

Marathon Oil Thrift Plan Account & Investment Withdrawal Hierarchies

As you begin to contemplate a withdrawal from your Thrift Plan account, we want to make sure you have the information you need to do so. In this quick guide, we will review the order in which your withdrawals will be taken from your Thrift Plan accounts and investments.

Account Hierarchy

You can elect the order that withdrawals are made from the different Thrift Plan accounts. However, all pre-1987 tax-paid employee contributions must be distributed before any funds from the company matching and rollover accounts may be withdrawn. If you don't elect a particular account withdrawal order, the order will default to the hierarchy in the table below:

| Order | Account |
|-------|---|
| 1 | Pre-1987 tax-paid employee contributions in the After-Tax Account |
| 2 | All remaining funds in the After-Tax Account |
| 3 | Rollover Account – After-Tax |
| 4 | Rollover Account – Pre-Tax |
| 5 | Company Matching Account |
| 6 | Pre-Tax Contribution Account (if available for withdrawal) |
| 7 | Pre-Tax Catch-Up Contribution Account (if available for withdrawal) |
| 8 | Roth Deferral Contribution Account (if available for withdrawal) |
| 9 | Roth Catch-Up Contribution Account (if available for withdrawal) |
| 10 | Roth In-Plan Conversion Account |
| 11 | Rollover Account – Roth |

(continued)

Investment Hierarchy

You also can elect the order that withdrawals are made out of your Thrift Plan investments. If you don't elect a particular investment withdrawal order, the order will default to the hierarchy in the table below. However, note that the type of account takes precedence over the type of investment.

| Order | Fund Code | Fund Name |
|-------|-----------|---|
| 1 | GCMO | Marathon Stable Value Fund |
| 2 | 0054 | Fidelity® Government Income Fund |
| 3 | 0057 | Fidelity Institutional Money Market Government Portfolio – Class I |
| 4 | 2327 | Spartan® 500 Index Fund – Institutional Class |
| 5 | OS5N | Morgan Stanley Institutional Fund Trust Mid Cap Growth Portfolio Class IS |
| 6 | OFDZ | Dodge & Cox Income Fund |
| 7 | 1521 | Spartan® Extended Market Index Fund – Fidelity Advantage Class |
| 8 | 2362 | Spartan® International Index Fund – Institutional Class |
| 9 | OMZE | Vanguard Small-Cap Index Fund Institutional Shares |
| 10 | 0762 | Fidelity® Mid Cap Value Fund |
| 11 | 2077 | Fidelity® Balanced Fund – Class K |
| 12 | 2080 | Fidelity® Contrafund® – Class K |
| 13 | 3716 | Fidelity® Growth Company Commingled Pool |
| 14 | 2093 | Fidelity® International Discovery Fund – Class K |
| 15 | 2095 | Fidelity® Low-Priced Stock Fund – Class K |
| 16 | OK1U | Columbia Acorn International Fund Class Y Shares |
| 17 | OKLZ | DFA Emerging Markets Value Portfolio Institutional Class |
| 18 | OQFC | Vanguard Total Bond Market Index Fund Institutional Shares |
| 19 | 5187 | FIAM Core Lifecycle Income Commingled Pool – Class V |
| 20 | 5188 | FIAM Core Lifecycle 2005 Commingled Pool – Class V |
| 21 | 5189 | FIAM Core Lifecycle 2010 Commingled Pool – Class V |
| 22 | 5190 | FIAM Core Lifecycle 2015 Commingled Pool – Class V |
| 23 | 5191 | FIAM Core Lifecycle 2020 Commingled Pool – Class V |
| 24 | 5192 | FIAM Core Lifecycle 2025 Commingled Pool – Class V |
| 25 | 5193 | FIAM Core Lifecycle 2030 Commingled Pool – Class V |
| 26 | 5194 | FIAM Core Lifecycle 2035 Commingled Pool – Class V |
| 27 | 5195 | FIAM Core Lifecycle 2040 Commingled Pool – Class V |
| 28 | 5196 | FIAM Core Lifecycle 2045 Commingled Pool – Class V |
| 29 | 5197 | FIAM Core Lifecycle 2050 Commingled Pool – Class V |
| 30 | 3585 | FIAM Core Lifecycle 2055 Commingled Pool – Class V |
| 31 | OMAW | Dodge & Cox Stock Fund |
| 32 | RTAT | Marathon Oil Corporation Common Stock |