2021-2022 SUSTAINABILITY REPORT

Delek US

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MESSAGE FROM OUR CEO

Dear Delek Stakeholders,

Since returning to Delek US Holdings as CEO in June of 2022, I am proud of many things. From the dedication and hard work of our thousands of employees to the safe and efficient operation of our assets, I could not be more excited to lead Delek into the next chapters of its growth. Delek's commitment to good corporate citizenship is another source of great pride.

As with previous editions of this publication, Delek's 2021-2022 Sustainability Report summarizes the many improvements Delek has made in its ESG performance over the last year. While our superlative results have made us the ESG leader among our small to mid-cap peers, I am most proud of four items detailed in the pages that follow:

- 1. Our initial steps towards our greenhouse gas reduction goal
- 2. Delek's first water consumption disclosures
- 3. Setting our first diversity hiring target
- 4. An expanded and more detailed response to the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD)

I invite you to continue to follow our progress in the future as Delek strives to reach new levels of environmental sustainability, social responsibility and responsible governance.

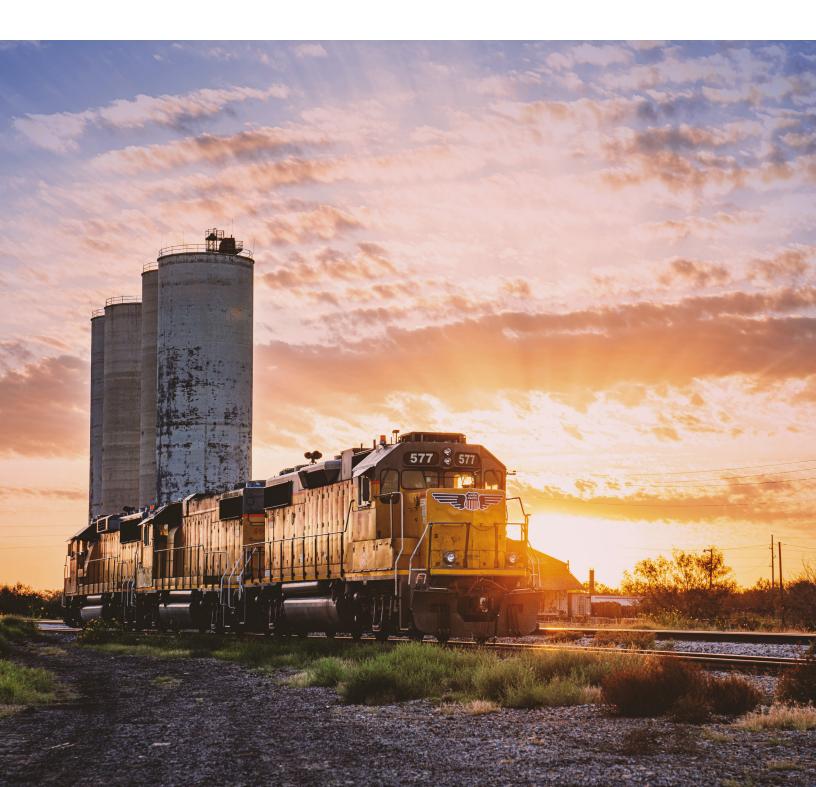
Sincerely,

Avigal Soreq President & CEO



ABOUT THIS REPORT

The narrative text that follows highlights the many enhancements Delek has made in its ESG performance between the fall of 2021 and the summer of 2022. Figures appearing in tables are from the years as labeled.





Environment

Delek is committed to operating our business in an environmentally responsible manner and dedicated to continuously improving our performance. To achieve this, we are committed to seeking to reduce the resources we consume, emissions we produce and waste we generate, and strive to protect the biodiversity of the communities in which we operate.

Road to Paris

In November of 2021, Delek became the first U.S. small to mid-cap refiner to announce a greenhouse gas (GHG) reduction target. It is our goal to reduce our Scope 1 and 2 emissions by 34% by 2030, relative to our 2012 baseline. At this time, Delek can share details regarding one of the four pillars ("previously executed facility shutdowns that were later divested") of the emissions reduction plan that we set, last year. The shuttered refineries in Bakersfield and Paramount, California previously emitted approximately 208,000 metric tons of CO2e per year.

The emissions figures contained in this report cover the 2021 calendar year. Next year's report will contain data covering the first full year of emissions following our public commitment. Our current estimates indicate that our GHG emissions totals for 2022 are likely to show a year-over-year increase due to significantly increased productivity this year compared to last year. The COVID-19 pandemic receded and fuel-consuming economic activity increased significantly, including both driving and flying, when compared to 2020 and 2021. It is also worth noting that the President of the United States repeatedly challenged American refiners to operate at maximum capacity to both offset global refining capacity lost during the pandemic and to increase the domestic supply of refined products.

Shifting Production from Fuels to Chemicals

Another element of Delek's 2021 plan to reduce GHG emissions is to transition some refinery production away from transportation fuels and towards chemicals. We have begun engineering work on a new project at our refinery in Big Spring, Texas. Once it enters into service in 2023, the new Heavy Aromatic Solvent facility will shift approximately 1,000 barrels per day from liquid fuels manufacture towards chemical production. Similar projects are under evaluation for our other refineries.

Continuous GHG Emissions Monitoring Systems (CEMS)

To ensure that our refineries are operating in the most efficient and environmentally friendly means possible, in 2022 Delek expanded the scope of the CEMS at all four of our refineries to include heaters and boilers. The upgraded systems provide our skilled Control Room operators with more granular real-time data on the greenhouse gas and particulate matter concentrations within the production equipment at each facility. Continuous, digital monitoring allows production processes to be optimized and potential problems to be prevented versus traditional, analog methods of emissions monitoring.

Enterprise-Wide Scope 1 & 2 Emissions (in one million metric tons of CO2e)



METRIC	2019	2020	2021
Scope 1	2.4	2.2	2.2
Scope 2	0.4	0.4	0.3
Total	2.8	2.5	2.5

Carbon Intensity of the Refining Business Unit (in metric tons of CO2e per one thousand barrels of refinery throughput of crude and other feed stocks)

2018	2019	2020	2021
27	28	26	26

Scope 3 Emissions

Scope 3 emissions includes indirect emissions from those created by our customers' use of our gasoline or diesel in cars and trucks. While we do not generate these emissions directly, we plan to reduce their potential impact by putting programs in place to shift some of our production away from transportation fuels and towards chemicals.

Potential Scope 3 Emissions (in one million metric tons of CO2e)

2020	2021
38	38

Product Release Disclosure

In keeping with our commitment to stakeholders to continually increase the breadth and granularity of our ESG disclosures, Delek is, for the first time, disclosing statistics covering unintended releases of our products. The table below, which covers the last two calendar years of activity, includes figures combining both our downstream refining assets and our midstream MLP. Our highest priority is the health and safety of our employees, contractors, and neighbors.

CATEGORY	2020	2021
Releases of 5 bbls or More Only Impacting Land	9	7
Releases of Any Size to Land Impacting Water	2	2
Releases of Any Size Directly to Water	0	0
Releases in Unusually Sensitive areas (USAs)	0	0
Volume of Releases (in one thousand barrels)	2	1.2

Water Consumption Disclosure

Delek's Environmental Policy commits our company to seek to reduce the resources we consume. While a significant portion of the water we use is recycled after entering our facilities, we are exploring multiple methods of reducing water usage in our production processes. In keeping with our practice of routinely increasing the disclosure of environmental metrics, our first freshwater consumption disclosure covers the operations of our four refineries. Please note that water withdrawn and consumed at our Big Spring refinery does not meet the definition of freshwater due to high quantities of total dissolved solids (TDS), including salts, minerals and metals that exist in the groundwater in the area. None of the water detailed in the chart below was withdrawn from highly stressed areas.

Refinery Business Unit Water Consumption (in million gallons)

2020	2021
2,300	2,400

Delek Innovations' (DKI) Investments with Potential to Improve Environmental Performance

Since 2018, Delek has operated an in-house technology transformation department, Delek Innovations (DKI). Led by a talented executive with more than twenty years of experience in start-ups and venture capital, DKI has identified multiple technologies beneficial to the efficient and environmentally friendly functioning of our facilities. The initial hardware and software identified by DKI and later adopted across the enterprise resulted in operational improvements, such as more efficient turnaround execution, autonomous drone operations and cyber risk management. More recently, DKI has focused on new energy ventures resulting in Delek's non-material investments in a renewable hydrogen venture and two carbon capture start-ups.

Armed with new insights that allow us to better evaluate if a project would be accretive, Delek is exploring the installation of carbon capture systems at our refineries. In addition to preventing the release of greenhouse gases, carbon capture facilities could create synergies with Delek's recent acquisition of 3Bear, a crude, gas and water logistics company. At the time of writing, 3Bear possesses one of only three Class II sequestration well permits in the United States.

SAFETY

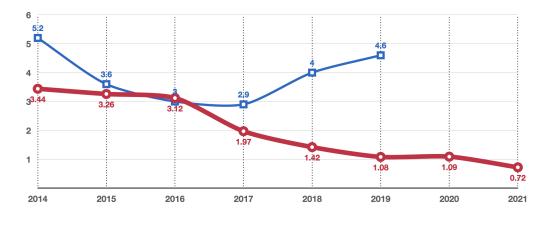


Delek is committed to our Core Value of Safety by maintaining a safe and healthy work environment. Work at Delek is governed by a suite of safety procedures that all employees are required to follow. All employees are empowered and encouraged to stop work immediately if they witness unsafe conditions or behaviors.

Another Retail Safety Milestone

For the fifth year in a row, the Delek retail segment has outperformed the Occupational Safety and Health Administration (OSHA) rate for convenience store operators (1000+ employees) in terms of the Total Recordable Incident Rate (TRIR). During 2020, the last year for which industry statistics are available, Delek Retail's TRIR statistics were less than one-quarter of the industry average. Delek Retail's TRIR for 2021 was 34% lower than its rate during 2020.

NAICS Code 447110 (Companies with 1000+ Employees)



Oelek Retail

Industry Average

Improving Emergency Response Preparations

While we work hard to ensure emergencies don't occur, we want to be prepared to effectively respond if they do. Being a good employer and neighbor requires Delek to continually improve its emergency response capabilities. Over the last year, we took advantage of the improving public health situation to:

- Conduct emergency drills at our refineries and pipeline operations with local, state and national emergency response authorities
- Send our on-site first response teams to receive specialized training in hazardous materials operations, confined space rescue, and rope rescue
- Implement memorandums of understanding with our local partners, to ensure a consistent and aligned response to contingencies that may occur

Krotz Springs Refinery Voluntary Protection Program (VPP) Recertification

Delek's refinery in Krotz Springs, Louisiana was first designated a VPP "Star" worksite by the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) in 2013. Per OSHA, only those facilities that "have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries" can receive the VPP Star designation. A continuous holder of the "Star" designation since it was first awarded in 2013, the refinery in Krotz Springs applied for recertification in 2022 and anticipates a favorable decision in early 2023.

To ensure the highest level of safety is practiced at all of our facilities, Delek is studying how to implement the external certification of its other refineries via the VPP program. Look for more news on that effort in future reports.





SOCIAL

Consistent with our Mission, Vision and Core Values, Delek is committed to increasing the diversity of our already inclusive workforce and generating greater professional and economic opportunities for all employees. Achieving these mutually supportive goals will make us stronger, more agile and resilient.

Diversity Target

Delek believes that a diverse workforce composed of individuals with a variety of personal and professional backgrounds and identities makes our company stronger. To translate that belief into action, we are targeting a 3% increase in the number of diverse employees, at all levels, throughout the enterprise. To help our stakeholders track our progress against that goal, we will continue to make the Equal Employment Opportunity (EEO-1) Disclosure we file annually with the U.S. Department of labor available in the appendix of this report and on our website.

Enhanced Anti-Bribery & Anti-Corruption Measures

Delek conducts its business honestly, ethically, and in compliance with applicable laws and regulations. From sales to purchasing, we have multiple systems in place to ensure that our employees and contractors act professionally, fairly and with integrity in all our business dealings and relations.

To ensure that our high standards are maintained, Delek recently updated its Anti-Bribery Policy. Updates to the policy include:

- » Updated definitions of bribery, corruption and facilitating payments
- » Specific guidelines on acceptable behavior
- » A prohibition on facilitation payments

Our Compliance and Internal Audit teams are collaborating to bolster our existing monitoring activities with new anti-corruption programs for all employees including regular training and risk assessments.

Leadership Development Program

Leadership development programs are crucial to the long-term success of every organization. To build a high-performing team, optimize our people's expertise and prepare the next generation of well-rounded leaders, Delek is committed to investing in leadership development.

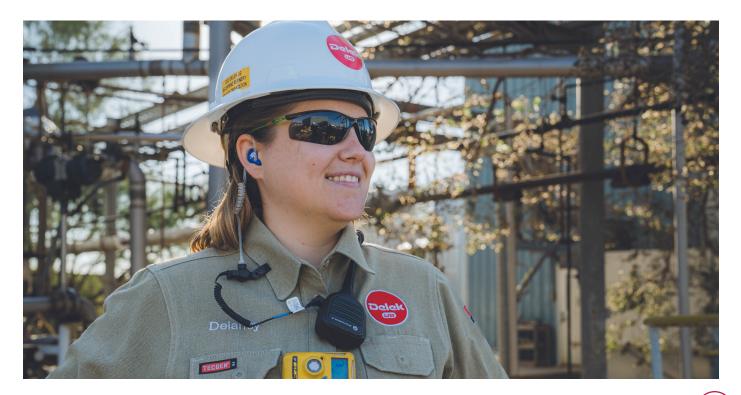
During 2022, we launched new leadership development programs for all levels of leaders. Participants can select from a catalog of in-person and virtual courses that best suit their needs. Depending upon their role within the organization, emerging leaders will participate in 18 to 38 hours of programming. Among their many benefits, the classes are designed to strengthen partakers' communications, change management and strategy implementation skills. One hundred and eighty-six leaders will complete their respective training regimens this calendar year. The number of participants will expand in the year ahead.

Expanded Human Rights Policy

Respecting human rights is a value fundamental to Delek. To ensure our behavior matches our aspirations, our corporate Human Rights Policy was recently updated and expanded. The new provisions include:

- » An expansion of the definition of human rights to include "access to water and sanitation"
- » An explicit statement that human rights include "protecting women's rights"
- The updated policy contains several new or expanded pledges to protect the rights of indigenous peoples who live in proximity to where we conduct business, including commitments to:
- » Promote their socio-economic rights, respect their property ownership rights and avoid involuntary resettlements
- » Consult and seek the informed consent of those affected by our operations

A copy of the updated policy is available on Delek's website.



New Adoption Benefits

Adoption provides tremendous emotional and physical benefits to both the adoptee and their new parents. Delek is pleased to support growing families by providing full-time employees with a new benefit designed to reimburse them for up to \$5,000 dollars, per adoption, for qualified expenses. Covered expenses typically include adoption fees, court costs, attorneys' fees and certain traveling expenses. We hope many employees will take advantage of this new benefit to grow the Delek family in the months and years ahead.

Human Rights Campaign Corporate Equality Index (CEI)

Delek strives to foster a welcoming and supportive workplace environment where all individuals, including those that identify as LGTBQ, are welcome to build rewarding careers. In 2019, we began collaborating with the Human Rights Campaign (HRC) to measure our progress towards reaching our aspirations. Delek is pleased to report that our performance, as measured by the HRC's Corporate Equality Index, has improved dramatically, climbing from 20 out of 100 in 2020 to 80 out of 100 in 2022. We are aiming to achieve a score of 100 in the future and hope you will follow our progress.



GOVERNANCE



Overseen by our Board of Directors, Delek's executive management team models responsible, ethical and transparent business practices. We deliver market competitive returns to our investors while providing tangible benefits to society at large and with a special focus on our stakeholders including customers, employees, contractors and neighbors.

Board Diversity

In March of 2022, Delek honored its commitment, made in 2020, that no less than 30% of its Board of Directors would be female and/or racially and/or ethnically diverse and also appointed Leonardo Moreno to the Board as an Independent Director.

Mr. Moreno is a highly experienced Latino executive in the global renewable energy and technology sectors and brings 15 years of global leadership and executive experience at The AES Corporation, a Fortune 200 global power company. Mr. Moreno currently serves as President, AES Clean Energy, and heads the U.S. Renewables Business Unit focused on accelerating a future where the electric grid is 100% carbon-free. In this role, he advanced AES' U.S. renewables business unit to a leadership position in the market in his first year of service. Mr. Moreno's deep experience in renewable energy and new technologies brings important perspective at a critical time as we continue our focus on environmental initiatives and prepare for the energy transition.

Board Oversight of ESG Risk

To reflect the importance our Directors place on ESG, charters for the full Board and several committees were adjusted to heighten oversight of such matters and clarify the handling of related topics.

The general oversight of ESG, including climate-related risks and opportunities plus broad emissions reductions targets, is the responsibility of the full Board. The full Board also retains general oversight for information security matters, including cybersecurity.

The Nominating and Corporate Governance (NCG) Committee will focus on the company's ESG disclosures and developments to legislation and regulations impacting ESG-related topics.

The Environment, Health and Safety (EHS) Committee, which has traditionally overseen the company's safety and emissions metrics, will now examine water conservation and the implementation of GHG-reduction targets.

The Human Capital and Compensation Committee will develop remuneration plans to incentivize the attainment of ESG-related targets, including GHG reductions and employee diversity targets.

The Audit Committee will provide oversight of ESG-related accounting, disclosure and internal control changes as required by SEC regulations.

Cybersecurity

To protect its networks, devices and data from unauthorized use, Delek has invested significant additional resources in new cybersecurity technologies, programs and personnel.

We are in the process of replacing the network equipment on our mission-critical systems with technologies that are more resistant to compromise. To ensure our ability to quickly recover in the event of an incident, Delek has deployed comprehensive back-ups of our most vital applications.

Recognizing that humans are often the most vulnerable element of even the most secure computer architectures, Delek has increased the frequency and sophistication of the mandatory training programs for our employees. We are also conducting monthly reviews of global cybersecurity incidents to ensure that we have appropriate mitigation measures in place to guard against similar threats.

To manage the new technologies and implement the new programs, Delek's cybersecurity team has added personnel, growing the team by over 20% in the last eighteen months.

In light of the importance the organization places on such matters, the senior leadership of our IT organization briefs the Board of Directors on a quarterly basis. Delek has not suffered a significant cybersecurity breach within the last three years. Nor have we incurred any cybersecurity-related net expenses nor penalties or related settlements.

Advocacy Activity

Delek believes that companies can play a constructive role in the development of public policies that positively impact their industries, employees, suppliers and customers. As such, we are committed to participating in the legislative and regulatory processes.

Over the last year, Delek's advocacy activities have focused on seeking reforms to the Renewable Fuel Standard (RFS) and elevating federal support for policies that facilitate the transition of the downstream and midstream energy industries towards a decarbonized future. Those activities have included multiple conversations with the White House, the Environmental Protection Agency, the Department of Energy and numerous members of the House and Senate.

In keeping with our worldview that an irreversible energy transition is underway, Delek has not engaged in any advocacy, directly or working indirectly through our trade associations, in opposition to any legislation that promotes a path to net-zero greenhouse gas (GHG) emissions by 2050.

To help ensure that our political activities are conducted in a manner that inspires confidence in our ethics and integrity practices, Delek has begun to post on our website the federal lobbying activity reports that we file, quarterly, with the U.S. Congress. Those reports cover both the focus of our advocacy and the resources we expend on such activities. Delek also abstains from the use of corporate funds to directly support individual candidates for elected office or for independent expenditures.

Trade Associations

To remain up to date on the latest industry developments and lend our voice to the chorus of companies seeking to promote positive public policy outcomes, Delek is an active member of several trade associations. To varying degrees, all of the groups

engage in advocacy before state and/or federal regulators and legislators.

- » Energy Infrastructure Council (EIC)
- » Hydrogen Council (HC)
- » Liquid Energy Pipeline Association (LEPA) (formerly the Association of Oil Pipelines (AOPL))
- » National Association of Convenience Stores (NACS)
- » New Mexico Oil & Gas Association (NMOGA)
- » Texas Oil & Gas Association (TXOGA)

Political Action Committee

Delek operates a political action committee (DK PAC) to foster voter education and support the election of candidates that advocate for American energy independence. In accordance with federal law, all funds controlled by the PAC are provided by voluntary contributions made by a small and tightly regulated cohort of management employees.

To help ensure that our PAC is operated in a manner that inspires confidence in our ethics and integrity practices, Delek's Director of Ethics & Compliance serves as the committee's treasurer. To elevate transparency, we have begun to post on our website the report of receipts and disbursements that we file, quarterly, with the U.S. Federal Election Commission.

Whistleblower Program

Employees, suppliers and customers have always been encouraged to ask questions and raise concerns to management about actual or suspected violations of our Code of Business Conduct and Ethics, company policies and/or applicable laws and regulations. Such concerns are can also be reported directly to the Audit Committee, human resources, internal audit services, legal, via our website or using our third-party compliance and ethics hotline. Delek prohibits retaliation against anyone who makes a report in good faith to further promote an ethical workplace. The third-party compliance and ethics hotline is available 24 hours a day, seven days a week by telephone at (800) 867-9267 or online.

Category	2020	2021
Allegations Received from All Sources	157	70
Inquiries Determined to Be Unrelated to Ethics	44	6
Compliance Investigations Conducted	71	24
Referrals to HR or Business Unit	32	40

COMMUNITY

Delek has always sought to be a good neighbor in the communities in which we operate. While we are proud of the way the organization safely responded in the face of the public health emergency, we are relieved that the pandemic has abated. The improved conditions allow us to engage with our stakeholders more regularly and robustly.

Community Action Panels

As the COVID-19 infection levels began to wane in the communities that are home to our refineries, we were able to resume the operation of some of our Community Action Panels (CAP). The CAP meetings conducted in Big Spring and Tyler allowed the refinery leadership and safety teams at those facilities to continue to strengthen their relationships with local elected officials, first responders and various community leaders. CAP meetings provide Delek with a critical method of gathering public input on how our existing and potential future operations impact the communities in which we operate. Such open and constructive dialogue is invaluable to being a good neighbor. With the continued improvement in the public health outlook, we are planning to resume our practice of conducting multiple CAP gatherings at each of our refineries in the year ahead.

Fund For Hope

Despite the challenging economic headwinds and restrictions on gathering imposed by the ongoing pandemic in 2021, Delek's signature charitable effort, the Fund For Hope, continued to positively impact worthy causes in the communities where we work and live. The Fund distributed over \$1 million dollars amongst over 120 organizations. As has been our practice, charitable donations from the Fund were directed by committees made up of employees at our largest operating locations. We look forward to a return to larger gatherings and more intensive charitable activity now that the pandemic has largely subsided.



APPENDIX

Response To The Taskforce On Climate-Related Fiancial Disclosures (TCFD)

Our Climate-Related Risks and Opportunities & Associated Strategy

At Delek, we closely monitor the changing landscape of climate regulations, clean technology development and investment opportunities to strengthen our businesses and be well-positioned to act in an effective and timely manner to mitigate climaterelated risks and capture opportunities strategically. More specifically, Delek's systematic, regular and comprehensive identification and evaluation of relevant climate-related risks and opportunities is the first step in safeguarding our resilience and ability to continue serving our customers.

We regularly conduct research, assessments and evaluations to review and update our climate-related risks and opportunities as part of our governance and risk management strategies. While we anticipate continued demand for traditional energy in the near future, Delek recognizes the urgency and importance of integrating ESG considerations into our overall business strategy to remain resilient under the evolving energy landscape.

With direct oversight and involvement from our Board of Directors (the "Board") and management team, Delek has identified the below climate-related risks and opportunities as relevant and potentially material to our business:

Climate-related Risks and Opportunities

Physical Risks

<u>Acute</u>

Increased occurrence and severity of acute physical risks such as hurricanes, blackouts, coastal events, droughts, fires and other extreme events1 may impact Delek's facilities, and result in direct infrastructure damage, productivity disruptions, supply chain interruptions and higher insurance costs. Delek may need to invest in more robust equipment and assets capable of withstanding extreme weather events. Delek's product markets are also susceptible to increased occurrence and severity of acute physical risks.

<u>Chronic</u>

The rising sea level, increased frequency of flooding and the declining availability of fresh water2 may impact Delek's facilities, operations and product markets. Ongoing increases in the frequency of extreme weather events, changes in precipitation patterns and extreme variability in weather patterns3 may have an adverse effect on Delek's operations and product markets.

Transition Risks

Policy and Legal Risk

The company complies with all relevant laws and current regulations related to emissions-reporting obligations. However, current regulations which incentivize low-carbon alternatives can lead to a decrease in demand for our refined products.

With the acquisition of 3Bear Delaware Holding in 2021, Delek is also anticipating an increased annual Greenhouse Gas ("GHG") emissions footprint in this reporting cycle. To continue complying with GHG emissions regulations, Delek may face increased costs in our operations and potential litigation.

In preparation for emerging climate legislation and regulation, Delek is increasing investments and efforts in improving our Environmental Management System, resource efficiency, carbon footprint reduction strategies and adopting renewable energy, which is likely to increase our operating costs. Delek may also face litigation and other financial risks as the oil and gas industry encounters increasing societal and regulatory pressure.

<u>Market Risk</u>

Consumers' preferences may shift away from fossil fuels, which would result in a decrease in demand. Technology advancements and pricing improvements of renewable alternatives may heavily impact Delek's current pricing and profitability.

Strong incentives and regulations from the government to transition to low-carbon innovations and invest in renewable alternatives may have an adverse impact on the oil and gas industry at large. Changes in market conditions and norms may lead to changes in customer behavior.

Reputation Risk

Increasing societal pressure to transition away from fossil fuels may negatively impact employee attraction and retention, stakeholder relations, cost of capital and access to capital. Access to capital will be essential to remain competitive during the energy transition.

Technology Risk

The potential exists for reduced demand for high-emission fuel sources as the cost-effectiveness of other lower-emission fuel sources increases. Costs associated with adopting new practices and the retirement of obsolete assets to keep pace with technological advancements exist. Electric vehicle adoption and a transition to less diesel-centric trucking may reduce demand for Delek's products.

Opportunities

Market Opportunity

Delek plays a unique role in providing reliable and cost-efficient services to hard-to-reach communities -- supporting over 700 independent distributor and jobber sites. With the acquisition of 3Bear Energy, Delek is diversifying our customer base and strengthening our offerings. The ongoing geopolitical conflict between Russia and Ukraine may drive Europe and other regions to secure energy from the United States, resulting in increased demand and production.

Following the enactment of the Inflation Reduction Act of 2022 ("IRA"), Delek is also investing in carbon capture technology and extending our production of biodiesel fuel to meet the world's growing demand for low-carbon energy.

Products & Services Opportunity

Further research and development of renewable fuels, along with investments in innovative technologies through DK Innovation, may result in new products and markets, and thus increased revenues. Carbon capture and storage ("CCS") technology may reduce emissions and mitigate exposure to carbon taxes, lowering operating costs. Legislation to promote and incentivize the development of CCS and other innovations may result in technologies that allow refineries to operate longer and more efficiently than what current circumstances allow. Increases to the value of the federal 45Q credit under the IRA improve the financial viability of deploying CCS equipment at Delek's refineries.

Resource Efficiency Opportunity

A reduction in water use intensity through the adoption of alternate water supplies, water treatment, harvesting of storm water and water recycling may increase production capacity, reduce operating costs and lessen Delek's climate footprint. Investments in more energy efficient strategies resulting in reduced energy intensity may help increase our operational efficiency.

Innovation Strategies

To competitively position Delek to meet the growing demand for low-carbon fuel, we have been strengthening our business profile by capturing investment opportunities in technologies that enable optimized operations and a reduction in our carbon footprint.

At the end of 2018, Delek established a corporate venture capital fund, DK Innovation, to research and invest in technologies that can help improve Delek's operations and help transform our capabilities into highly advanced energy applications. Through investments in these technologies including those related to carbon capture and storage, Delek seeks to:

- » 1. Increase resource efficiency
- » 2. Reduce safety risk
- » 3. Transform into a more resilient company

By improving our safety profile and optimizing our operations to ensure a safe, reliable and highly automated working environment, Delek employees are empowered to effectively mitigate evolving climate-related risks. For example, DK

Innovation recently invested in drone technology focused on enhanced leak discovery, with the potential to reduce employees' exposure to higher-risk activities. Such technology performs automatic inspections and provides information to our employees prior to high-risk projects.

Furthermore, Delek is well-positioned to address long-term energy transition risks as we remain on track to reach our 34% GHG reduction goal. Closely monitoring emerging regulations, we are focused on adopting and advancing strategies to reduce our carbon footprint. In addition to investing in carbon capture technologies and carefully considering implementation at our refineries, we are also discovering opportunities to shift some of our production towards chemicals like aromatics and olefins. We are confident that our investments and ongoing strategy development will strengthen our business resiliency in this changing energy landscape.

Resiliency in Our Strategy

To ensure Delek's business strategies remain resilient during the energy transition, Delek regularly leverages well-regarded climate scenarios recommended by the TCFD4 to stress-test various inputs' potential impact on production, financials and the company's ability to continue serving our customers. More specifically, the following climate scenarios were considered in Delek's most recent climate-related risk and opportunity analysis:

The International Energy Agency's ("IEA") Sustainable Development Scenario ("SDS")

The SDS assumes that key energy-related United Nations Sustainable Development Goals ("SDGs") are met. These goals are related to universal energy access and major improvements in air quality and align with achieving outcomes targeted in the 2015 Paris Agreement of a "well below 2°C" temperature rise5. SDS is based on a surge in clean energy policies and investment that puts the energy system on track for key SDGs. This scenario also assumes that all current net zero pledges are achieved in full, there are extensive efforts in near-term emissions reductions and that advanced economies reach net zero emissions by 2050, with all other countries by 2070 at the latest6.

IEA's Stated Policies Scenario ("STEPS")

The STEPS scenario reflects current policy settings based on a sector-by-sector assessment of the specific policies that are in place, as well as those that are under development by governments around the world7. This scenario is the most conservative, but it provides a useful indication of the strength and impact of the current policies over time. The policies assessed in STEPS include Nationally Determined Contributions under the Paris Agreement8. This scenario uses bottom-up modeling that considers the policies and implementation measures affecting energy markets that have been adopted as of mid-2021. Under STEPS, nearly all net growth in energy demand would stem from low emissions sources. The global average temperature rise in this scenario passes the 1.5° Celsius (°C) mark around 2030 and continues climbing in 2100. Within the STEPS scenario, the high point in oil demand is reached at 104 mb/d in the mid-2030s and then declines slightly by 20509.

Scenario	2050	2100
Confidence level - 338-67%		
SDS	1.5 - 1.8	1.4 - 1.7
STEPS	1.8 - 2.1	2.4 - 2.8

Temperature Rise (in Celsius) Under IEA's SDS and STEPS Scenarios:

(Source: IEA World Energy Outlook 2021, IEA analysis based on outputs of MAGICC 7.5.3.)/

Risk Management & Governance

At Delek, a high degree of operational transparency and strong corporate governance are critical to Delek's management of climate-related risks and opportunities. To this end, Delek adopted a new and more robust Enterprise Risk Management ("ERM") framework in 2021 to proactively identify, assess, measure, manage and monitor our risk portfolio. Supported by our employees, our management team, with direct support from relevant committees of the Board, actively oversees and evaluates Delek's current and potential climate-related risks and opportunities under the ERM framework. In addition to the development of a more robust ERM framework, the New Energy Task Force (the "Task Force") has been assigned responsibilities related to the management of climate-related risks.

Enterprise Risk Management Framework

Our ERM Framework provides dynamic risk management through the integration of risk and control activities across the enterprise using the support of a common, holistic and prioritized approach. Climate-related risks, like all others, are managed using the following processes:

- » Governance: Promote structure, consistency and uniformity among the internal risk community.
- » Risk & Control Assessment: Convert incongruent and nebulous risk pools and control data into an integrated informational review.
- » Risk Quantification and Aggregation: Proactively identify, assess, measure, manage and monitor our risk portfolio.
- » Risk Monitoring and Reporting: Empower business management to make risk-informed resource utilization decisions.
- » Risk and Control Validation: Validate that current residual risk exposure is aligned with risk appetite.

Delek also utilizes a Centralized Risk Assessment & Mitigation (CRAM) process, creating a uniform database to journal and track risk monitoring and mitigation. Throughout this process, risks, including those related to climate change, are registered and documented along with meeting agendas, minutes, & action-items. Dashboards that showcase this information are tracked through our third-party governance, risk and compliance tool. This information is reported to and supervised by the Chief Risk Officer, who also shares highlights with the Chief Executive Officer and Chief Financial Officer on a weekly basis. In addition to these weekly updates, the Chief Risk Officer provides additional detail on emerging risks to the executive management team monthly and to the Board of Directors quarterly.

Through a company-wide annual survey that collects responses from the Board of Directors and management team, we identify and address long-term structural risks by tracking mitigation processes and conducting internal audits. Third-party services are also utilized to conduct comprehensive analyses on enterprise-wide risks, including those related to climate, and are leveraged to align Delek with the latest and anticipated changes in regulation.

The Joint Risk Committee and the ESG Risk Subcommittee

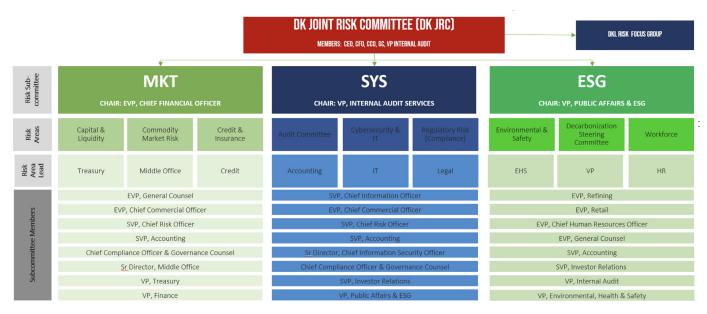
The Joint Risk Committee consists of our Chief Executive Officer, Chief Financial Officer, Chief Commercial Officer and General Counsel, who act as the executive sponsors and overseers of our Enterprise Risk Management Framework. There are three standing subcommittees underneath the Joint Risk Committee: the Systems Risk Management Subcommittee, the Financial Markets Risk Subcommittee, and the ESG Risk Subcommittee which was established in the beginning of 2022. The ESG Risk Subcommittee, led by our Vice President of Public Affairs and ESG, is composed of experts and leaders across our business functions, including our executives responsible for Refining, Retail, Human Resources, Investor Relations and Delek Logistics plus our Chief Financial Officer and General Counsel. The ESG subcommittee meets quarterly to assess, manage and oversee relevant risks including those related to environmental safety, the workforce and decarbonization.

The Joint Risk Committee reports quarterly to the Board and provides monthly briefs with detailed updates to our executive team, while the three subcommittees conduct quarterly assessments of emerging enterprise risks and subsequently report out to the Joint Risk Committee. Comprehensive memorandums on relevant emerging risks are developed and circulated at regular intervals between reporting cycles, and any member of the Joint Risk Committee can call an ad-hoc meeting at any time.

Management's Role

Clear lines of ownership and accountability, in addition to regular and clear communication between the Board of Directors and management, are critical to effectively managing our climate-related risks and opportunities. As such, Delek's leadership has created strategic groups, each set to manage specific business operations relevant to our climate strategy.

Delek's New Energy Task Force, formerly referred to as the Decarbonization Task Force, examines new opportunities as they



The Board's Nominating and Corporate Governance Committee ("NCG") oversees Delek's ESG practices and communications, inclusive of the company's ESG disclosures and development in response to climate-related regulations. In partnership with the NCG Committee, among other duties in focus, the Environmental, Health and Safety ("EHS") Committee helps oversee climate-related risks and opportunities given its responsibility for:

- » Reviewing and recommending strategic changes related to the company's EHS policies, programs, initiatives, organizational structure, business plans and environmental programs associated with ESG;
- Periodically reviewing the company's proposed recording of and/or disclosures related to significant EHS exposure including the status of EHS activity that may have a material effect on the company's financial reporting and disclosures or physical exposure, including significant litigation, compliance-related matters, changes to safety and environmental policies and emerging or proposed laws or regulations;
- Periodically reviewing, in tandem with our management team, the status and level of the company's contingency planning and emergency response activities and preparedness; and
- » Examining enterprise-wide water conservation efforts and the implementation of GHG-reduction targets.

Climate-related efforts by our Board committees aim to provide strategic alignment and uncover opportunities for improvement, and they often serve as the inception point for strategic, climate-related recommendations, which are subsequently presented to the entire Board.

Our Board convenes for frequent updates on the activities of these Committees and for formal presentations on a quarterly basis. These updates and presentations establish a regular channel and cadence of communication between these specialized and critical groups, allowing for a common understanding of climate-related risks and opportunities across our leadership, and thus an aligned and effective action in response.

Based on regular input from the two Committees, the Board proposes strategic initiatives to management, including the recent implementation of Delek's first ever GHG-reduction target, a first for U.S. small to mid-cap refiners. Delek's target of a 34% reduction in Scope 1 and 2 GHG emissions relative to our 2012 baseline by 2030 has served as an exciting launch point for our long-term commitment to the reduction of our carbon footprint. This 2030 34% Scope 1 and 2 GHG emissions reduction target is aligned with both the Paris Agreement and the IEA's 2-degree Celsius scenario, and it is regularly monitored and reassessed to ensure our trajectory remains on course and aligned with stakeholder and broader societal expectations.

To ensure compensation of our leadership is aligned with key focus areas of our business, the Board's Human Capital and Compensation Committee is committed to appropriately tying executive remuneration to the achievement of our climate-related goals. Our current incentive structure is tied to total recordable incident rate ("TRIR"), days away, restricted, or transferred rate ("DART") and the evaluation of safety management and environmental metrics, among other factors. We are continuing to explore policies which connect executive compensation to the achievement of ESG-related goals, particularly those related to the mitigation of climate-related risk, seizing of climate-related opportunities and reduction of our carbon footprint. The Committee also oversees the company's workforce development programs that ensure the availability of a diverse and talented cadre of employees equipped with the needed skill sets.

Metrics and Targets

In November of 2021, Delek became the first U.S. small to mid-cap refiner to announce a greenhouse gas reduction target. As of the publication of this report, Delek is on track to achieve our 2030 commitment of reducing enterprise-wide Scope 1 and 2 GHG emissions by 34% relative to our 2012 baseline year.

Delek has the opportunity to play a meaningful role in the reduction of global emissions. Our emissions reduction pledge is the first step towards a long-term roadmap that will move Delek firmly in the direction of the carbon-neutral operating environment that we expect by mid-century. To propel Delek's reduction journey and help achieve the 2030 reduction target, we plan to pursue a combination of steps including, but not limited to:

- » Energy-efficient operational improvements;
- » A transition of a portion of our refinery production away from transportation fuels and towards chemicals;
- » Renewable power purchases and offsets; and
- » Previously executed facility shutdowns that were later divested.
- » Use of Climate-Related Metrics
- » To properly monitor our climate-related risks and opportunities and continue fulfilling our duty to reduce the resources we consume, emissions we generate and the waste we create, we closely track several metrics including:
- » Scope 1, 2, & 3 GHG emissions
- » Constituent emissions
- » Carbon intensity of our refining business unit
- » Freshwater withdrawal and opportunities to transition to recycled water
- » Hazardous waste generation
- » Electrical usage and reduction opportunities

Delek is able to monitor Scope 1 GHG progress in real-time and recalibrate as necessary through a constant monitoring of these metrics, other company-specific climate-related data and consistent tracking of legislative and regulatory developments.

To maintain an ongoing understanding of our investors' climate-related expectations, Delek regularly engages with our largest shareholders on climate-related risks and opportunities.

Greenhouse Gas Emission Target and Progress

As part of our Road to Paris initiative, Delek aims to reduce our Scope 1 and Scope 2 emissions by 34% by 2030, against a 2012 baseline, through a combination of reductions and offsets. Our emissions data for the past three years can be found in the table below. Note, our report next year will contain data covering the first full year of emissions following our public commitment as we continue to improve our carbon footprint monitoring and analytics capabilities.

	Enterprise-Wide Greenhouse Gas Emissions ¹⁰ Million metric tons of CO2 equivalents					
	2019	2020	2021			
Scope 1 ¹¹	2.4	2.2	2.2			
Scope 2 ¹²	0.4	0.4	0.3			
Scope 3 ¹³ (Estimate)	N/A	38	38			
Total of Scope 1 and 2	2.8	2.5	2.5			

¹ Intergovernmental Panel on Climate Change (IPCC), Sixth Assessment Report North America Fact Sheet

² IPCC, Sixth Assessment Report North America Fact Sheet

³ IPCC, Sixth Assessment Report North and Central America Regional Fact Sheet

 $^{\rm 4}$ TCFD, The Use of Scenario Analysis in Disclosure of Climate-related Risks and Opportunities

⁵ [EA (2022), Understanding GEC Model scenario

⁶ |EA (2021), World Energy Outlook 2021

⁷ [EA (2022), Global Energy and Climate Model

⁸ [EA (2022), Global Energy and Climate Model

° |EA (2021), World Energy Outlook 2021

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 U.S. 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

 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

BRENTWOOD, TN 37027

SECTION E - ESTABLISHMENT INFORMATION NAICS: 324110 - Petroleum Refineries

SECTION D - EMPLOYMENT DATA

	HISPANIC	OR		NOT-HISPANIC OR LATINO ************************************											
	LATINO		****	*******	MALE * * * *	******	* *		*****	* * * * * * FE	MALE * * * *	*****	*		OVERALL
JOB CATEGORIES	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN NDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	TOTALS
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															

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Scope 2 Emissions ⁴ cope 3 Emissions ⁵ cope 1 and 2 Intensity ^{2,3,4} elek Operations ⁴ cope 1 Emissions ³ EN	EM-RM-110a.1 EM-RM-110a.1 EM-RM-110a.1	and employees – an recognition of this to	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	in the methods by whic	ch energy is produced,	2.5 2.2 0.3 38 26 2.2 0 0.4 0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been devigenced	nd consumed. In eloping a strategy
cope 1 and 2 Emissions ² Scope 1 Emissions ³ EN Scope 2 Emissions ⁴ cope 3 Emissions ⁵ cope 1 and 2 Intensity ^{2,3,4} retek Operations ⁴ cope 1 Emissions ³ EN ercentage covered under emissions-limiting regulations EN	EM-RM-110a.1 EM-RM-110a.1 EM-RM-110a.1	tons CO2e metric tons CO2e per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tu	2.4 0.4 at the global economy e driving an evolution in ransformation, Delek e	2.5 0.4 27	2.4 0.4 28 2.4 0 0.4 0.4 atic transformation. Or th energy is produced,	2.2 0.3 38 26 2.2 0 0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been deve	2.2 0.3 38 26 2.2 0 0.3 stors, neighbors, nd consumed. In
Scope 1 Emissions ³ Scope 2 Emissions ⁴ cope 3 Emissions ⁵ cope 1 and 2 Intensity ^{2,3,4} elek Operations ⁴ cope 1 Emissions ³ EN ercentage covered under emissions-limiting regulations EN	EM-RM-110a.1 EM-RM-110a.1 EM-RM-110a.1	tons CO2e metric tons CO2e per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tu	2.4 0.4 at the global economy e driving an evolution in ransformation, Delek e	2.5 0.4 27	2.4 0.4 28 2.4 0 0.4 0.4 atic transformation. Or th energy is produced,	2.2 0.3 38 26 2.2 0 0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been deve	2.2 0.3 38 26 2.2 0 0.3 stors, neighbors, nd consumed. In
Scope 1 Emissions ³ EN Scope 2 Emissions ⁴ cope 3 Emissions ⁵ cope 1 and 2 Intensity ^{2,3,4} retek Operations ⁴ cope 1 Emissions ³ EN recentage covered under emissions-limiting regulations EN	EM-RM-110a.1 EM-RM-110a.1 EM-RM-110a.1	tons CO2e metric tons CO2e per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tu	0.4	0.4 27	0.4 28 2.4 0 0.4 atic transformation. Or th energy is produced,	0.3 38 26 2.2 0 0.4 ur stakeholders – inver marketed, delivered, a 2020 and has been dev	0.3 38 26 2.2 0 0.3 stors, neighbors, nd consumed. In toping a strategy
Scope 2 Emissions* cope 3 Emissions5 cope 1 and 2 Intensity2.3.4 letek Operations* cope 1 Emissions3 EN tercentage covered under emissions-timiting regulations EN		tons CO2e metric tons CO2e per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tu and business model	at the global economy e driving an evolution i ransformation, Delek s	27	28 2.4 0 0.4 atic transformation. Or th energy is produced,	38 26 2.2 0 0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been deve	38 26 2.2 0 0.3 stors, neighbors, nd consumed. In loping a strategy
cope 3 Emissions ⁵ cope 1 and 2 Intensity ^{2,3,4} letek Operations ⁴ cope 1 Emissions ³ EN ercentage covered under emissions-limiting regulations EN		per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees - an recognition of this t and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	r is undergoing a drama	2.4 0 0.4 atic transformation. Or	26 2.2 0 0.4 ur stakeholders – inve: marketed, delivered, a 2020 and has been deve	26 2.2 0 0.3 stors, neighbors, nd consumed. In
recentage covered under emissions-limiting regulations	EM-RM-110a.1 EM-RM-110a.1	per thousand barrels million metric tons CO2e percent million metric tons CO2e Delek recognizes th and employees - an recognition of this t and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	r is undergoing a drama	2.4 0 0.4 atic transformation. Or	2.2 0 0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been deve	2.2 0 0.3 stors, neighbors, nd consumed. Ir
cope 1 Emissions ³ EN ercentage covered under emissions-limiting regulations EN	EM-RM-110a.1	tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tr and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	in the methods by whic	0.4 0.4 atic transformation. Or	0 0.4 ur stakeholders – inver marketed, delivered, a 2020 and has been deve	0 0.3 stors, neighbors, nd consumed. In eloping a strategy
ercentage covered under emissions-limiting regulations EN	EM-RM-110a.1	tons CO2e percent million metric tons CO2e Delek recognizes th and employees – an recognition of this tr and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	in the methods by whic	0.4 0.4 atic transformation. Or	0 0.4 ur stakeholders – inver marketed, delivered, a 2020 and has been deve	0 0.3 stors, neighbors, nd consumed. In eloping a strategy
		million metric tons CO2e Delek recognizes th and employees – an recognition of this tr and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	in the methods by whic	0.4 atic transformation. Or	0.4 ur stakeholders – inves marketed, delivered, a 2020 and has been deve	0.3 stors, neighbors, nd consumed. In eloping a strategy
cope 2 Emissions ⁴		tons CO2e Delek recognizes th and employees – ar recognition of this tu and business model	e driving an evolution i ransformation, Delek e l to ensure Delek's lon	in the methods by whic	atic transformation. Or ch energy is produced,	ur stakeholders – inves marketed, delivered, a 2020 and has been deve	stors, neighbors, nd consumed. In eloping a strategy
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iiscussion of long-term and short-term strategy or plan to nanage Scope 1 emissions, emissions reduction targets, nd an analysis of performance against those targets	EM-RM-110a.2	Scope 1 & 2 emissic Scenario (SDS) and baseline, we will ac Energy-efficien Transitioning sr Renewable pow Previously exec Our pledge, the first	This goal is aligned wi to less than 2°C above ps including, but not lin tation fuels and toward	Is chemicals n the direction of the ca	inable Developm Jsing 2012 as our		
elek Refining Operations							
ir Emissions							
Nitrogen Oxides						1.5	1.2
Sulfur Dioxide						1.1	1.8
	EM-RM-120a.1	thousand tons				1.9	2.0
Inhalable Particulate Matter ⁷						0.3	0.3
ir Emissions Intensity							
Nitrogen Oxides						15	13
Sulfur Dioxide						11	18
	-	tons per million barrels				20	21
Inhalable Particulate Matter ⁷						3	4
	EM-RM-120a.2	number of refineries				1	1
lazardous Materials Management							ļ

Metric	SASB Code	Units	2017	2018	2019	2020	2021
Amount of Hazardous Waste	EM-RM-150a.1	thousand tons				1.4	1.0
Delek Retail Operations	1	1			1		1
Number of Underground Storage Tanks (USTs)		number of USTs				575	562
Number of UST releases requiring cleanup	EM-RM-150a.2	number of USTs				3	6
Percentage in states with UST financial assurance funds		percent				0	17
Product Releases							
Delek Operations ⁶							
Releases of 5 barrels or more only impacting land		number of releases				9	7
Releases impacting land and water	-	number of releases				2	2
Releases impacting water		number of releases				0	0
Releases in Unusually Sensitive Areas (USAs)	-	number of releases				0	0
Volume of Releases		thousand barrels				2.0	1.2
Water Management							
Delek Refining Operations							
Total Fresh Water Withdrawn	EM-RM-140a.1	million gallons				2,300	2,400
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-RM-140a.2	number of incidents of non- compliance				12	9
Workforce Health & Safety							
Workforce Health & Safety Delek Refining Operations ¹							
Delek Refining Operations ¹	EM-DM 220-1	por 100 workers	1.45	0.26	0.24	0.44	0.84
Delek Refining Operations ¹ Total Recordable Injuries ⁸	EM-RM-320a.1	per 100 workers	1.45	0.26	0.24	0.44	0.84
Delek Refining Operations ¹ Total Recordable Injuries ⁸ Employee	EM-RM-320a.1	per 100 workers	1.45	0.26			
Delek Refining Operations ¹ Total Recordable Injuries ⁸ Employee Contractors			0.90	0.26			
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8	EM-RM-320a.1	per 100 workers per 100 workers			0.17	0.09	0.51
Delek Refining Operations ¹ Total Recordable Injuries ⁸ Employee Contractors Days Away, Restricted, or Transferred Cases ⁸ Employee					0.17	0.09	0.51
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors					0.17	0.09	0.51
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9		per 100 workers			0.17	0.09	0.51
Delek Refining Operations¹ Total Recordable Injuries [®] Employee Contractors Days Away, Restricted, or Transferred Cases [®] Employee Contractors Serious Injuries [®] Employee & Contractors		per 100 workers			0.17	0.09	0.51
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities		per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00	0.09	0.51 0.66 0.00 0.34
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities Employee		per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00	0.09	0.51
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities Employee Contractors		per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00	0.09	0.51
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities Employee Contractors Hiph Potential Near Misses10	 EM-RM-320a.1	per 100 workers per 100 workers per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00 0.00	0.09	0.51 0.66 0.00 0.34 0.00 0.00
Delek Refining Operations' Total Recordable Injuries® Employee Contractors Days Away, Restricted, or Transferred Cases® Employee Contractors Serious Injuries® Employee & Contractors Fatalities Employee Contractors High Potential Near Missess10 Employee & Contractors	 EM-RM-320a.1	per 100 workers per 100 workers per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00 0.00	0.09	0.51 0.66 0.00 0.34 0.00 0.00
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities Employee Contractors High Potential Near Missess10 Employee & Contractors Delek Operations1.4	 EM-RM-320a.1	per 100 workers per 100 workers per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00 0.00	0.09	0.51 0.66 0.00 0.34 0.00 0.00
Delek Refining Operations1 Total Recordable Injuries8 Employee Contractors Days Away, Restricted, or Transferred Cases8 Employee Contractors Serious Injuries9 Employee & Contractors Fatalities Contractors Contractors Patalities Employee Contractors Patalities Employee Contractors Delek Operations1.4 Total Recordable Injuries8	 EM-RM-320a.1 EM-RM-320a.1	per 100 workers per 100 workers per 100 workers per 100 workers	0.90	0.09	0.17 0.16 0.00 0.00 0.00 1.23	0.09 0.26 0.00 0.04 0.00 0.00 1.01	0.51 0.66 0.00 0.34 0.00 1.02

Metric	SASB Code	Units	2017	2018	2019	2020	2021
Employee		per 100 workers	1.33	0.61	0.32	0.39	0.41
Contractors		number of cases			3	0	0
Serious Injuries ⁹							
Employee & Contractors		per 100 workers			0	3	7
Fatalities							
Employee	EM-RM-320a.1	per 100 workers	0.00	0.00	0.02	0.00	0.00
Contractors		number of cases	0	0	0	0	0
High Potential Near Missess ¹⁰							
Employee & Contractors		number of cases			35	25	22
Workforce Health & Safety (continued)							
Discussion of management systems used to integrate a culture of safety	EM-RM-320a.2	area have resulted in year-over-year progress, and while we are proud of our enviable performance in this area, we will not rest until we achieve our goal of ZERO accidents or injuries. Safety is one of Delek's six Core Values. This means that we ensure the health and safety of our employees, contractors, and the communities in which we operate, while going beyond the legal requirements to provide an accident-free workplace. Our progress as a company demonstrates that our goal of ZERO recordable injuries is possible. Until that milestone is reached, we will repeat our "I Own It" safety mantra and strive to ensure that each day is safer than the day before. Our Integrity Management System (IMS) provides a framework to normalize excellence through creation of a structured approach to every aspect of our business including health & safety, process safety, emergency preparedness, and security. Our core values are embedded into each IMS element. IMS instills discipline in our organization while developing our employees to their highest potential. A culture of continuous improvement delivers the desired results.					
Management of the Legal & Regulatory Enviror	iment						
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-RM-530a.1	To facilitate a more rapid transition of the downstream energy sector, Delek is leading an effort to advance legislation which would elevate federal support for the decarbonization of refiners. If enacted, the legislation would dedicate significant federal resources towards the development, demonstration, and deployment of technologies to lower the greenhouse gas emissions and carbon intensity of refineries. We have also adopted a new political activity policy which commits Delek to disclose its corporate advocacy activities and contributions to tax exempt organizations that lobby on environmental matters.					
Critical Incident Risk Management							
Delek Refining Operations ¹							
Tier 1 Process Safety Event Rate ¹¹	EM-RM-540a.1	per 100 workers			0.21	0.13	0.29
Tier 2 Process Safety Event Rate11					0.29	0.26	0.10
Tier 1 Process Safety Events ¹¹		number of events	6	2	5	3	6
Tier 2 Process Safety Events ¹¹			12	8	7	6	2
Delek Operations ^{1,6}	·				·		
		number of	10	6	7	4	
Tier 1 Process Safety Events ¹¹		number of	10	0	,	4	7

¹Full-year 2017 metrics for Big Spring and Krotz Springs include data for a portion of time that the refineries were not yet owned by Delek.

²Metrics do not include GHG emissions from the Bakersfield Refinery which was not operational prior to its divestiture in May 2020.

³Scope 1 GHG emissions are calculated per the EPA's Mandatory Greenhouse Gas Reporting Program or the 2009 API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry. Scope 1 GHG emissions include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N20).

⁴Scope 2 GHG emissions are based on EPA location specific emissions factors for purchased electricity.

⁵Scope 3 GHG emissions from refinery produced products that are combusted when they are used by consumers are based on the refinery yield method.

*Delek Operations include Refining, Renewables, Retail, Pipeline Stations, Product Terminals, Transportation, Corporate Offices, and joint ventures under operational control.

⁷Particulate matter with a diameter of 10 microns or smaller.

[®]Total recordable injuries and days away, restricted, or transferred cases are determined based on Occupational Safety and Health Administration (OSHA) requirements (29 CFR 1904). To present comparable year over year data, the data presented does not include COVID-19 cases.

°Includes incidents resulting in a hospitalization or life-altering injury per American Fuels & Petrochemical Manufactures (AFPM) guidance.

¹⁰Includes incidents with the potential for a fatality, hospitalization, or life-altering injury with a less than serious outcome per AFPM guidance.

¹¹Includes incidents resulting in Process Safety Events (PSE) as defined by American Petroleum Institute (API) Recommended Practice 754.

¹²As reported in Delek's Annual Reports (Form 10-K).

DISCLAIMER

This report contains forward-looking statements about Delek's operations that are based on management's current estimates, expectations, and projections about future plans, actions, and events. These statements are not guarantees of future conduct or policy and are subject to change. Management's forward-looking statements are also subject to certain risks, uncertainties, and other factors, many of which are beyond management's control. See the cautionary language under Forward-Looking Statements below.

Therefore, the actual conduct of our activities, including any program, policy or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this report are subject to evolving standards and are based on assumptions management believed to be reasonable at the time of preparation but should not be considered guarantees. The statements of intention in this report speak only as of the date of this report. Delek undertakes no obligation to update publicly any statements in this report.

As used in this report, the term "Delek" and such terms as "the company," "the corporation," "our," "its," "we" and "us" may refer to one or more of Delek's consolidated subsidiaries or affiliates or to all of them taken as a whole. All of these terms are used for convenience only and are not intended as a precise description of any of the separate companies, each of which manages its own affairs.

Forward-Looking Statements

This report contains forward-looking statements that are based upon current expectations and involve a number of risks and uncertainties. Statements concerning current estimates, expectations and projections about opportunities, plans, actions and events and other statements, concerns or matters that are not historical facts are "forward-looking statements," as that term is defined under the federal securities laws. These statements contain words such as "possible," "believe," "should," "could," "would," "predict," "plan," "estimate," "intend," "may," "anticipate," "will," "if", "potential," "expect" or similar expressions, as well as statements in the future tense. Forward-looking statements should not be read as a guarantee of future actions, events or results and will not be accurate indications of the times at, or by, which such actions, events or results will be achieved. Forward-looking information is based on information available at the time and/or management's good faith belief with respect to future events and is subject to risks and uncertainties that could cause actual actions, events, or results to differ materially from those expressed in the statements. Delek undertakes no obligation to update or revise any such forward-looking statements to reflect events or circumstances that occur, or which Delek becomes aware of, after the date hereof, except as required by applicable law or regulation.

The following important factors, among others, may affect these forward-looking statements: changes in crude oil and other commodity prices; changes in refining margins; the company's ability to realize anticipated cost savings and expenditure reductions; actions of competitors or regulators; potential delays in the development, construction or start-up of planned projects; the potential disruption or interruption of the company's operations due to war, accidents, political events, civil unrest, severe weather, cyber threats, terrorist acts or other natural or human causes beyond the company's control; uncertainties regarding future decisions by OPEC regarding production and pricing disputes between OPEC members and Russia; the competitiveness of alternate energy sources or product substitutes; technological developments; uncertainty relating to the impact of the COVID-19 outbreak on the demand for crude oil, refined products and transportation and storage services; risks related to Delek's exposure to Permian Basin crude oil, such as supply, pricing, gathering, production and transportation capacity; management's ability to execute its strategy of growth, including risks associated with acquisitions and dispositions; the potential liability resulting from other pending or future litigation; operating hazards inherent in transporting, storing and processing crude oil and intermediate and finished petroleum products; our competitive position and the effects of competition; the projected growth of the industries in which we operate; general economic and business conditions affecting the geographic areas in which we operate; the company's ability to identify and mitigate the risks and hazards inherent in operating in the global energy industry; and other risks described in Delek's filings with the United States Securities and Exchange Commission (the "SEC"), including risks disclosed in our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and other filings and reports with the SEC.

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