2021 EEO-1 DISCLOSURE

Consistent with our Mission, Vision and Core Values, Delek believes that a diverse workforce composed of individuals with a variety of personal and professional backgrounds and identities makes our company stronger. We are committed to increasing the diversity of our already inclusive workforce and generating greater professional and economic opportunities for all employees. Achieving these complementary goals will make us stronger, more agile and resilient.

In the spirit of transparency, and to provide our stakeholders with the information they need to follow our progress Delek is, for the second year in a row, disclosing the data from the consolidated Equal Employment Opportunity Report (EEO-1) we filed with the US Department of Labor. Below is our filing for 2021.

CO= AB91007
u= AB91007

EQUAL EMPLOYMENT OPPORTUNITY
2021 EMPLOYER INFORMATION REPORT EEO-1
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. DELEK US ENERGY INC
7102 COMMERCE WAY
BRENTWOOD, TN 37027

2.a. DELEK US ENERGY INC
7102 COMMERCE WAY
BRENTWOOD, TN 37027

c. EIN= 522319066

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- N DUNS= 624338219

SECTION E - ESTABLISHMENT INFORMATION
NAICS: 324110 - Petroleum Refineries

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			********** MALE **********						********** FEMALE **********						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN NDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	4	0	35	1	0	3	1	2	3	1	0	0	0	0	50
FIRST/MID OFFICIALS & MGRS	49	83	276	22	1	15	1	3	137	18	2	5	1	3	616
PROFESSIONALS	24	11	216	15	2	19	1	5	100	15	0	9	1	4	422
TECHNICIANS	4	1	34	4	0	2	0	0	5	1	0	0	0	0	51
SALES WORKERS	167	258	193	38	4	3	5	10	218	62	8	5	11	8	990
ADMINISTRATIVE SUPPORT	4	14	12	4	0	0	0	0	64	12	0	3	1	1	115
CRAFT WORKERS	36	0	185	18	0	0	1	1	1	0	0	0	0	0	242
OPERATIVES	81	0	548	127	1	2	4	5	5	0	0	0	0	0	773
LABORERS & HELPERS	1	0	7	0	0	0	0	0	0	0	0	0	0	0	8
SERVICE WORKERS	3	5	13	2	0	0	0	0	15	0	0	0	0	2	40
TOTAL	373	372	1519	231	8	44	13	26	548	109	10	22	14	18	3307
PREVIOUS REPORT TOTAL															