

2019 CONTENT INDEX



This report is based on the IPIECA/API/IOGP Oil and Gas Industry Guidance on Voluntary Sustainability Reporting. In this report, we're expanding our reporting and disclosures with additional indicators informed by the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). We have also continued our practice of including additional indicators informed by the Global Reporting Initiative (GRI) Standard. The index below lists indicators from IPIECA, TCFD, SASB and GRI on which we have full or partially reported.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPIECA/API/IOGP	TCFD
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			
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 2019 Annual Report and SEC Form 10-K (Pages 5-8)	EM-EP-000.B EM-EP-000.C		
102-5	Ownership and legal form	2019 Annual Report and SEC Form 10-K (Pages 6, 56, 64, 91-92 and 111) 2020 Proxy Statement (Page 18)			
102-6	Markets served	Our Report: Marathon Oil at a Glance Environment: Climate Change Highlight: Equatorial Guinea 2019 Annual Report and SEC Form 10-K (Pages 5, 13, 17 and 33)			
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 Our Report: Performance Highlights Workforce: Statistics Highlight: Equatorial Guinea			
102-9	Supply Chain	Society: Supply Chain Management Highlight: Equatorial Guinea			

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPIECA/API/IOGP	TCFD
GRI 102: GENERAL DISCLOSURES					
102-10	Significant changes to the organization and supply chain	Society: Supply Chain Management			
102-12	External initiatives	Society: Performance Highlights Society: Stakeholder Engagement			
102-13	Memberships of associations	Society: Stakeholder Engagement			
102-14	Statement from senior decision-maker	Our Report: CEO Message Our Report: Board 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	GOV-1	Risk Management - Describe the organization's processes for identifying and assessing climate-related risks.
102-16	Values, principles, standards and norms of behavior	Our Report: CEO Message Governance: Management Systems Governance: Ethical Business Practices Workforce: Overview Society: Supply Chain Monitoring Society: Human Rights		GOV-1 GOV-2	
102-18	Governance structure	Governance: Overview		GOV-1 GOV-2	

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 102: GENERAL DISCLOSURES					
102-20	Executive-level responsibility for economic, environmental and social topics	Our Report: CEO Message Our Report: Board Message Governance: Overview Society: Social Impact Investments Society: Supply Chain Monitoring			Governance - Describe management's role in assessing and managing climate-related risks and opportunities.
102-21	Consulting stakeholders on economic, environmental and social topics	Society: Stakeholder Engagement			
102-24	Nominating and selecting the highest governance body	2020 Proxy Statement (Page 3)			
102-29	Identifying and managing economic, environmental and social impacts	Our Report: CEO Message Governance: Sustainability Oversight Environment: Overview Society: Social Impact Investments 2020 Proxy Statement (Pages 13-14)		GOV-2	Governance - Describe the board's oversight of climate-related risks and opportunities.
102-31	Review of economic, environmental and social topics	Our Report: CEO Message Our Report: Board Message		GOV-2	Governance - Describe the board's oversight of climate-related risks and opportunities.
102-32	Highest governance body's role in sustainability reporting	Our Report: CEO Message Our Report: Board Message Governance: Board Oversight Environment: Climate Change Safety: HES Training		GOV-2	Governance - Describe the board's oversight of climate-related risks and opportunities.
102-35	Remuneration policies	Governance: Overview Governance: Board Oversight Compensation Committee Charter (Pages 1-6) 2020 Proxy Statement (Pages 16-43) 2019 Annual Report and SEC Form 10-K (Page 111)			

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 102: GENERAL DISCLOSURES					
102-36	Process for determining remuneration	Compensation Committee Charter (Pages 1-6) 2020 Proxy Statement (Pages 16-43) 2019 Annual Report and SEC Form 10-K (Pages 21-117)			
102-40	List of stakeholder groups	Our Report: Stakeholder Map			
102-41	Percent of employees covered by collective bargaining agreements	Our Report: Performance Highlights			
102-42	Identifying and selecting stakeholders	Our Report: Stakeholder Map			
102-43	Approach to stakeholder engagement	Our Report: CEO Message Governance: Sustainability Oversight			
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 Activities			
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 2019, and was published in August 2020. The most recent prior report was for 2018, and was published in August 2019.			

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPEECA/API/IOGP	TCFD
GRI 102: GENERAL DISCLOSURES					
102-52	Reporting cycle	Marathon Oil publishes a sustainability report on an annual basis.			
102-53	Contact point for questions regarding the report	Our Report: What We Report On			
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			
GRI 201: ECONOMIC PERFORMANCE					
201-1	Direct economic value generated and distributed	Our Report: Financial and Operating Highlights 2019 Annual Report and SEC Form 10-K (Pages 27-47)			SOC-13 GOV-4
201-2	Financial implications and other risks and opportunities due to climate change	Governance: Management Systems Environment: Overview Environment: Climate Change 2019 Annual Report and SEC Form 10-K (Pages 27-47)	EM-EP-540a.2		CCE-1 CCE-2
201-3	Defined benefit plan obligations and other retirement plans	2019 Annual Report and SEC Form 10-K (Pages 44-45, 52-58, 73, 84-90)			

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Strategy - Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management - Describe the organization's processes for identifying and assessing climate-related risks.

Risk Management - Describe the organization's processes for managing climate-related risks.

Risk Management - Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

Metrics and Targets - 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	IPECA/API/IOGP	TCFD
GRI 204: PROCUREMENT PRACTICES					
204-1	Proportion of spending on local suppliers	Society: Supply Chain Management Highlight: Equatorial Guinea			SOC-4 SOC-14
GRI 205: ANTI-CORRUPTION					
205-2	Communication and training about anti-corruption policies and procedures	Governance: Ethical Business Practices Society: Supply Chain Monitoring Highlight: Equatorial Guinea Code of Ethics for Senior Financial Officers Code of Business Conduct	EM-EP-510a.2		GOV-3 SOC-8 SHS-7
GRI 301: MATERIALS					
301-1	Materials used by weight or volume	2019 Annual Report and SEC Form 10-K (Pages 11-13)			ENV-7
GRI 303: WATER AND EFFLUENTS*					
<i>*Marathon Oil uses a threshold of 1,000 parts per million total dissolved solids (TDS) for fresh water, as it is applicable for all uses and is more common in the U.S., where we use the vast majority of our water.</i>					
303-1	Interactions with water as a shared resource	Environment: Water Stewardship	EM-EP-140a.1		ENV-1 ENV-2
303-2	Management of water discharge-related impacts	Environment: Water Stewardship	EM-EP-140a.2		ENV-2
303-3	Water withdrawal	Environment: Water Stewardship	EM-EP-140a.3		ENV-1
303-4	Water discharge	Environment: Water Stewardship Highlight: Technology and Innovation			ENV-2
303-5	Water consumption	Our Report: Performance Highlights Environment: Water Stewardship			ENV-1

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 304: BIODIVERSITY					
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 Society: Social Impact Investments	EM-EP-160a.3	ENV-3	
304-2	Significant impacts of activities, products and services on biodiversity	Environment: Land Stewardship & Biodiversity	EM-EP-160a.1	ENV-3	
304-3	Habitats protected or restored	Environment: Land Stewardship & Biodiversity		ENV-4	
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	
GRI 305: EMISSIONS					
305-1	Direct (Scope 1) GHG emissions	Environment: Emissions Management Highlight: GHG Emissions Reduction	EM-EP-110a.1 EM-EP-110a.2 EM-EP-110a.3 EM-MD-110a.1	CCE-4 CCE-5	Metrics and Targets - Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.
305-2	Energy indirect (Scope 2) GHG Emissions	Our Report: Performance Highlights Environment: Emissions Management		CCE-4	Metrics and Targets - Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.
305-4	GHG emissions intensity	Our Report: Performance Highlights Environment: Emissions Management Highlight: GHG Emissions Reduction		CCE-4	
305-5	Reduction of GHG emissions	Environment: Emissions Management Environment: Performance Highlights Highlight: GHG Emissions Reduction	EM-EP-110a.3	CCE-3 CCE-4	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment: Performance Highlights	EM-EP-120a.1 EM-MD-120a.1	ENV-5	

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 306: EFFLUENTS AND WASTE					
306-1	Water discharge by quality and destination	Our Report: Performance Highlights Environment: Water Stewardship Highlight: Technology and Innovation	EM-EP-140a.2		ENV-2 ENV-6 ENV-7
306-2	Waste by type and disposal method	Environment: Waste Environment: Hydraulic Fracturing			ENV-2 ENV-6 ENV-7
306-3	Significant spills	Environment: Spill Prevention Highlight: Technology and Innovation			ENV-2 ENV-6 ENV-7
306-4	Transport of hazardous waste	Environment: Waste			ENV-2 ENV-6 ENV-7
GRI 401: EMPLOYMENT					
401-1	New employee hires and turnover	Our Report: Performance Highlights Workforce: Statistics			SOC-5 SOC-6
GRI 403: OCCUPATIONAL HEALTH AND SAFETY					
403-1	Occupational health and safety management system	Our Report: Marathon Oil at a Glance Governance: Management Systems Safety: Overview Highlight: Equatorial Guinea	EM-EP-320a.2		SHS-1 SHS-2
403-2	Hazard identification, risk assessment and incident investigation	Our Report: Performance Highlights Safety: HES Training Safety: Process Safety	EM-EP-320a.1 EM-EP-320a.2		SHS-1 SHS-3 SHS-6
403-3	Occupational health services	Safety: Performance Highlights Safety: Engaging Contractor Workforce	EM-EP-320a.2		SHS-2 SHS-3
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety: Engaging Contractor Workforce Highlight: Equatorial Guinea	EM-EP-320a.2		SHS-1 SHS-2 SOC-6

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 403: OCCUPATIONAL HEALTH AND SAFETY					
403-5	Worker training on occupational health and safety	Safety: Engaging Contractor Workforce Safety: HES Training Safety: Emergency Preparedness	EM-EP-320a.1		SHS-1 SHS-2
403-6	Promotion of worker health	Safety: Overview Safety: Workforce Health Highlight: Equatorial Guinea			SHS-2
403-9	Work-related injuries	Safety: Overview and Metrics Highlight: Equatorial Guinea	EM-EP-320a.1		SHS-3
GRI 404: TRAINING AND EDUCATION					
404-1	Average hours of training per year per employee	Workforce: Learning and Development			SOC-7
404-2	Programs for upgrading employee skills and transition assistance programs	Governance: Management Systems Workforce: Diversity and Inclusion Workforce: Learning and Development Society: Supply Chain Management Society: Human Rights Highlight: Equatorial Guinea			SOC-7
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY					
405-1	Diversity of governance bodies and employees	Our Report: Performance Highlights Governance: Board Diversity Workforce: Statistics Workforce: Diversity and Inclusion 2020 Proxy Statement (Page 4)			SOC-5

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	SASB	IPECA/API/IOGP	TCFD
GRI 410: SECURITY PRACTICES					
410-1	Security personnel trained in human rights policies or procedures	Society: Human Rights Highlight: Equatorial Guinea	EM-EP-210a.3		SOC-3 SOC-10 SHS-7
GRI 411: RIGHTS OF INDIGENOUS PEOPLES					
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place <i>Marathon Oil did not have any involuntary resettlements in 2019.</i>	Society: Stakeholder Engagement Society: Human Rights			SOC-9 SOC-10 SOC-11 SOC-12
GRI 413: LOCAL COMMUNITIES					
413-1	Operations with local community engagement, impact assessments and development programs	Safety: Workforce Health Safety: Emergency Preparedness Society: Stakeholder Engagement Society: Social Impact Investments Highlight: Equatorial Guinea	EM-EP-210b.1		SOC-9 SOC-12 SOC-13
413-2	Operations with significant actual and potential negative impacts on local communities	Environment: Emissions Management Environment: Hydraulic Fracturing Environment: Seismicity			SOC-9
GRI 415: PUBLIC POLICY					
415-1	Political contributions	Our Report: Performance Highlights Governance: Political Contributions and Lobbying Activities Environment: Seismicity	EM-EP-530a.1		GOV-4 GOV-5