

March 2, 2021

Abdulaziz F. Alkhayyal  
Chair, Sustainability Committee  
Marathon Petroleum Corporation  
539 S. Main Street  
Findlay, OH 45840

Dear Mr. Alkhayyal,

We are writing as state treasurers to request a meeting regarding the lockout of Marathon Petroleum Corporation workers at the company's St. Paul Park refinery, and the removal of skilled trades workers from facilities in Minnesota and North Dakota.

We are concerned that the company's recent actions have exacerbated risk exposures to the company, its frontline workers, its investors, and local communities. As such, we seek a dialogue with you, as Chair of the Board's Sustainability Committee, to understand your perspective and determine what the Board is doing to manage the likelihood of adverse impacts to the company's operations, human capital, infrastructure integrity, and reputation.

Marathon's corporate policies and disclosures indicate that the company strives for the highest standards when it comes to maintaining the safety of its facilities, promoting the well-being of employees, and fostering positive relations with key stakeholder groups. These priorities are clearly reflected in the company's Code of Business Conduct,<sup>1</sup> Human Rights Policy,<sup>2</sup> and annual sustainability reports.<sup>3</sup>

We are concerned that the lockout of workers at the St. Paul Park refinery and removal of skilled union contractors run counter to the company's policies and stated commitments, and further, we are concerned that the decision to lockout or remove highly qualified and experienced personnel – evidently intended to reduce short-term costs – may have material long-term impacts on infrastructure integrity, workplace safety, compliance, and operational reliability. We are also concerned that these actions could harm the reputation of Marathon and the company's investors at a time when the oil and gas industry is under unprecedented scrutiny.

Given these heightened and fast-evolving risk exposures, we are eager to discuss the Board's response and current oversight activities, as well as the company's broader human capital management strategy, as these actions suggest that Marathon and its investors would benefit from

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<sup>1</sup> Marathon Petroleum Corporation, "Code of Business Conduct," available at

[www.marathonpetroleum.com/content/documents/Investors/Corporate\\_Governance/MPC\\_Code\\_of\\_Business\\_Conduct\\_2018.pdf](http://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/MPC_Code_of_Business_Conduct_2018.pdf)

<sup>2</sup> Marathon Petroleum Corporation, "Human Rights Policy," available at

[www.marathonpetroleum.com/content/documents/Investors/Corporate\\_Governance/Policy\\_10010\\_Human\\_Rights\\_Policy\\_MPC\\_MPLX\\_.pdf](http://www.marathonpetroleum.com/content/documents/Investors/Corporate_Governance/Policy_10010_Human_Rights_Policy_MPC_MPLX_.pdf)

<sup>3</sup> Marathon Petroleum Corporation, "2019 Sustainability Report," available at:

[www.marathonpetroleum.com/content/documents/Responsibility/Sustainability\\_Report/2019\\_MPC\\_Sustainability\\_Report.pdf](http://www.marathonpetroleum.com/content/documents/Responsibility/Sustainability_Report/2019_MPC_Sustainability_Report.pdf)

more robust disclosure on human capital management risks and opportunities. We specifically urge the company to consider the following recommendations:

- 1) End the lockout of St. Paul Park refinery workers to address mounting risks to operations, workforce safety, infrastructure integrity, and brand value.
- 2) Negotiate in good faith a collective bargaining agreement that prioritizes safety and good jobs, thereby protecting the long-term interests of the company and its investors.
- 3) Restore work to responsible contractors whose local workforce is well-positioned to provide professional, top-quality, reliable service to Marathon's refineries and pipeline infrastructure, particularly in Minnesota, North Dakota, and Illinois where safety and other concerns have been raised.

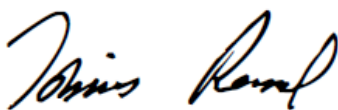
To facilitate a meeting, please address correspondence to Max Dulberger, Director of Corporate Governance & Sustainable Investment, at [MDulberger@illinoistreasurer.gov](mailto:MDulberger@illinoistreasurer.gov) or (217) 843-0132.

Thank you for your attention and we look forward to working together on these matters.

Sincerely,



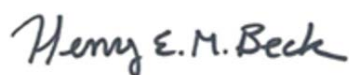
Michael Frerichs  
Illinois State Treasurer




Tobias Read  
Oregon State Treasurer



Deborah Goldberg  
Massachusetts State Treasurer



Henry Beck  
Maine State Treasurer



Nancy K. Kopp  
Maryland State Treasurer

Cc: John P. Surma, Chair, Board of Directors, Marathon Petroleum Corporation  
Molly R. Benson, Vice President, Chief Securities, Governance & Compliance Officer and  
Corporate Secretary, Marathon Petroleum Corporation