

A wide-angle landscape photograph showing a dirt road winding through a green field towards an oil drilling rig in the distance. The rig is a tall, black structure with a yellow top, surrounded by various pieces of equipment and containers. The background features rolling green hills under a clear blue sky with a few wispy clouds. The text "FIRST QUARTER 2021" is overlaid in large, white, bold, sans-serif font across the middle of the image.

# FIRST QUARTER 2021

**May 5, 2021**

# Forward-Looking Statements and Other Matters

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This presentation (and oral statements made regarding the subjects of this presentation) contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These are statements, other than statements of historical fact, that give current expectations or forecasts of future events, including, without limitation: the Company's future capital budgets and allocations, future performance, expected free cash flow, emission targets and goals and estimated emission reductions, future debt reduction, reinvestment rates, corporate-level cash returns on invested capital, business strategy, asset quality, drilling plans, guidance related to costs, production, tax rates and equity method investments, cost reductions, DAPL shut in sensitivities, leasing and exploration activities, production, break-even, free cash flow yields, inventory and other plans and objectives for future operations, are forward-looking statements. Words such as "anticipate," "believe," "could," "estimate," "expect," "forecast," "future," "guidance," "intend," "may," "outlook," "plan," "positioned," "project," "seek," "should," "target," "will," "would," or similar words may be used to identify forward-looking statements; however, the absence of these words does not mean that the statements are not forward-looking. This presentation includes certain forward-looking, non-GAAP financial measures, including, free cash flow or FCF, operating cash flow before working capital, reinvestment rate, capital expenditures, and net debt to EBITDAX. Free cash flow, which is free cash flow before dividend, is defined as net cash provided by operating activities adjusted for working capital, capital expenditures, and EG LNG return of capital and other. Management believes this is useful to investors as a measure of the Company's ability to fund its capital expenditure programs, service debt, and other distributions to stockholders. The reinvestment rate is defined as total capital expenditures divided by operating cash flow before working capital. Management believes the reinvestment rate is useful to investors to demonstrate the Company's commitment to generating cash for use towards investor-friendly purposes (which includes balance sheet enhancement, base dividend and other return of capital). Cash flow from operations (CFO) is defined as net cash provided by operations adjusted for operating working capital. Management believes operating cash flow before working capital is useful to demonstrate the Company's ability to generate cash quarterly or year-to-date by eliminating differences caused by the timing of certain working capital items. Capital expenditures is defined as cash additions to property, plant and equipment adjusted for the change in working capital associated with property, plant and equipment, and additions to other assets. Management believes this is useful to investors as an indicator of Marathon's commitment to capital expenditure discipline by eliminating differences caused by the timing of certain working capital and other items. Net debt to EBITDAX is defined as long-term debt less cash and cash equivalents divided by Adjusted EBITDAX (net income excluding net interest expense, taxes, DD&A, and exploration, further adjusted for gains/losses on dispositions, impairments of proved property, goodwill, and equity method investments, unrealized derivative gain/loss on commodity instruments, effects of pension settlement losses and curtailments and other items that could be considered "non-operating" or "non-core" in nature). Management believes net debt to EBITDAX is useful to show the Company's ability to pay off long-term debt. Any such forward-looking measures and estimates are intended to be illustrative only and are not intended to reflect the results that the Company will necessarily achieve for the period(s) presented; the Company's actual results may differ materially from such measures and estimates.

While the Company believes its assumptions concerning future events are reasonable, a number of factors could cause actual results to differ materially from those projected, including, but not limited to: conditions in the oil and gas industry, including supply/demand levels for crude oil and condensate, NGLs and natural gas and the resulting impact on price; changes in expected reserve or production levels; changes in political or economic conditions in the U.S. and Equatorial Guinea, including changes in foreign currency exchange rates, interest rates, inflation rates; actions taken by the members of the Organization of the Petroleum Exporting Countries (OPEC) and Russia affecting the production and pricing of crude oil; and other global and domestic political, economic or diplomatic developments; risks related to the Company's hedging activities; voluntary or involuntary curtailments, delays or cancellations of certain drilling activities; liability resulting from litigation or other proceedings and investigations; capital available for exploration and development; drilling and operating risks; lack of, or disruption in, access to storage capacity, pipelines or other transportation methods; well production timing; availability of drilling rigs, materials and labor, including the costs associated therewith; difficulty in obtaining necessary approvals and permits; non-performance by third parties of contractual obligations, including due to bankruptcy; hazards such as weather conditions, a health pandemic (including COVID-19), acts of war or terrorist acts and the government or military response thereto; shortages of key personnel, including employees, contractors and subcontractors; cyber-attacks; changes in safety, health, environmental, tax and other regulations, requirements or initiatives, including initiatives addressing the impact of global climate change, air emissions, or water management; other geological, operating and economic considerations; and the risk factors, forward-looking statements and challenges and uncertainties described in the Company's 2020 Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and other public filings and press releases, available at <https://ir.marathonoil.com/>. Except as required by law, the Company undertakes no obligation to revise or update any forward-looking statements as a result of new information, future events or otherwise.

This presentation includes non-GAAP financial measures. Reconciliations of the differences between non-GAAP financial measures used in this presentation and their most directly comparable GAAP financial measures are available at <https://ir.marathonoil.com/> in the 1Q21 Investor Packet.

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# Prioritizing What Matters Most

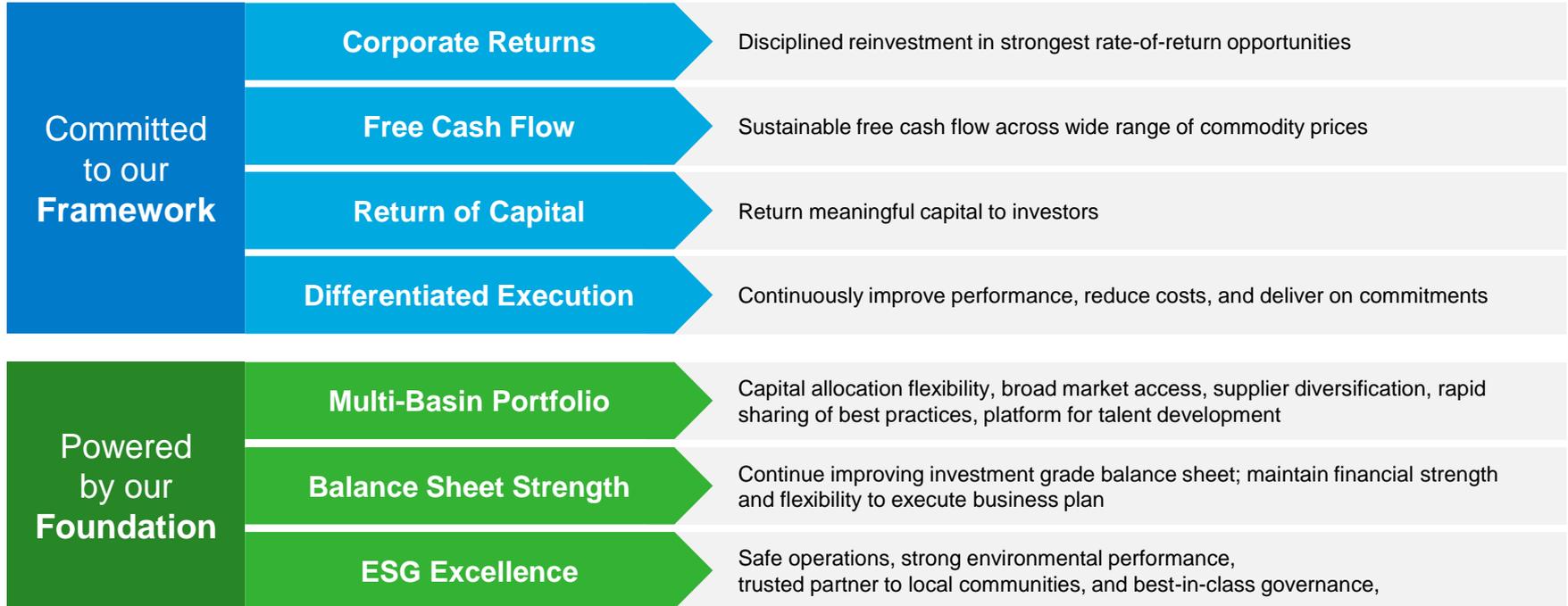
More S&P, less E&P

“...Our **differentiated execution** culminated in just under **\$450 million** of free cash flow, with year-to-date free cash flow largely funding **\$500 million** of gross debt reduction. Due to the strength and sustainability of our financial and operational performance, we are targeting additional gross debt reduction of **at least \$500 million** this year and have also **raised our quarterly base dividend**.

“Our actions are fully consistent with our objective to return **more than 30%** of our operating cash flow to investors, as we successfully progress both balance sheet enhancement and direct return of capital. We believe that our commitment to **ESG excellence** and our **transparent capital allocation framework** that prioritizes **free cash flow generation**, a **low enterprise free cash flow breakeven oil price**, **balance sheet improvement**, and **return of capital to investors** is a recipe for success relative to both our E&P peer group and the broader S&P 500.”

Lee Tillman  
Chairman, President, and CEO

# Framework for Success



# Committed to Sustainability

ESG: Foundational for long-term financial outperformance

Safety & Environmental <sup>1</sup>	Social	Governance
<ul style="list-style-type: none"><li>• 2020 safety performance best in Company history<sup>2</sup> (<b>0.24</b> TRIR); continuing trend in 2021 (1Q21 TRIR of <b>0.23</b>)</li><li>• Achieved <b>25%</b> reduction<sup>3</sup> in GHG emissions intensity in 2020 vs. 2019</li><li>• 1Q21 Company-wide gas capture of <b>98.5%</b></li><li>• Working toward 2021 GHG emissions intensity target of <b>~30%</b> reduction<sup>3</sup> and 2025 intensity goal of at least a <b>50%</b> reduction<sup>3</sup></li><li>• Percentage of recycled water <b>doubled in 2020</b></li></ul>	<ul style="list-style-type: none"><li>• Making <b>targeted social investments</b> to build healthier, safer, stronger, and more resilient communities</li><li>• Supporting <b>employee community involvement</b> through volunteer opportunities and matching programs</li><li>• Supported <b>disaster relief efforts</b> for Bata explosion in Equatorial Guinea and winter storm Uri in Texas</li><li>• Launched a new grant program to <b>support teachers</b> in our operating areas</li></ul>	<ul style="list-style-type: none"><li>• <b>Reduced compensation</b> for Board, CEO, and other corporate officers</li><li>• <b>Compensation framework redesigned</b> to further improve alignment with investors</li><li>• <b>7 of 8</b> Directors standing for election in 2021 election are <b>independent</b>; all committees made up entirely of NYSE independent Directors</li><li>• <b>3</b> Directors are female; <b>2</b> Directors self-identify as ethnicity other than white</li><li>• <b>2</b> new Directors added in 2021</li><li>• Average Director tenure is <b>below S&amp;P 500</b> average while maintaining a <b>diverse mix</b> of short and longer-tenured Directors</li></ul>

<sup>1</sup> Methodology and definitions based on information from online 2019 MRO Sustainability Report

<sup>2</sup> Based on Total Recordable Incident Rate; TRIR measures combined employee and contractor workforce incidents per 200,000 work hours

<sup>3</sup> Reductions are relative to 2019 GHG emissions intensity

# Executing Against our Framework

## Prioritizing FCF, Balance Sheet strength, and ESG excellence

### 2021 Outlook

*Consistent with our Framework*

- **\$1B** capital budget for **\$1.6B** of FCF, assuming **\$60/bbl** WTI<sup>1</sup>; corporate FCF breakeven **<\$35/bbl** WTI
- Accelerated **\$500MM** gross debt reduction; increased full year gross debt reduction target to at least **\$1B**
- Raised base dividend by **33%** and on track to return **>30%** of CFO to investors

### Cash Cost Reductions

*Continuation of Multi-year Trend*

- **Top quartile** all-in 2020 unit **cash cost structure** among multi-basin E&Ps
- Realized over **20%** reduction to both production and G&A costs in 2020 vs. 2019
- Action taken in 2021 to achieve **30%** reduction to production and G&A costs vs. 2019

### 5 Year Maintenance Case

*Portfolio Strength and Sustainability*

- Cumulative FCF<sup>2</sup> of **~\$5B** at flat **\$50/bbl** WTI from 2021 through 2025 with **50%** reinvestment rate
- Corporate FCF breakeven **<\$35/bbl** WTI throughout period
- **\$1B** to **\$1.1B** of capex per year delivers flat total Company oil production
- Continued strong financial performance underpinned by **well over a decade** of **high return inventory**

### ESG Excellence

*Displaying Governance and Environmental Leadership*

- **Record** annual **safety performance** in 2020 and continuing trend in 2021
- CEO and Board compensation reduced **25%**<sup>3</sup>; compensation framework redesigned and optimized
- Achieved **25%** GHG intensity<sup>4</sup> reduction in 2020 vs. 2019
- 2021 GHG intensity<sup>4</sup> reduction target of **30%** and 2025 intensity reduction goal of **50%** - both vs. 2019

<sup>1</sup> \$1.6B of expected 2021 FCF at \$60/bbl WTI and \$3.00/MMBtu comprised of approximately \$2.6B of net cash provided by operating activities adjusted for working capital and EG LNG return of capital and other less approximately \$1.0B of capital expenditures

<sup>2</sup> Cumulative FCF of approximately \$5.0 billion for 5 Year Benchmark Scenario at flat \$50/bbl WTI and \$3.00/MMBtu comprised of approximately \$10.0B to \$10.5B of cumulative net cash provided by operating activities adjusted for working capital and EG LNG return of capital and other less approximately \$5.0 to \$5.5B of cumulative capital expenditures

<sup>3</sup> Relative to 2020 before temporary reductions

<sup>4</sup> Greenhouse Gas (GHG) intensity: as measured by metric tonnes carbon dioxide equivalent (CO2e) emissions per thousand barrels of oil equivalent of hydrocarbons produced from Marathon Oil-operated facilities

# First Quarter 2021 Highlights

Differentiated execution, balance sheet enhancement, return of capital, ESG excellence

## Differentiated Financial & Operational Execution

- 1Q21 Free Cash Flow<sup>1</sup> of **\$443MM**
- 1Q21 Capex<sup>1</sup> of **\$184MM**
- Minimal production impact from Winter Storm Uri
- 1Q21 oil production of **172 mbopd**

## Accelerated Balance Sheet Enhancement & Return of Capital

- Already achieved **\$500MM** gross debt reduction target, fully addressing next significant maturity (2022)
- Now targeting **at least \$1B** of 2021 total gross debt reduction
- Raised quarterly base dividend by **33%**

## ESG Excellence

- Strong 1Q21 safety performance as measured by TRIR of **0.23**
- 1Q21 gas capture of **98.5%**
- Progressing toward 2021 target of at least **30%** GHG emissions intensity reduction vs. 2019 (included in executive compensation scorecard)
- Strong Board refreshment with appointment of **two new Directors**

<sup>1</sup> See the 1Q21 Investor Packet at <https://ir.marathonoil.com/> for non-GAAP reconciliations of free cash flow and capex

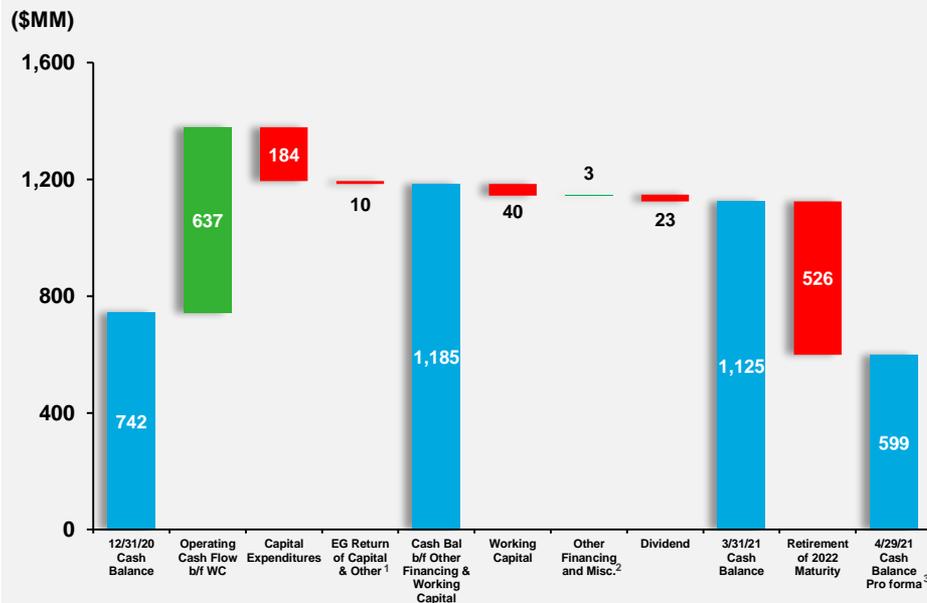
# Balance Sheet & Return of Capital: Accelerating our Objectives

Free cash flow to support both increased gross debt reduction and base dividend raise

*Expect to return >30% of CFO to investors*

- Accelerated gross debt reduction of **\$500MM**; targeting at least another **\$500MM** of 2021 gross debt reduction
  - Targeting net debt/EBITDA **<1.5x**, assuming **\$45 to \$50/bbl** WTI
  - Sustainably improving underlying cost structure through reduced interest expense
- Raised quarterly base dividend by **33%**; scope for **disciplined, sustainable, competitive** growth
- Continuing to evaluate variable shareholder distribution vehicles
  - \$1.3B** of share repurchase authorization outstanding

*\$443MM of FCF generated in 1Q21*



<sup>1</sup> Includes \$9MM of share repurchases in respect of shares purchased from employees in settlement of tax liabilities on vesting of restricted stock units

<sup>2</sup> Includes \$(15)MM of changes in operating working capital and \$(25)MM of working capital changes associated with investing activities

<sup>3</sup> Pro forma cash balance is defined as cash and cash equivalents adjusted for cash tender offer of senior notes due 2022 (\$526MM; inclusive of premiums and accrued interest paid). Management believes this provides a clearer picture of liquidity

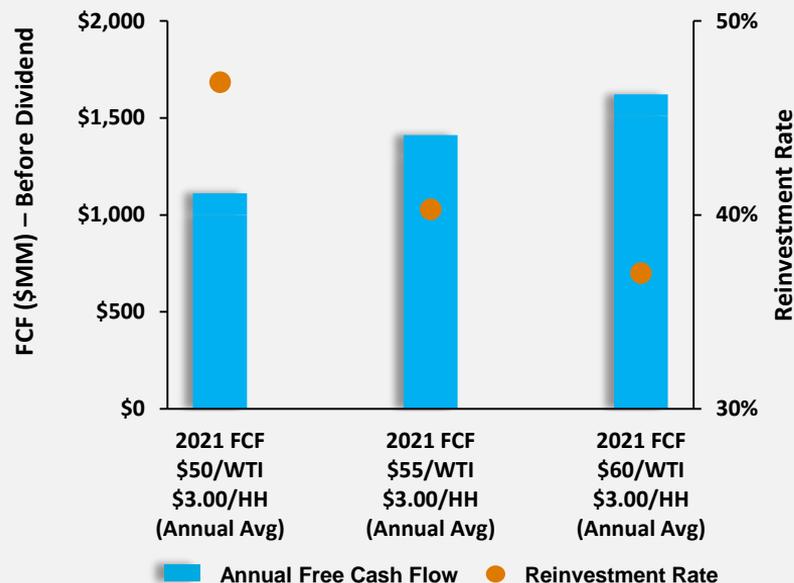
# 2021 Plan Update: Delivering Significant Free Cash Flow

Fully consistent with reinvestment rate capital allocation framework

## Strong Financial & Operational Outcomes

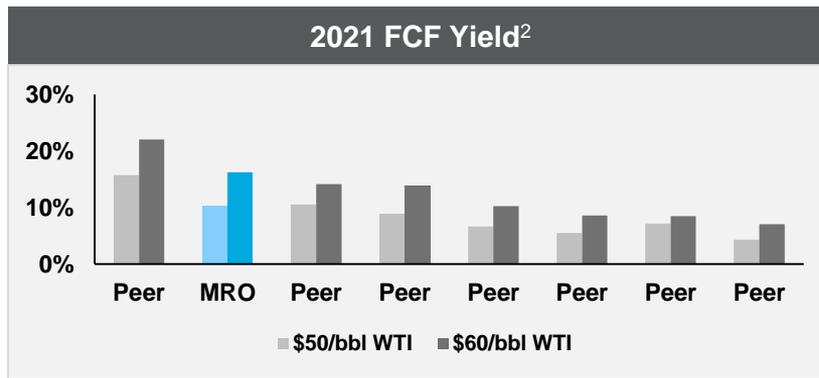
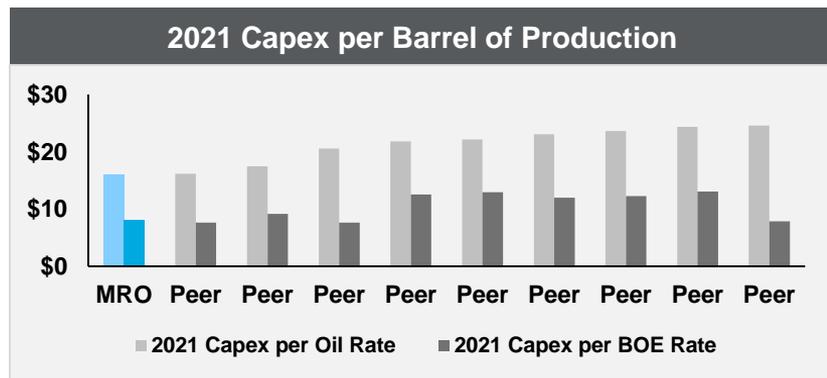
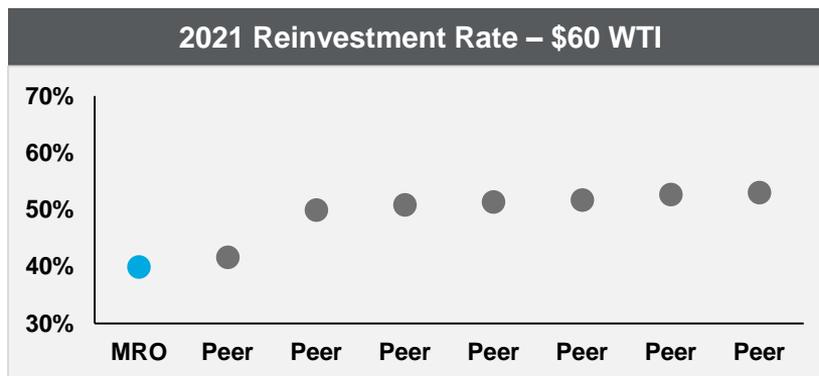
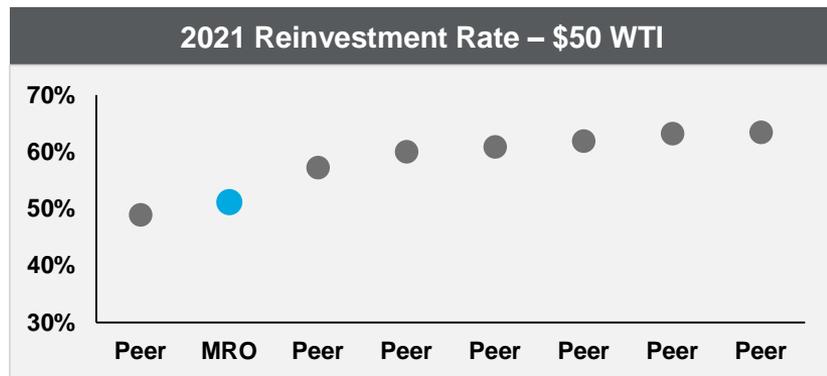
- **Capital Discipline:** No change to \$1B capital budget
- **Outperforming Plan:** Outperformance in 1Q21 puts us on pace to achieve 2021 FCF of \$1.1B at \$50/bbl WTI and \$1.6B at \$60/bbl WTI
- **Downside Resilience:** Corporate FCF breakeven <\$35/bbl WTI on an unhedged basis; driving significant underlying cash cost reductions
- **Flat Oil Production:** No change to 2021 production guidance
- **Balance Sheet & Return of Capital:** Sustainable free cash flow supports gross debt reduction and increasing cash return to shareholders

## Significant Free Cash Flow Generation



# 2021 Plan: Top Tier Capital Efficiency & Free Cash Flow

Based on peer<sup>1</sup> disclosure from 4Q20 earnings season



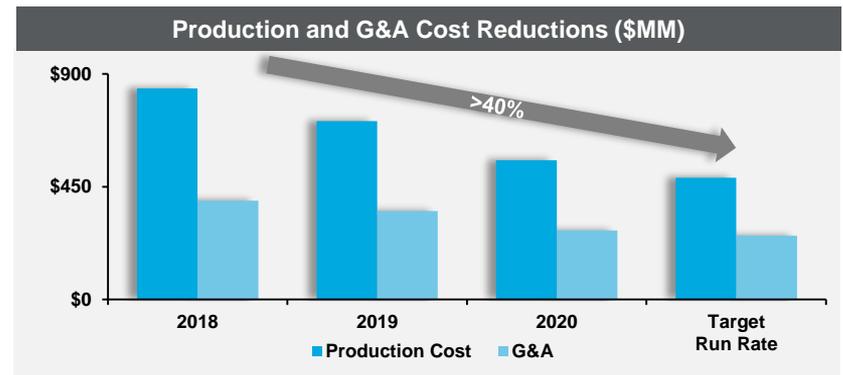
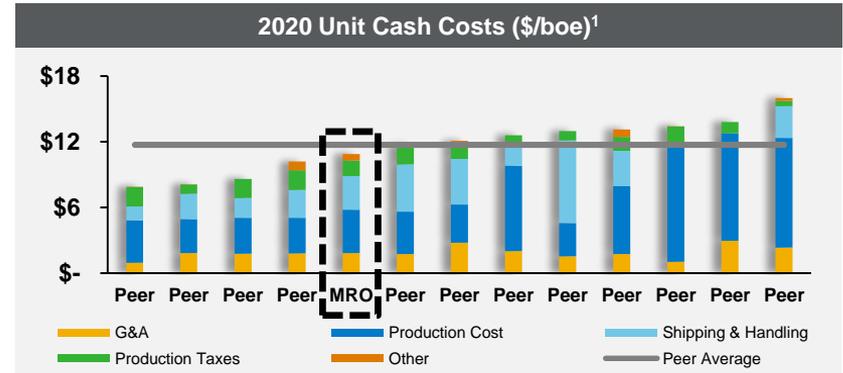
<sup>1</sup> Peers include APA, CLR, DVN, EOG, FANG, MUR, OVV, FXD, XEC; charts based on peer disclosure as available; prices normalized to \$2.75/MMBtu gas

<sup>2</sup> FCF yield defined as free cash flow divided by market capitalization as of 4/29/2021

# 2021 Plan: Continuously Optimizing our Cost Structure

Additional action taken to continue multi-year cost reduction trend

- All-in 2020 unit cash cost structure **~7%** below peer average; top quartile among multi-basin peers
- Multi-year track record of cash cost reductions
  - Achieved **>20%** reduction to production and G&A costs in 2020 vs. 2019
  - Achieved G&A reduction of **23%** in 2020 vs 2019
- Additional action taken in 2021 to continue cost reduction trend
  - Targeting **~30%** reduction to production and G&A costs vs. 2019 (**~40%** reduction vs. 2018)
  - **25%** reduction to CEO & Board compensation; **10% to 20%** reduction to other corporate officer compensation
  - Workforce reduction, corporate aircraft lease termination, various other cost reduction initiatives



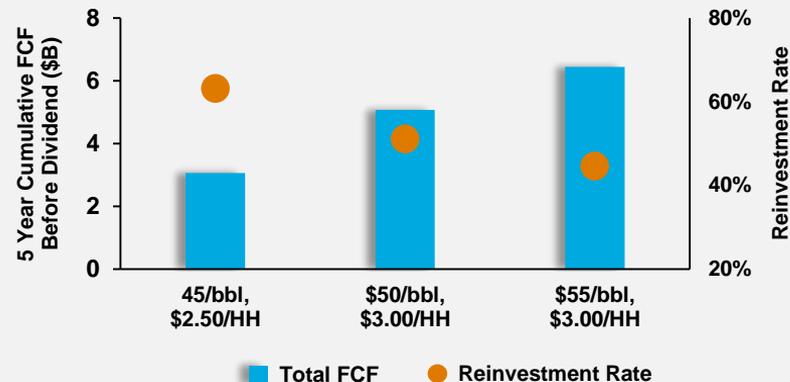
<sup>1</sup> 2020 unit cash costs based on 2020 disclosures per 10K – adjusted for severance and restructuring costs; Peers included are APA, CLR, COP, DVN, EOG, FANG, HES, MUR, PXD, OVV, OXY, XEC

# Sustainability: Capital Efficiency Advantage is Durable

## 5 Year Benchmark Maintenance Scenario

- ~\$5B of cumulative FCF<sup>1</sup> with reinvestment rate ~50%, assuming flat \$50/bbl WTI
- Corporate FCF breakeven below \$35/bbl WTI throughout period
- Holds 4Q20 oil production flat through 2025 for \$1.0 to \$1.1B of annual capex
- Cumulative ~\$100MM toward GHG intensity reduction
- Includes capital allocation across multi-basin portfolio
  - Permian and Oklahoma activity reintroduced with both delivering accretive corporate returns and FCF from high-graded opportunity set
  - Permian and Oklahoma comprise 20% to 30% of Resource Play capital beyond 2021

2021-2025 Benchmark Maintenance Case Cumulative FCF



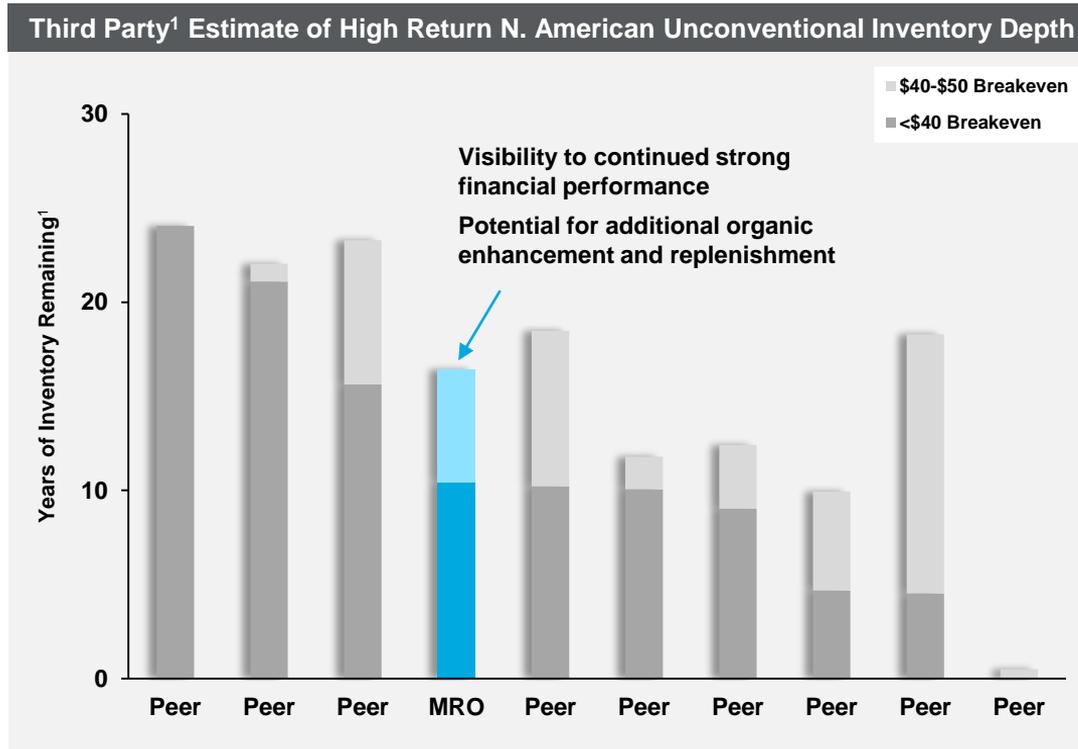
2021-2025 Benchmark Maintenance Case Capital Allocation



<sup>1</sup> Cumulative FCF of approximately \$5.0 billion for 5 Year Benchmark Scenario at flat \$50/bbl WTI and \$3.00/MMBtu comprised of approximately \$10.0B to \$10.5B of cumulative net cash provided by operating activities adjusted for working capital and EG LNG return of capital and other less approximately \$5.0 to \$5.5B of cumulative capital expenditures – dividing cumulative capital expenditures by the sum of cumulative net cash provided by operating activities adjusted for working capital, EG LNG return of capital, and other is expected to equate to a reinvestment rate of approximately 50%

# Sustainability: High Quality Inventory Underpins Maintenance Case

Well over a decade of high return, capital efficient inventory – with upside potential



<sup>1</sup> Enverus Intelligence 4Q20 NAV Compass reports; Peers cited are APA, CLR, DVN (post WPX merger), EOG, FANG (post QEP and Guidon transactions), HES, OVV, PXD, XEC

# Executing Against our Framework

## Prioritizing FCF, Balance Sheet strength, and ESG excellence

### 2021 Outlook

*Consistent with our Framework*

- **\$1B** capital budget for **\$1.6B** of FCF, assuming **\$60/bbl** WTI; corporate FCF breakeven **<\$35/bbl** WTI
- Accelerated **\$500MM** gross debt reduction; increased full year gross debt reduction target to at least **\$1B**
- Raised base dividend by **33%** and on track to return **>30%** of CFO to investors

### Cash Cost Reductions

*Continuation of Multi-year Trend*

- **Top quartile** all-in 2020 unit **cash cost structure** among multi-basin E&Ps
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- Action taken in 2021 to achieve **30%** reduction to production and G&A costs vs. 2019

### 5 Year Maintenance Case

*Portfolio Strength and Sustainability*

- Cumulative FCF of **~\$5B** at flat **\$50/bbl** WTI from 2021 through 2025 with **50%** reinvestment rate
- Corporate FCF breakeven **<\$35/bbl** WTI throughout period
- **\$1B** to **\$1.1B** of capex per year delivers flat total Company oil production
- Continued strong financial performance underpinned by **well over a decade** of **high return inventory**

### ESG Excellence

*Displaying Governance and Environmental Leadership*

- **Record** annual **safety performance** in 2020 and continuing trend in 2021
- CEO and Board compensation reduced **25%**; compensation framework redesigned and optimized
- Achieved **25%** GHG intensity reduction in 2020 vs. 2019
- 2021 GHG intensity reduction target of **30%** and 2025 intensity reduction goal of **50%** - both vs. 2019



# APPENDIX

# Clear Priorities for Capital Allocation

Reinvestment rate discipline continues to prioritize FCF



## ***Maintain Discipline to Deliver Outsized FCF***

- Focus on FCF generation and corporate returns with production growth an outcome
- **Production growth cap** of 5% underscores commitment to discipline and FCF
- Top priorities for use of cash remain unchanged: base dividend, accelerated balance sheet enhancement, plus potential for incremental return of cash to shareholders

## ***Compelling FCF for Investor-Friendly Purposes***

- Reinvestment rate of **~70% or less** at **\$45/bbl+** WTI
- **30% or more** of CFO to investor-friendly purposes at **\$45/bbl+** WTI
- Top priorities for use of cash are base dividend and balance sheet enhancement
- Targeting **1.0x** to **1.5x** net debt to EBITDAX

## ***Resilience to Downside Price Environment***

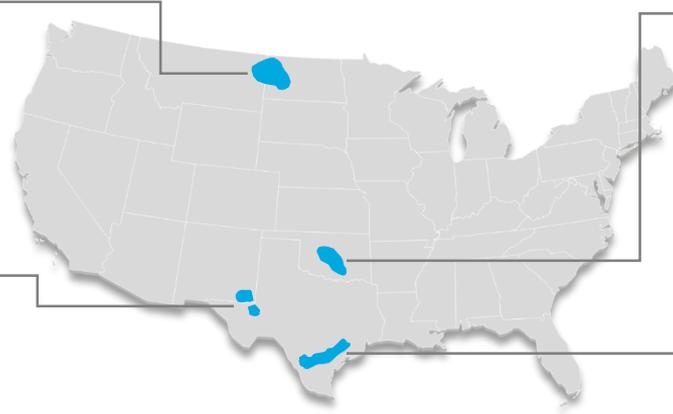
- Ongoing focus on optimizing cost structure and reducing corporate FCF breakeven
- Fund base dividend, protect balance sheet, prioritize returns, maximize base production

# Competitively Advantaged Multi-Basin Portfolio

High quality U.S. assets complemented by FCF generative integrated E.G. business

## Bakken

~255k net acres



## SCOOP / STACK

~250k net acres



## Permian

~145k net acres



## Eagle Ford

~160k net acres



## Equatorial Guinea

- Operated interest in Alba field PSC
- Equity interests in world-class integrated gas infrastructure uniquely positioned for continued gas aggregation



# Top Tier Portfolio Drives Sustainability

Positioned for continued industry leading capital efficiency

- Established track record of top tier **capital efficiency** across broader Bakken and Eagle Ford positions per independent third party data
- Sustainability** of capital efficiency advantage demonstrated by 5 Year Benchmark Maintenance Scenario
- High quality inventory** across multi-basin portfolio underpins delivery of consistently strong financial outcomes



<sup>1</sup> Capital efficiency defined as average cumulative 6 month 20:1 mboe per total well cost (TWC) estimate from Enverus Prism in millions. Based on >24,000 US L48 horizontal oil wells with first production in 2018 or later, 6 months of production data and a TWC estimate from Enverus, and lateral length of >2000 ft. Wells grouped by operator then by county into sub-groups; sub-groups with <10 wells removed leaving >440 sub-groups with 10 or more wells

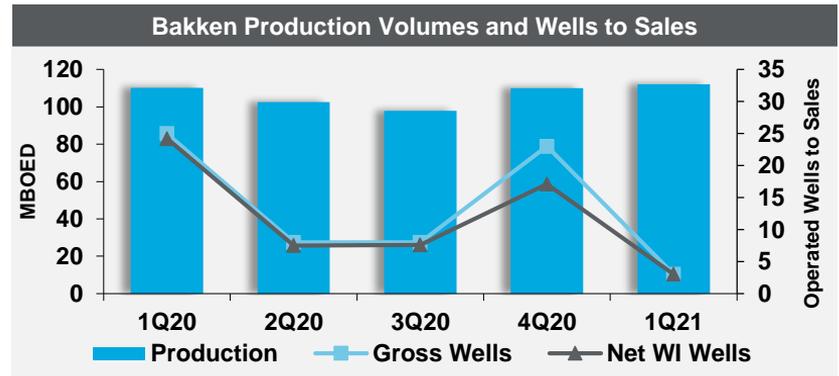
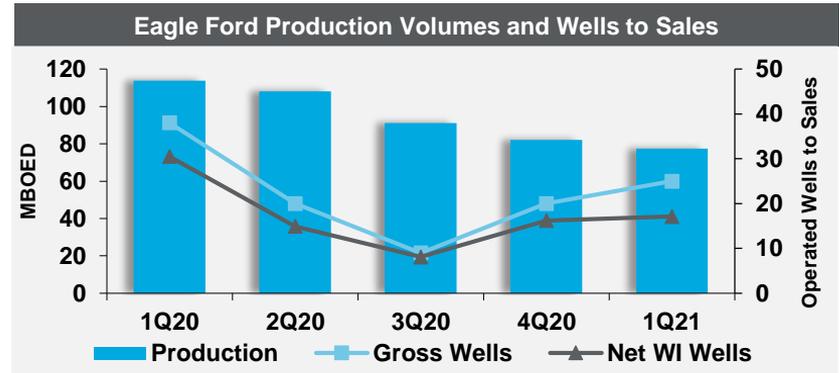
# Eagle Ford and Bakken Deliver Consistently Strong Results

## Eagle Ford

- 1Q21 production of **77** net MBOED with **25** gross operated wells to sales; expect **~50** wells to sales during 2Q21
- 1Q21 CWC<sup>1</sup> of **\$3.5MM**, or **\$630** per lateral foot
- Still on track for CWC sustainably below **\$625** per lateral foot (assuming **~6,500** foot average lateral length)

## Bakken

- 1Q21 production of **112** net MBOED with just **3** wells to sales; expect **~20** wells to sales during 2Q21
- 1Q21 CWC of **\$4.3MM** or **\$440** per lateral foot
- Still on track for CWC sustainably below **~\$410** per lateral foot (assumes **~10,000** foot average lateral length)
- **DAPL Shut-in Sensitivity:** Potential **\$50MM** to **\$60MM** impact to 2021 cash flow in shut-in scenario<sup>2</sup>



<sup>1</sup> Completed Well Cost

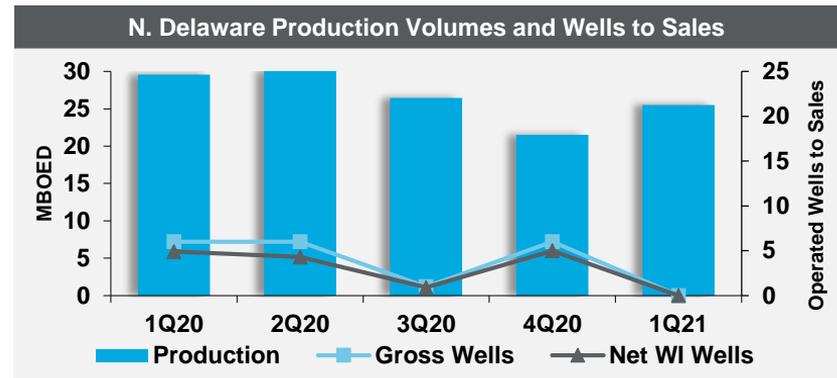
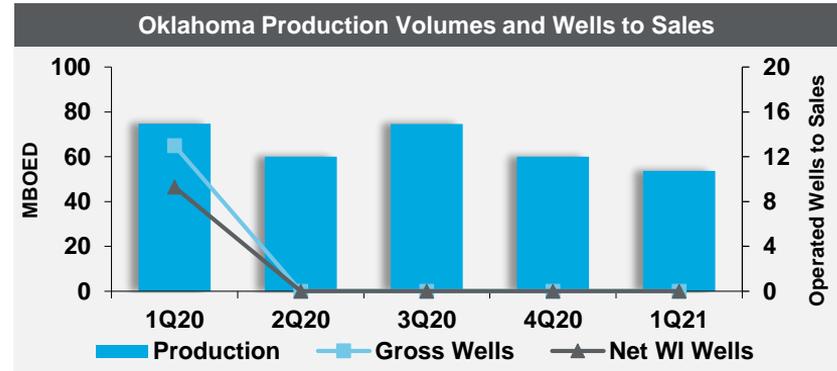
<sup>2</sup> Assumes theoretical DAPL shut-in by June 1st

# Oklahoma and N. Delaware Provide Capital Allocation Flexibility

Repositioned to deliver FCF and accretive financial returns

## Oklahoma

- 1Q21 production averaged **53** net MBOED on strong base production management
- **5** DUCs to sales planned during 2H21
- Favorable gas and NGL pricing trends increase relative competitiveness of high-graded investment opportunities



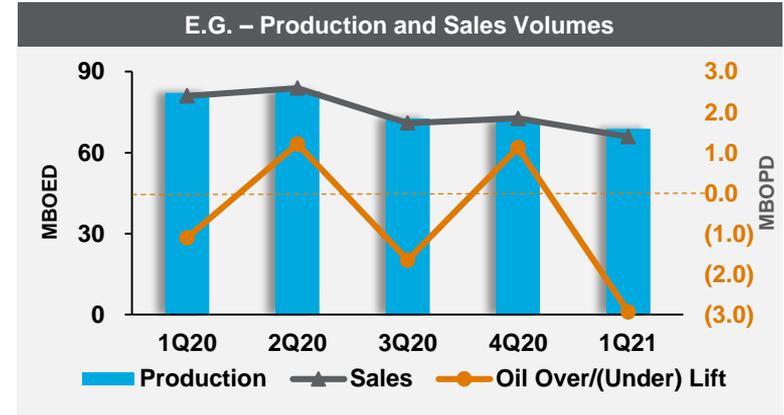
## Northern Delaware

- 1Q21 production averaged **26** net MBOED
- Sequential production growth due to:
  - Strong performance from **6** well pad brought online during 4Q20 - averaged IP-90 of **1,790 BOEPD** (74% oil)
  - Solid base production management during Winter Storm Uri

# International E&P: Equatorial Guinea

World class gas development generates significant FCF

- 1Q21 production of **69** net MBOED; production costs of **\$1.68** per BOE
- Alen backfill first gas achieved Feb. 2021
  - Gas processed by equity method investees (LPG processing plant and LNG facility)
  - Combination of tolling and profit-sharing; benefits included in income from equity method investments
- Expect 2021 equity income of **\$100** to **\$120MM**, assuming **\$50/bbl** WTI and **\$3/MMBtu** Henry Hub<sup>1</sup>
  - 1Q21 equity income of **\$44MM** benefited from strong commodity prices



<sup>1</sup> Assumes methanol price of \$300/MT

# ESG Excellence: Executive Compensation Reduced and Redesigned

Continuing to enhance alignment with shareholders; growth metrics eliminated

## Executive & Board Compensation Reduced

- CEO and Board total compensation reduced by **25%**<sup>1</sup>
- Board compensation mix shifted more toward equity
- CEO compensation mix further aligned with broader industry norms; long-term incentive (LTI) reward reduced **35%**
- Compensation for other senior officers reduced by **10%** to **20%**

## Compensation Framework Redesigned

- Short-term incentive (STI) scorecard simplified to better reflect MRO **financial and ESG framework**
- All production and growth metrics **eliminated** from bonus scorecard
- LTI framework promotes strong performance vs. broader market and incentivizes FCF generation; all LTI vehicles denominated in shares

STI Scorecard Consistent with Financial and ESG Framework	
Key Focus Area	Compensation Metric
Safety	TRIR
ESG Excellence	GHG Emissions Intensity
Capital Efficiency / FCF	Corporate FCF Breakeven
Capital Discipline / FCF	Reinvestment Rate
Financial Returns / Balance Sheet	Cash Flow per Debt Adjusted Share

Key Changes to LTI Framework	
Key Change	Objective
Three LTI Vehicles (RSUs, TSR PSUs, FCF PSUs), all denominated in shares <sup>2</sup>	Further diversifies LTI Metrics; tied to share performance & ownership
S&P 500 and S&P Energy added to peer group for TSR PSUs	Mitigates overreliance on TSR vs. E&P peers; promotes strong performance vs. broader market
Introduction of FCF PSUs	Underscores commitment to sustainable FCF

<sup>1</sup> Relative to 2020 before temporary reductions

<sup>2</sup> RSUs are restricted stock units; TSR PSUs are relative total shareholder returns performance stock units; FCF PSUs are free cash flow performance stock units

# ESG Excellence: Safety & Environmental Performance

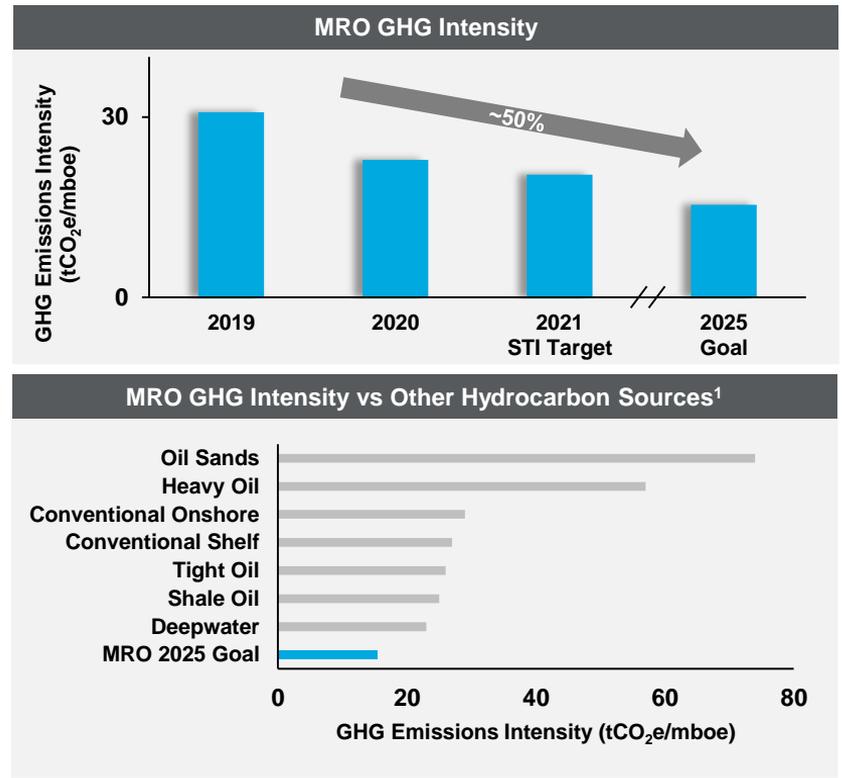
Driving continuous improvement in GHG emissions intensity

## Significant Progress to Date

- **0.23** TRIR in 1Q21 following record annual safety performance in 2020 (**0.24** TRIR)
- GHG emissions intensity reduced by **25% vs. 2019**
- 1Q21 total Company gas capture of **98.5%**

## Committed to Continuous Improvement

- 2021 GHG emissions intensity target of **30%** reduction<sup>1</sup> to STI scorecard
- Medium-term goal to reduce GHG emissions intensity by at least **50%** by 2025<sup>1</sup>
- Identified **~\$100MM** of GHG projects to assist in achieving 2025 goal



<sup>1</sup>WoodMac: The Edge: Big Oil's Leaders Take on the Climate Challenge, 10/10/19

# 2021 Production Guidance & Capital Budget

No change to production or capital expenditure guidance

Net Production	Oil Production (MBOPD)			Equivalent Production (MBOED)		
	2021 Guidance	1Q21	4Q20	2021	1Q21	4Q20
United States	158 – 162	160	159	270 – 280	276	280
International	11 – 13	12	13	60 – 70	69	72
<b>Total Net Production</b>	<b>169 – 175</b>	<b>172</b>	<b>172</b>	<b>330 – 350</b>	<b>345</b>	<b>352</b>

Capital Budget Reconciliation (\$MM)	2021 Budget/ Guidance	1Q21
Cash additions to Property, Plant and Equipment		209
Working Capital associated with PPE		(25)
<b>Total Capital Expenditures</b>	<b>1,000</b>	<b>184</b>

See the 1Q21 Investor Packet at <https://ir.marathonoil.com/> for non-GAAP reconciliations of total capital expenditures

# 2021 Cost, Tax Rate, and Equity Method Guidance

Guidance unchanged

	2021 Guidance
<b>United States Cost Data (\$ per BOE)</b>	
Production Operating	\$4.25 – 4.75
DD&A	\$19.00 – 21.00
S&H and Other <sup>1</sup>	\$4.00 – 5.00
<b>International Cost Data (\$ per BOE)</b>	
Production Operating	\$2.25 – 3.00
DD&A	\$2.50 – 3.50
S&H and Other <sup>1</sup>	\$0.10 – 0.50
<b>Expected Tax Rates by Jurisdiction:</b>	
United States and Corporate Tax Rate	–
Equatorial Guinea Tax Rate	25%
<b>Equity Method Investments:</b>	
Equatorial Guinea – Net Income from Equity Method Investments <sup>2</sup>	\$100 – 120MM

<sup>1</sup> Excludes G&A expense

<sup>2</sup> Equity Method Investment net income guidance based on \$50/WTI and \$3.00/HH

# U.S. Crude Oil Derivatives as of May 3, 2021

	2Q21	3Q21	4Q21
<b>NYMEX WTI Three-Way Collars</b>			
Volume (Bbls/day)	40,000	20,000	10,000
Ceiling	\$61.45	\$68.41	\$71.64
Floor	\$39.75	\$47.50	\$50.00
Sold put	\$29.75	\$37.50	\$40.00
<b>NYMEX WTI Two-Way Collars</b>			
Volume (Bbls/day)	50,000	30,000	30,000
Ceiling	\$52.98	\$51.54	\$51.54
Floor	\$35.80	\$35.67	\$35.67
<b>Basis Swaps – NYMEX WTI / UHC<sup>(a)</sup></b>			
Volume (Bbls/day)	15,000	-	-
Weighted Avg Price per Bbl	\$(1.80)	-	-
<b>NYMEX Roll Basis Swaps</b>			
Volume (Bbls/day)	50,000	-	-
Weighted Avg Price per Bbl	\$(0.13)	-	-

(a) The basis differential price is indexed against U.S. Sweet Clearbrook ("UHC") and NYMEX WTI

# U.S. Natural Gas/NGL Derivatives as of May 3, 2021

	2Q21	3Q21	4Q21
<b>Natural Gas</b>			
<b>Henry Hub (“HH”) Two-Way Collars</b>			
Volume (MMBtu/day)	200,000	200,000	200,000
<b>Weighted Avg Price per MMBtu</b>			
Ceiling	\$3.05	\$3.05	\$3.05
Floor	\$2.50	\$2.50	\$2.50
<b>HH Fixed Price Swaps</b>			
Volume (MMBtu/day)	50,000	50,000	50,000
Weighted average price per MMBtu	\$2.88	\$2.88	\$2.88
<b>NGL</b>			
<b>Fixed Price Ethane Swaps<sup>(a)</sup></b>			
Volume (Bbls/day)	1,341	2,000	2,000
Weighted average price per Bbl	\$10.66	\$10.66	\$10.66
<b>Fixed Price Propane Swaps<sup>(b)</sup></b>			
Volume (Bbls/day)	5,000	5,000	5,000
Weighted average price per Bbl	\$23.19	\$23.19	\$23.19

(a) The fixed price ethane swap is priced at OPIS Mont Belvieu Purity Ethane

(b) The fixed price propane swap is priced at OPIS Mont Belvieu Non-TET Propane