35 | 29 |
| Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Oil) ^g | 590 | 841 | 578 | 583 | 1,114 |
| Global Spill Volumes to the Environment ≥ 1 bbl - barrels (Non-Oil) ^{g, h} | 249 | 47,624 | 396 | 445 | 466 |
| Other | | | | | |
| Energy Use - trillion BTU | 39.13 | 36.18 | 44.86 | 43.74 | 49.44 |
| Total Off-Site Waste Disposal (thousand tons) | 127 | 183 | 73 | 26 | 16 |
| Orphan Site Remediation and Reclamation - million dollars | 0.2 | 0.8 | 1.8 | 0.9 | 1.0 |
| Global Production for Emission Intensity Metrics | | | | | |
| Gross Total Production - mmboe | 194 | - | - | - | - |
| Gross Gas Production - million mcf | 550 | - | - | - | - |
| Gross Oil Production - mmbbl | 103 | - | - | - | - |

| Safety | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|-------|------|------|------|------|
| Safety — Global (combined employee and contractor) | | | | | |
| Fatalities - number | 0 | 0 | 0 | 0 | 0 |
| Total Recordable Incident Rate (TRIR) - incidents x 200,000/work hours | 0.24 | 0.32 | 0.53 | 0.71 | 0.35 |
| Employee TRIR - incidents x 200,000/work hours | 0.05 | 0.08 | 0.16 | 0.32 | 0.12 |
| Contractor TRIR - incidents x 200,000/work hours | 0.32 | 0.37 | 0.63 | 0.74 | 0.47 |
| Hours Worked (employee and contractor) - million hours | 14.9 | 25.1 | 25.1 | 19.1 | 15.4 |
| Lost Time Incident Rate (LTIR) - incidents x 200,000/work hours | 0.12 | - | - | - | - |
| Employee LTIR Rate - incidents x 200,000/work hours | 0.05 | - | - | - | - |
| Contractor LTIR Rate - incidents x 200,000/work hours | 0.15 | - | - | - | - |
| Serious Incident & Fatality (SIF) Rate (employee and contractor) - cases per 100 workers per year | 0.54 | - | - | - | - |
| Near Miss Frequency Rate - near misses x 200,000/work hours | 16.71 | 5.90 | 6.85 | 8.50 | - |
| Process Safety Management | | | | | |
| Tier 1 Process Safety Events - number | 0 | 0 | 2 | 0 | 0 |
| Tier 2 Process Safety Events - number | 0 | 0 | 0 | 0 | 0 |
| Tier 3 Process Safety Events - number | 2 | 2 | 22 | 31 | 22 |

| Workforce | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|-------|-------|-------|-------|-------|
| Employees | | | | | |
| Employees (Global - Not Including part-time/casual) - number ⁱ | 1,672 | 2,000 | 2,437 | 2,345 | 2,302 |
| U.S. Employees (Not Including part-time/casual) - percent ⁱ | 73.0 | 74.0 | 58.0 | 64.0 | 63.0 |
| Non-U.S. Employees (Not Including part-time/casual) - percent ⁱ | 27.0 | 26.0 | 42.0 | 36.0 | 37.0 |
| Full-time Employees (Global) - percent ⁱ | 99.0 | - | - | - | - |
| Part-time Employees (Global) - percent ⁱ | 1.0 | - | - | - | - |
| Turnover | | | | | |
| Global Turnover (Voluntary and Involuntary) - percent ^{i,j} | 15.1 | 15.0 | 11.7 | 13.2 | 14.5 |
| U.S. Turnover (Voluntary and Involuntary) - percent ^{i,j} | 19.7 | 18.7 | 14.7 | 16.2 | 18.6 |
| Non-U.S. Turnover (Voluntary and Involuntary) - percent ^{i,j} | 1.1 | 6.6 | 6.0 | 7.3 | 7.8 |
| Global Retirement Rate - percent ^{i,j} | 4.6 | 1.3 | 2.4 | 2.9 | 5.1 |
| Years of Service | | | | | |
| Less than 5 Years - percent | 36.0 | 40.0 | 42.0 | 45.0 | 46.0 |
| 5-9 Years - percent | 36.0 | 35.0 | 29.0 | 27.0 | 29.0 |
| 10-14 Years - percent | 18.0 | 15.0 | 16.0 | 16.0 | 10.0 |
| 15-19 Years - percent | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 20-24 Years - percent | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 |
| 25+ Years - percent | 3.0 | 4.0 | 5.0 | 5.0 | 8.0 |

| Workforce | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|------|------|------|------|------|
| Minority Breakdown | | | | | |
| Minority Employees (U.S.) - percent ^{i, k} | 30.6 | 30.1 | 33.3 | 30.1 | 24.5 |
| Minority Professionals (U.S.) - percent ^{i, k} | 29.5 | 29.0 | 31.6 | 28.8 | 24.6 |
| Minority Supervisors/Managers (U.S.) - percent ^{i, k} | 19.3 | 19.8 | 20.4 | 16.1 | 13.2 |
| Female Employees (Global) - percent ⁱ | 29.8 | 29.8 | 28.1 | 26.1 | 25.4 |
| Female Professionals (Global) - percent ⁱ | 33.4 | 32.4 | 30.7 | 28.7 | 23.1 |
| Female Supervisors/Managers (Global) - percent ⁱ | 28.3 | 26.2 | 22.4 | 21.1 | 19.4 |
| Workforce Represented by Unions (Global) - percent ⁱ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

| Social | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|------|------|------|------|------|
| Social Investments (Global) - million dollars | 14.5 | 14.9 | 19.3 | 21.7 | 20.5 |
| Civic, Community & Culture - percent of spend | 27.0 | 27.0 | 22.0 | 20.0 | 20.0 |
| Education - percent of spend | 25.0 | 32.0 | 32.0 | 36.0 | 51.0 |
| Health & Human Services - percent of spend | 47.0 | 40.0 | 44.0 | 39.0 | 25.0 |
| Environment & Conservation - percent of spend | 1.0 | 1.0 | 2.0 | 3.0 | 1.0 |
| Other - percent of spend | N/A | N/A | N/A | 2.0 | 3.0 |
| Human Rights Security Incidents - number | 0 | 0 | 0 | 0 | 0 |

a Includes political action committee and corporate contributions. **b** Greenhouse gas (GHG) carbon dioxide equivalent (CO₂e) emissions are based on carbon dioxide, methane and nitrous oxide from Marathon Oil-operated facilities only. **c** 2017 air emissions have been updated based on a review and resubmittal of emissions data to the EPA. **d** See 2020 gross production. Applies to all intensity metrics based on total gross production. **e** Increase in VOCs is primarily due to accounting changes in the Resource Plays. **f** Excludes recycled water volumes. **g** Data includes spills outside of secondary containment ≥ 1 barrel. **h** 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. **i** Workforce statistics reflect year-end data. **j** Data does not include total retirement rates of 4.6%, 1.3%, 2.4%, 2.9% and 5.1% for 2020, 2019, 2018, 2017 and 2016, respectively. **k** Minority designation defined by Equal Employment Opportunity EEO-1 report categories.

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). Except as noted, metrics in this table represent global performance.