

UPDATED SAFE HARBOR MATCHING CONTRIBUTION NOTICE

FROM: Jonathan M. Osborne, Plan Administrator

DATE: June 7, 2021

TO: Eligible Plan Participants

PLAN: Marathon Petroleum Thrift Plan (the “Plan”; the information provided here relates to the Speedway Component of the Plan, previously known and referred to as the “Speedway Retirement Savings Sub-Plan”)

PLAN YEAR: January 1, 2021 and ending December 31, 2021

Your Employer has elected to make Safe Harbor Matching Contributions to eligible Plan participants in accordance with statutory requirements. This notice describes all contributions under the Plan, including the Safe Harbor Matching Contribution and how you become eligible to receive this contribution.

This notice, in conjunction with the Plan’s Summary Plan Description (“SPD”), contains important information you will need. This notice provides a brief summary of certain Plan provisions. Please contact the Benefits Service Center for an SPD that provides additional details. If there are any inconsistencies between this notice, the SPD, and the Plan, the Plan document will control.

This notice updates the original notice that was issued in November of 2020. Updates are shown below with the notation “UPDATED INFORMATION.”

Safe Harbor Matching Contribution Eligibility

To be eligible for the Safe Harbor Matching Contribution, you must meet the Plan’s eligibility requirements for making pre-tax contributions and be part of a class of employees eligible to receive matching contributions under the Plan. If your employment is governed by a collective bargaining agreement, you will not receive the Safe Harbor Matching Contribution unless such collective bargaining agreement expressly provides that you are eligible for matching contributions. If you are eligible, you will be entitled to receive the Safe Harbor Matching Contribution if you make pre-tax, Roth, catch-up or after-tax contributions to the Plan during the Plan Year. You are not required to meet any other requirements such as working a specified number of hours of service during the Plan Year or be employed on the last day of the Plan Year.

Amount of Safe Harbor Matching Contribution

Your Employer will make a Safe Harbor Matching Contribution to your Plan account based on your pre-tax, Roth, catch-up, and after-tax contributions in an amount equal to 117% of the first 6% of your eligible compensation (as defined below) that you contribute to the Plan.

Example: Your eligible compensation for the Plan Year is \$10,000 and you contribute 6% (\$600) to the Plan as pre-tax contributions. You will receive Safe Harbor Matching Contribution of \$702 calculated as follows:

Compensation/Deferral/Roth	Safe Harbor Matching Contribution Calculation	Matching Contribution Amount
\$10,000 × 6% = \$600	117% of \$600	\$702

Eligible compensation for your first year of eligible Plan participation will be measured for the entire Plan Year. Eligible compensation under the Plan is limited to \$290,000 for the 2021 plan year.

Plan May be Amended During the Plan Year to Reduce or Suspend Safe Harbor Matching Contribution

The Plan may be amended by your Employer during the plan year to reduce or suspend Safe Harbor Matching Contributions

and any such reduction or suspension will not apply until at least 30 days after all eligible employees are provided notice of the reduction or suspension.

Additional Contributions Available Under the Plan

In addition to the Safe Harbor Matching Contribution described above, the following types of contributions are available under the Plan.

Type of Contribution	Rate of Contribution / Plan Limit	Contribution Eligibility Requirement(s)
Pre-Tax Contributions	Determined by Participant / from 1% to 75% of eligible compensation*	
Roth Contributions	Determined by Participant / from 1% to 75% of eligible compensation*	
After-Tax Contributions	Determined by Participant / from 1% to 75% of eligible compensation*	If you are a “highly compensated employee”, After-Tax Contributions are limited to a maximum of 2% of eligible compensation
Catch-Up Contributions	Determined by Participant / from 1% to 75% of eligible compensation*	Attained age 50 during Plan Year
Non-elective Contributions	3.5% of eligible compensation	Non-union store employees (except certain store employees in store management positions) and SuperMom’s production employees, age 21, 1 year of service, employed on the last day of the Plan Year, and 1,000 hours worked in Plan Year UPDATED INFORMATION: Covered employees who were employed on May 13, 2021 and who had at least 320 hours worked in 2021 by that date will be deemed to have met the employed on last day of the Plan Year and 1,000 hours worked in Plan Year requirements, meaning that they will be eligible to receive a Non-elective Contribution for the period January 1, 2021 to the close of May 13, 2021.

*Combined total contribution cannot exceed 75%.

Vesting and Withdrawal of Contributions

Safe Harbor Matching Contributions are 100% vested and nonforfeitable. They may only be withdrawn from your Plan account in the event of termination of employment, death, disability or plan termination, or upon attainment of age 59 ½. The vesting schedule and withdrawal rules for other types of contributions are described below.

Type of Contribution	Vesting Schedule	Conditions for Withdrawal of Contribution
Pre-Tax Contributions	Always 100% vested and nonforfeitable	Termination of employment, financial hardship, death, disability, or plan termination, or upon attainment of age 59 ½.
Roth Contributions	Always 100% vested and nonforfeitable	Termination of employment, financial hardship, death, disability, or plan termination, or upon attainment of age 59 ½.
After-Tax Contributions	Always 100% vested and nonforfeitable	None
Catch-Up Contributions	Always 100% vested and nonforfeitable	Termination of employment, financial hardship, death, disability, or plan termination, or upon attainment of age 59 ½.
Non-elective Contributions	100% at 3 years of service, attainment	Termination of employment, death, disability, or plan

	of age 65, death or disability***	termination.
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*****UPDATED INFORMATION: To the extent required by the Internal Revenue Code, Non-elective Contributions will be 100% vested for those Plan participants affected by the so-called “partial termination”, which is a vesting event, that resulted from the May 14, 2021, sale of Speedway LLC and certain of its affiliates to 7-Eleven, Inc.**

Other Information

Your Employer must make the Safe Harbor Matching Contribution to your Plan account within the time limits prescribed by Federal law. The Safe Harbor Matching Contribution will continue in effect each Plan Year thereafter unless the Plan is amended to eliminate the Safe Harbor Matching Contribution or the Plan is terminated. Also, as explained above, your Employer may reduce or suspend the Safe Harbor Matching Contribution during the Plan Year.

The Plan Administrator will provide you with a notice describing the Safe Harbor Matching Contribution and the eligibility requirements for receiving the Safe Harbor Matching Contribution for the Plan Year at least 30 days, but not more than 90 days, before the beginning of each Plan Year for any year on behalf of which a Safe Harbor Matching Contribution is to be made or during the initial Plan Year you become eligible to participate in the Plan.

You can elect to contribute a percentage of your eligible compensation as a deferral contribution to the Plan by contacting Fidelity Investments. When you request a change to your deferral election it is generally updated as soon as administratively feasible at the beginning of every payroll. Eligible compensation for computing salary deferral contributions generally means your taxable compensation reported on IRS Form W-2 excluding reimbursements or other expense allowances, fringe benefits (cash or non-cash), moving expenses, deferred compensation or welfare benefits, or amounts realized from the exercise of nonqualified stock options, vesting of restricted stock, or sale of qualified stock options. Your eligible compensation is not reduced by salary reduction contributions you make to an employer sponsored cafeteria plan or to this Plan.

You may make pre-tax and/or Roth contributions to the Plan through payroll deductions of up to 75% of your eligible compensation. But your combined pre-tax and Roth contributions for any one year may never be more than the annual limit established for each calendar year by the IRS. The annual limit for 2021 is \$19,500. If you are age 50, or will turn age 50 before the end of the 2021 Plan Year, you may make an additional catch-up pre-tax or Roth contribution to the Plan in excess of the maximum contribution otherwise permitted for the Plan Year. If eligible, you may elect to make catch-up contributions up to the lesser of 75% of your eligible compensation or \$6,500 for 2021. For 2021, the overall limit on your contributions and your Employer’s contributions to your Plan account is \$58,000.

UPDATED INFORMATION: On account of the sale of Speedway LLC and certain of its affiliates to 7-Eleven, Inc. on May 14, 2021, on and after that date your active participation in the Plan ended, meaning no additional employee contributions may be made for periods after the sale date, and no additional employer contributions will be made for periods after the sale date. Additionally, for Plan purposes, you are deemed as having severed your employment, which means that you are able to take a distribution of your Plan account (subject to any penalties for early withdrawal) or a rollover of your Plan account (such as, to another retirement plan or to an IRA).

UPDATED INFORMATION: More information about the contributions made to the Plan or a copy of the most current SPD can be obtained by contacting the Marathon Benefits Service Center at 888-421-2199.

Note: A separate Safe Harbor Matching Contribution Notice applies to Plan participants who participate in the Plan’s Marathon component.