



# 2022-2023 SUSTAINABILITY REPORT





## Table of Contents

|  |    |
|--|----|
| From Our CEO   | 3  |
| Overview   | 5  |
| Environment: Improving Energy                                | 7  |
| Social: Hometown Energy                                      | 12 |
| Governance: Responsible Energy                               | 25 |
| Appendix   | 32 |
| Taskforce on Climate-Related<br>Financial Disclosures (TCFD) | 33 |
| EEO-1  | 37 |
| Sustainability Accounting Standards<br>Board (SASB)          | 38 |
| Disclaimer   | 42 |



## From Our CEO

At Delek, we're proud to have been providing the reliable, affordable transportation fuels and energy products that enable consumers' daily lives, for over 20 years.

We challenge ourselves to provide these important energy products in an environmentally and socially responsible manner, with the right governance structure to create accountability.

We know a focus on Sustainability enables our long-term success in the evolving energy landscape. We're exploring projects that will provide meaningful reductions in our Carbon Footprint, while also providing value to our shareholders and customers.

We value our ESG mission, just as we value our employees, the communities we operate in, and the environment that we all share. As part of our ESG journey, we're continuing to embed Sustainability in our strategy and throughout our business. I'm excited to share our progress in this 2022-2023 Sustainability Report. Highlights that are particularly meaningful to me include:

### **Strengthening ties between ESG and annual incentive compensation programs:**

Delek is a results-focused company, and in early 2023, the Delek Annual Incentive Program was revised, resulting in higher weighting for ESG-related objectives. The program now provides that at least 33% of potential incentive compensation for hourly, professional, and executive employees is based on achievement of ESG-related objectives. Our enhanced incentive compensation structure helps ensure we deliver our ESG commitments.

### **Driving to Zero Incidents:**

This year, we re-energized our commitment to ensuring safe and reliable operations. It's not something new-Safety is already a Core Value at Delek. But protecting our fellow employees and our communities requires relentless attention and daily commitment. We believe creating an incident-free workplace is possible, and our efforts over the past year have meaningfully moved us closer to this goal. These efforts included the creation of the Enterprise Safety Committee, a company-wide group of hourly and professional leaders that help drive our safety culture. We expanded our Safety Observations process across the company, dedicated additional resources to safety infrastructure improvements, and held a company-wide "Safety Day" to share safety learnings and re-affirm our commitment to keep each other safe.

### **Broadening Community Support and Partnership:**

The communities where Delek operates provide the talented people that fuel our company's success. Delek has an unwavering commitment to support these communities

because we are these communities. The Delek Fund for Hope supports nonprofits in the regions, alongside our employees and business partners. In 2022, the Fund awarded nearly \$1.2 Million in grants to over 131 organizations. I'm also proud that many of our employees provide direct engagement and support to community non-profits by volunteering their time to causes they are passionate about. We support a variety of causes, but much of our giving was focused on the worthy causes of Youth Development, Health, Hunger, and Education.

We're ready and eager to take the next steps in Delek's Sustainability journey. We'll leverage the powerful talent of our entire workforce. We understand the value that diverse perspectives contribute to the company's success, and we're enhancing our diversity, equity, and inclusion efforts each day. We'll continue our progress toward the Greenhouse Gas reduction commitments we announced in November 2021. We'll enhance and adapt our governance structures as needed to ensure strong oversight and resilience.

The past year has reinforced our understanding that energy security is a foundational social need, and Delek's products play an important role in meeting that need. We're committed to deliver that energy in a thoughtful, responsible manner, far into the future.



**AVIGAL SOREQ**  
President & CEO

---

# About This Report

The narrative text that follows highlights many enhancements Delek has made in its ESG performance between the summer of 2022 and early 2023. Data included in the report represents calendar year 2022 results.



# Overview

Founded in 2001, Delek US Holdings, Inc. (NYSE: DK) is a downstream energy company with assets in petroleum refining, logistics, convenience stores, asphalt, and renewables. We are proud of our culture of excellence, strong financial position and track record of growth. We are committed to responsible corporate citizenship, while creating exceptional value for our customers and shareholders.

## Delek at a Glance:

### Refining:

4  
inland refineries

- Tyler, TX
- Big Spring, TX
- El Dorado, AR
- Krotz Springs, LA

~70%  
of crude sourced from  
Permian Basin

~302,000  
barrels per day of refining  
capacity

### Retail:

~250  
Convenience Stores

### Logistics:

850 Miles  
of crude and product  
transportation pipelines

700 miles  
of crude oil gathering system

~200  
company-operated trucks

5  
Asphalt Terminals

### Renewables:

3  
biodiesel production facilities

~40 MM  
gallons of production capacity

### New Mexico Gathering System

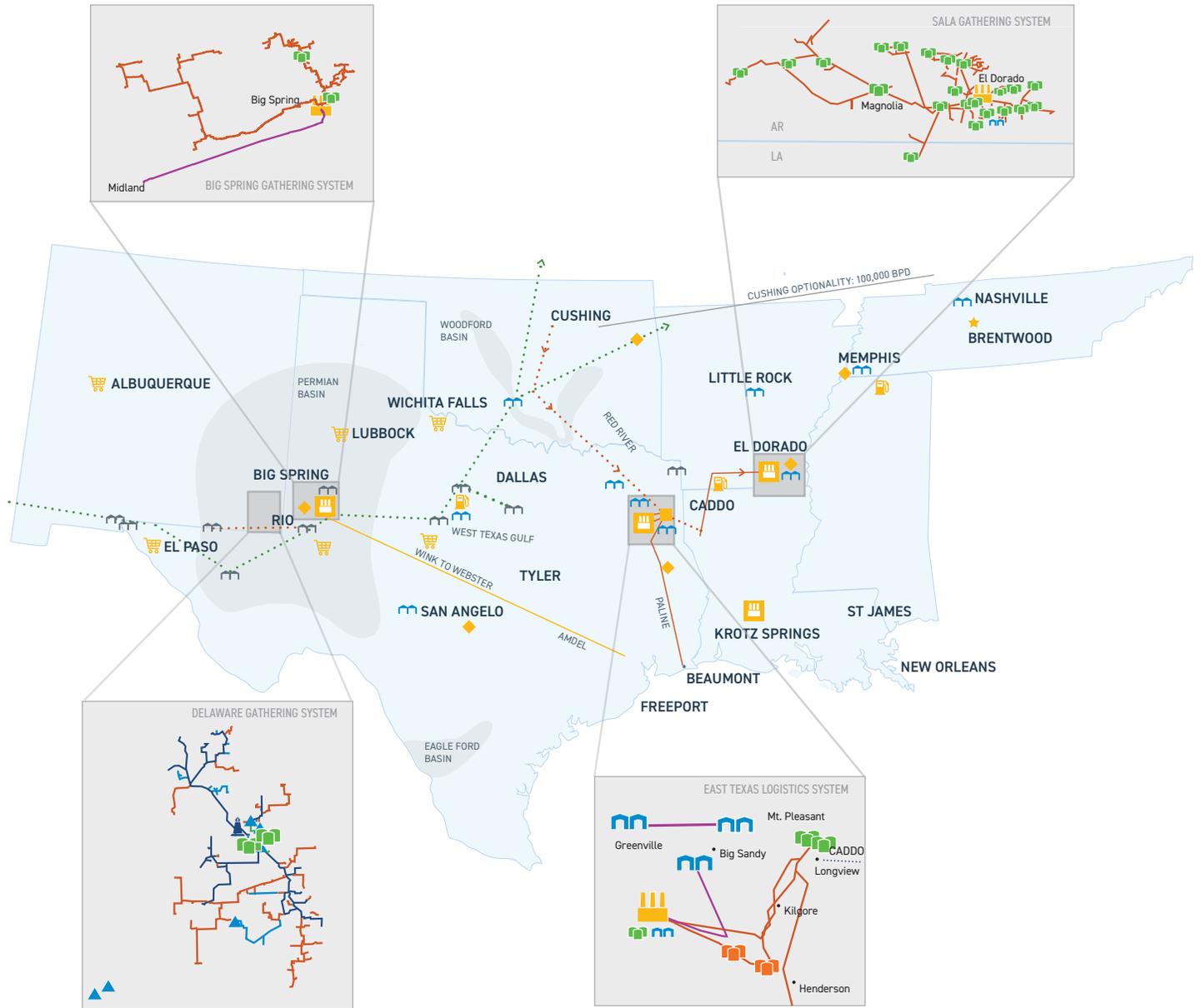
88 million  
cubic feet/day of natural gas  
gathering & processing capacity

120 million  
barrels of crude oil storage

200 million  
barrels per day of water  
gathering, disposal,  
and recycling

485 miles  
of pipeline

# Delek Assets Map



|                        |                       |                                  |                              |
|------------------------|-----------------------|----------------------------------|------------------------------|
| DELEK REFINERIES       | DKL PRODUCT TERMINAL  | DKL NATURAL GAS PLANT            | THIRD-PARTY PRODUCT PIPELINE |
| DELEK ASPHALT TERMINAL | DKL PRODUCT TANK FARM | DKL NATURAL GAS PIPELINE         | THIRD-PARTY PRODUCT TERMINAL |
| DELEK RENEWABLES       | DKL CRUDE TANK FARM   | DKL WATER PIPELINE               | LONGVIEW, TEXAS              |
| RETAIL SITES           | DKL PRODUCT PIPELINE  | DKL SWD                          | CORPORATE HEADQUARTERS       |
| DELEK CRUDE PIPELINE   | DKL CRUDE PIPELINE    | DKL JOINT VENTURE CRUDE PIPELINE |                              |



# ENVIRONMENT: IMPROVING ENERGY

# Environment: Improving Energy

Delek is focused on responsibly managing the environmental impact of our products, while meeting the critical energy needs of our communities. As demand for renewable fuels increases, Delek’s renewable fuels portfolio will continue to provide products to meet that demand. Our three biodiesel facilities produce over 40 million gallons per year of biodiesel, and are able to process multiple feedstocks sources such as animal fats and vegetable-based oils.

In November 2021, Delek was the first U.S. small to mid-cap refiner to announce a greenhouse gas reduction target: To reduce our Scope 1 and 2 emissions by 34% by 2030, relative to our 2012 baseline. Our plan to achieve these reductions includes, but is not limited to:

- Innovative technology investment,
- Operational energy efficiencies,
- Shifting some production from fuels to chemicals, and
- Increased application of renewable power.

Production of chemical products can be less carbon-intensive than production of transportation fuels. A new Heavy Aromatic Solvent facility is in progress at our Big Spring Refinery, that will shift approximately 1,000 barrels per day from liquid fuels manufacture to chemicals production.

As more clean energy technologies advance and achieve scalable, deployable status, and as Delek’s operational profile evolves, we will continuously adapt and update our carbon management strategy. Note that Climate-related Risks and Opportunities are addressed in the Appendix of this report.

## Innovation

Since 2018, Delek has operated an in-house technology transformation department, Delek Innovations (DKI). DKI has identified multiple technologies beneficial to the efficient and environmentally responsible operation of our facilities. Most recently, DKI has focused on new energy ventures resulting in non-material investments in areas like carbon capture and renewable hydrogen. We’re targeting our efforts on technology partnerships that will capitalize on our existing asset profile and focus on technologies that can deliver an improved carbon profile. We evaluate and work toward these innovations in partnership with our Labor Unions and our communities. The acquisition of our New Mexico gas gathering and water logistics assets in 2022 has created further opportunities in the areas of water recycling, and carbon storage that could improve our carbon footprint.

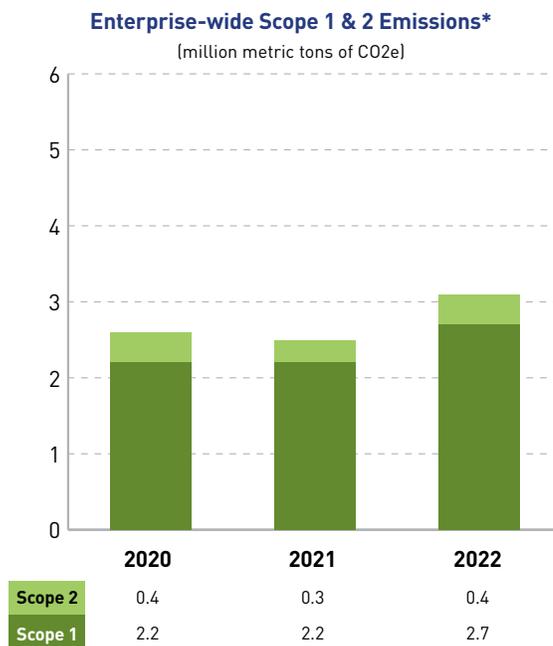
## Greenhouse Gas Emissions (GHG)

Emissions figures contained in this report cover the 2022 calendar year. We are tracking and reporting Scope 1 and 2 emissions for Delek Operations (Refining, Renewables, Retail, Pipeline Stations, Product Terminals, Transportation, Corporate Offices and Joint ventures under operational

control). For Scope 3 emissions, we are reporting the emissions that occur when consumers use our refinery-produced products.

In 2022, our GHG emissions totals reflect a significant acquisition: our New Mexico Gathering System, which was acquired on June 1, 2022. These assets include natural gas gathering and processing, crude oil storage, water gathering disposal and recycling, and pipeline assets. In keeping with the guidance provided in World Resource Institute’s *The Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard*, the Scope 1 and Scope 2 full-year 2022 emissions have been included in Delek’s GHG numbers, even though Delek did not acquire those assets until June 1, 2022.

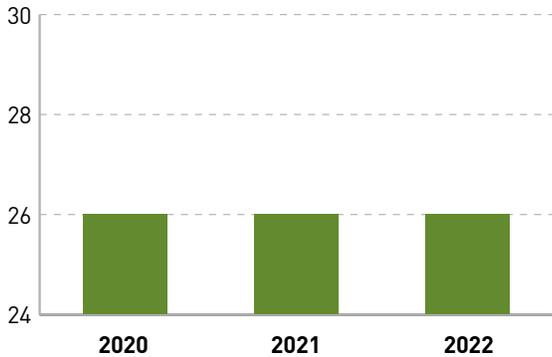
The trends in our Scope 1 emissions from 2018 through 2022 reflect the transitions that have been happening in the global fuels markets, as a result of world events, during that time. The COVID-19 pandemic triggered a rebalancing of fuels production across North America, with meaningful amounts of production capacity permanently shut down, or converted to produce newer types of fuel. As demand for transportation fuels more fully recovered in 2022, traditional fuel producers needed to increase utilization to meet consumer needs for affordable, traditional fuels.



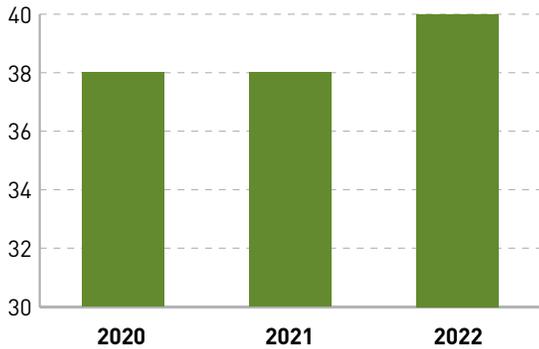
\*Emissions from New Mexico assets acquired by Delek on June 1, 2022 are included for full year 2022

Despite increased utilization of Delek’s refining assets in 2022, Carbon Intensity levels of those assets remained steady. As Delek implements additional energy efficiency, innovative technologies, renewable power and shift some production from transportation fuels to chemicals, our absolute emissions and carbon intensity are expected to decrease.

**Carbon Intensity: Refining Business Unit**  
(metric tons CO2e per thousand barrels of refinery throughput of crude and other feedstocks)



**Scope 3 Emissions\***  
(million metric tons CO2e)



\*Scope 3 estimates limited to refinery-produced products when used by consumers

## Energy efficiency

A key element of Delek’s GHG reduction strategy is the capture of energy efficiency opportunities within our operations. Our operational teams continuously seek opportunities to reduce energy usage in our refineries, mid-stream, and retail assets. These initiatives include reducing steam loss at our refineries, and the use of Drag Reduction Agent in our pipelines.

### Improved Steam Efficiency in Refining system

Steam is used throughout the refining process, for a variety of purposes. Generation of steam requires energy. When steam leaks occur in our systems, we are operating in a less energy-efficient manner. To reduce this energy waste, five initiatives were identified. These initiatives have been implemented at our Tyler and Krotz Springs refineries, and will

be implemented at our other two refineries in the coming year. Steam Stewardship programs have been implemented to ensure that the improvements are sustained.

### Steam Efficiency Measures

#### Steam Leaks

surveys conducted to identify leaking steam lines and stopping leaks

#### Steam Balance

decrease high pressure steam rates, where high pressure not required

#### Steam Traps

replacement of malfunctioning steam traps, implementation of preventative maintenance plans to prevent future malfunctions

#### Heat Burners

cleaner burners inside fired heaters improve combustion efficiency

#### Heat Exchangers

reduced fouling in heat exchangers with established cleaning programs

## Reducing Truck Trips and Electricity Demand in our Midstream Business

Transporting crude oil from the wellhead to be made into transportation fuel requires energy and can generate emissions. Crude can be moved by semi tank trucks, railcars, or via pipelines, but pipeline transportation typically results in the least use of energy and least GHG emissions.



Our Delek Logistics team implemented the use of drag-reducing agent to improve the volume of oil that could be transported in the pipeline, which reduced the energy intensity needed to move that crude. Drag reducing agent is injected into the pipeline to reduce frictional pressure loss as crude moves through the line. Use of the drag-reducing agent allowed for 30% more throughput, on average, while using the same amount of electricity to power the pumps and equipment that move crude through the line.

By transporting more volume via pipeline, Delek Logistics was able to reduce the need for crude truck transportation by thousands of trips per year, reducing the carbon intensity of the crude gathering system, while still meeting customer needs for transportation fuels.

## Air Quality and Emissions

Delek leverages existing technology and seeks out emerging technology to help us better manage air emissions.

We're in the process of implementing new software at our refineries that integrates with our process control systems and emission monitors to more effectively track and manage the many data inputs that help us calculate our Greenhouse gas emissions. The use of this type of technology improves accuracy, and streamlines a very time-intensive process.

In several segments of our operations, we use vapor recovery units to capture and destroy emissions generated during product transfers, such as the transfer of crude oil from a barge to the refinery, or the transfer of gasoline or diesel from the refinery into tanker trucks to be delivered to consumers. These vapor recovery units allow us to reduce impact to the environment.

## Reducing Methane Emissions

Because methane has approximately 25 times more potential to warm the atmosphere than Carbon Dioxide, Delek is particularly focused on finding ways to reduce methane emissions, which primarily occur in mid-stream operations. Natural gas streams are almost entirely comprised of methane. When we process natural gas streams in our operations, methane emissions may occur due to small leaks where pieces of equipment are connected, or may occur when we empty or "vent" equipment for maintenance activities.

To proactively identify and mitigate leak points, we routinely use a special "Optical Gas Imaging" camera, that allows us to find methane leaks not visible to the naked eye, and perform repairs to eliminate those leaks.

To reduce atmospheric venting of methane, during maintenance activities we route the methane streams through a closed-loop system to be recovered in our processing systems. When commissioning a new unit at our Libby, New Mexico Gas Gathering Plant, we were able to use nitrogen gas (instead of the more common natural gas) to purge the new unit and prepare it for service. Using Nitrogen instead of methane for commissioning prevented emissions of 165,000 cubic feet of methane. Our commitment to minimize our methane emissions and operate efficient gas processing systems results in methane recovery rates that exceed 99.9%.

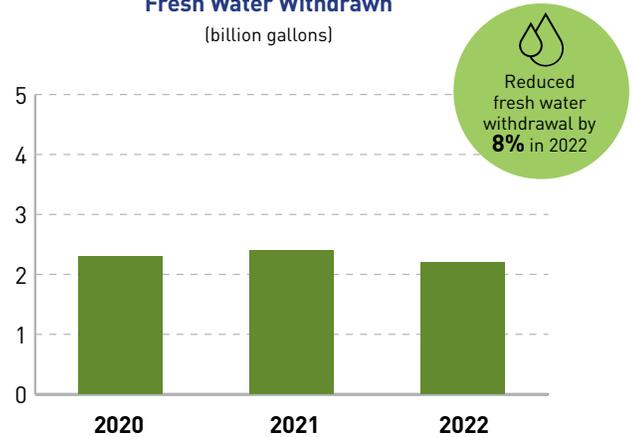
## Water

We're committed to reducing the resources consumed to make our products, including use of water. 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. With its 2021-2022 Sustainability Report, Delek began reporting total freshwater withdrawn for use in the operations of our four refineries. 2022 Fresh Water withdrawn decreased by more than 8%. 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 this report was withdrawn from highly stressed areas.

## Water Saving and Recycling Measures

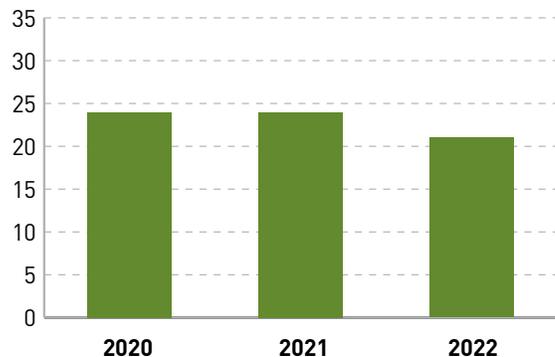
Our New Mexico Gathering System stores salt water that is a by product of the oil and gas production process for recycling. This water is used in future drilling production activities. In the last year, our facilities in New Mexico have recycled 4.2 million barrels of salt water. This has saved over 175 million gallons of freshwater by using recycled salt water that could not otherwise be used for human consumption.

**Fresh Water Withdrawn**  
(billion gallons)



Includes Fresh Water Withdrawn for use in Refining Operations

**Freshwater Withdrawal Intensity**  
(gallons of water / barrel of total throughput)

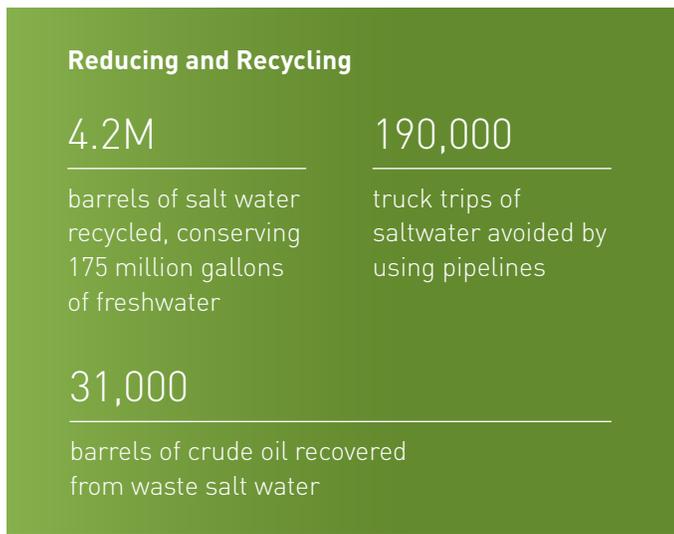


Includes Fresh Water Withdrawn for use in Refining Operations

By transporting salt water produced in oil and gas production through our pipelines, we're able to substantially reduce the number of heavy truck transport trips that would otherwise move the produced salt water. In the last year, transports by pipeline eliminated over 150,000 truck loads of saltwater transport which reduces fuel consumption and air emissions.

### Reducing, Recycling, and Reusing

Delek is continuously seeking new ways to reduce our air emissions, water usage, and waste generation. Where possible, we recycle and reuse materials throughout our operations. We use control technologies like flare gas recovery, fugitive emissions monitoring systems, and lower-emitting burners at our refineries to reduce air emission of criteria air pollutants. Within our refining business we were able to reduce our annual solid hazardous waste generation by 50% between 2020 and 2022.



In our midstream business, we filter saltwater from oil production through a process that removes any residual oil left behind. This process recovered over 1.3 Million gallons of crude oil that otherwise would have been waste. We also recycle material called "Transmix" that is generated in our pipeline and terminal transportation system. Transmix is generated when two types of fuel products are mixed together during a pipeline transport. These small portions of the fuel transported do not meet a particular fuel specification, and can't be sold to consumers. Instead of disposing of the Transmix as waste, Delek recycles that material by moving it back to a refinery where it can be re-processed to

**1.9 Million Gallons of Transmix Recycled to:**

- Reduce waste disposal
- Create on-specification transportation fuel
- Reduce air emissions by reducing the need for crude drilling

be turned into on-specification transportation fuel. In 2022, we recovered over 1.9 Million gallons of Transmix.

### Spill Prevention and Reducing Waste

Delek's reliability and integrity programs are designed to prevent unintended releases of the materials we handle, that could negatively impact people or the environment. When an unintended release does occur, we have established mitigation procedures to minimize the damage that may occur. For our pipeline systems, we have proactive corrosion control, preventative maintenance and inspection monitoring in place to prevent releases. Our robust emergency response preparedness systems are covered in the "Safety" section of this report.

In 2022, Delek's volume of product releases was almost 50% lower than the volume of product released in 2020.





**SOCIAL:**  
HOMETOWN ENERGY

# Social: Hometown Energy

Delek's most valuable source of energy is the knowledge, innovation, and commitment that each of our employees contributes each day to make Delek better. We take our responsibility to be a good corporate citizen and a good partner to our communities very seriously. We're privileged to operate in small and mid-size communities in the heartland of America, where our neighbors are our friends and families. These relationships create the "Hometown Energy" that is key to our company's success.

Delek employees are encouraged to fully develop their potential with a broad set of learning and development opportunities. We want each of our colleagues to feel engaged, challenged, and valued in the workplace. We understand the value proposition of creating a culture of inclusion, and our efforts are targeted at eliminating bias that might exist in the workplace. We engage and empower our employees through Employee Resource Groups, and strive to leverage diverse perspectives, knowing this will enhance our success.

We care about the wellbeing of our employees and their loved ones, and provide high-quality care and services through benefits plans designed to help those families flourish. We care for the Communities where we operate through consistent, personal, and meaningful engagement.



**Delek Human Rights Campaign Score**

## Safety

We're committed to creating a safe workplace, where every employee is focused on achieving a goal of zero incidents, each day. This year, we've re-focused our energy on "Driving to Zero" environmental, health, or safety incidents. We apply robust management systems, standards and procedures that incorporate regulatory requirements and industry best practices to protect our people, our assets, and our communities. Our robust emergency response systems, equipment and training ensure we're ready and mitigate any incident that might occur. Our employees and contractors know that they have "Stop Work Authority" — the authority to stop any job if they feel it is unsafe to proceed.

## Driving to Zero

The journey to zero incidents requires relentless focus and exceptional safety systems. Our "Drive Zero" effort that kicked off in early 2023 aimed at building a stronger safety culture and improving operational excellence. We're committed to both personal safety (mitigating risks that cause smaller scale, local incidents and injuries), and process safety (managing the integrity of our operating systems and process equipment). We track and investigate incidents and Near Misses that may occur, so that we can implement actions that prevent recurrence, and to share the learnings from these incidents across our organizations.



2023 Safety Day

## Shared Ownership of Safety

At Delek, we recognize that achieving an incident free workplace requires the engagement and ownership of safety from every employee. In early 2023, we launched an “Enterprise Safety Committee” — a group of volunteer safety leaders from across the Delek Enterprise that is sponsored by the Delek EVP, Operations. The committee includes hourly representatives and safety professionals from across our company, all of whom are respected and knowledgeable safety leaders. The ESC monitors incidents that occur in the company, and identifies opportunities and action plans that will improve safety at Delek.

We use our “Last Minute Risk Assessment” (LMRA) to make a final safety check before work begins:

- ✓ **Look** – Identify potential risks associated with doing the task
- ✓ **Think** – Consider how to reduce the risk
- ✓ **Act** – Mitigate any risks before completing the tasks

## Safety Management Systems and Tools

Well-designed safety management systems, combined with flawless execution, are the foundation that creates operational excellence. Delek’s Integrity Management System (IMS) creates a structured approach to all aspects of our business. The IMS requires that work processes be documented, clear accountabilities defined, and employees trained to execute those processes. The IMS drives verification and continuous improvement of our work processes, helping us as we “drive to zero” incidents. Key elements of the Integrity Management System include:

- ✓ Leadership
- ✓ Incident Investigation
- ✓ Mechanical Integrity
- ✓ Operating Procedures
- ✓ Training
- ✓ Risk Management

In 2023, Delek updated and re-emphasized its Life Saving Rules. The Life Saving Rules identify safety expectations for high risk activities, and are a foundational part of our safety journey. These rules protect our employees and contractors, increase our team’s focus on safety, and provide accountability.

# LIFE SAVING RULES

Delek’s Life Saving Rules apply to everyone who works at/on behalf of Delek and Delek sites. Life Saving Rules:

Protect our employees and contractors  
 Communicate and reinforce Delek safe work expectations  
 Increase focus on the basic building blocks  
 Provide accountability and consequences for violations of safety rules



WORK WITH A VALID PERMIT WHEN REQUIRED



WEAR LIFE SAVING PERSONAL PROTECTIVE EQUIPMENT



OBTAIN AUTHORIZATION BEFORE ENTERING A CONFINED SPACE



PERFORM EXCAVATIONS SAFELY



VERIFY ENERGY ISOLATION BEFORE WORK BEGINS



FOLLOW SAFE MECHANICAL LIFTING PRACTICES



FOLLOW SAFE DRIVING RULES



OBTAIN AUTHORIZATION BEFORE OVERRIDING A SAFETY SYSTEM



FOLLOW NON-CONFRONTATION PRACTICES



PROTECT YOURSELF FROM A FALL WHEN WORKING AT HEIGHT

## Safety Performance and Recognition

Delek's unwavering focus on its Core Value of Safety is reflected in the company's Safety performance. For Delek as a whole, our OSHA Total Recordable Incident Rate and Days Away from Work case rate have both trended downward over the past five years. Delek's Retail business has continued its exceptional performance compared to industry peers, with a 2022 injury and illness rate that is less than 15% of the average injury and illness rates of other gasoline and convenience stores with a similar number of employees.

We're proud that our commitment to Safety has been recognized by others. Our innovative efforts to Digitize our Permit to Work process have been recognized by a global research and advisory firm. Both the International Terminal Liquids Association and the National Tank Truck Carriers presented Delek with recognition for safety performance in 2022.



**Delek Logistics Terminals awarded International Liquid Terminals Association's Safety Excellence Award in 2022**



**Delek Transportation awarded Merit Award by National Tank Truck Carriers for outstanding safety record**



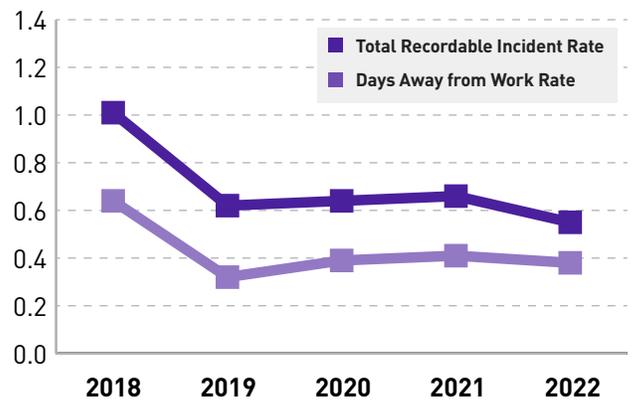
In March 2023, the Delek Krotz Springs Refinery was awarded its fourth consecutive OSHA Voluntary Protection Program (VPP) certification. The site has been VPP-certified since 2003. The federal Occupational Safety and Health Administration awards this certification to worksites that have established exceptional management systems to prevent workplace injuries and illnesses. During a rigorous on-site evaluation, a site must demonstrate strong management systems in the areas of hazard prevention, worksite analysis, training, management commitment and worker involvement. Congratulations to our Krotz Springs Refinery team, for their long-standing commitment to keep their co-workers and their worksite safe.



In 2022, Delek was awarded the "Innovation in Excellence" Award by Verdantix. Delek received the award for its Digital "Permit to Work" process at the Innovation for Sustainable Operations Summit. The Digital Permit to Work project enhanced and standardized a key process safety system at our four refineries — the work permitting process. 'We are honored to have been chosen for this award amongst the other leaders in the industry and will continue our efforts for safe and effective innovation.'

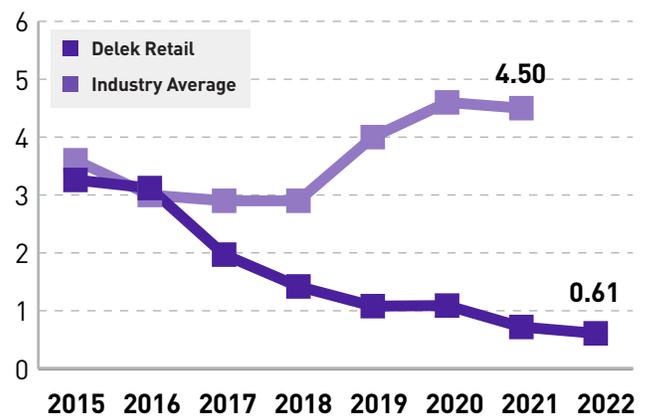
- Jeremy Cyr, Senior Director, Refining Technical Process

### Delek Safety Performance\*



\*Rates calculated as number of incidents compared to hours worked

### Retail Total Recordable Incident Rate\*



\*Industry Data is gasoline and convenience store companies with 1000+ employees

## Drone Technology Enhances Safety, Environmental Stewardship, and Emergency Response

Over the past year, Delek has dramatically enhanced and expanded its use of drone technology. These “Eyes in the Sky” are dramatically reducing risk and improving our environmental, personal safety, reliability, security and emergency response capabilities. These drones improve our situational awareness and, in many cases, let us reduce the exposure of our employees to hazards in the workplace. Delek is applying drone technology in both our midstream and refining assets. At our four refineries, we have both Infrared wavelength drones, and Optical Gas Imaging drones. Infrared drones help us identify heat anomalies in equipment. Optical Gas Imaging drone help us detect hydrocarbons that may be emitted to the atmosphere. For our midstream assets, drones can survey remote area around our pipelines and terminals, without having employees travel through remote and hazardous areas. We’re using our drones to create precise, detailed three-dimensional models of our refineries, to improve turnaround and safety planning. As we mature our drone programs, we’ll link our drone systems with our maintenance planning systems, to more efficiently and directly trigger work activity identified as needed by the drone pilots, which will increase our efficiency.

### Delek Drone Usage:



- ✓ Tank Roof Inspection
- ✓ Power Distribution Inspection
- ✓ Heater and Gas Line Inspections
- ✓ Leak Detection
- ✓ Emergency Response
- ✓ Security Rounds
- ✓ Precise, three-dimensional models of Refineries



Drone Tank Inspections at Big Spring

### Delek Drones by the Numbers:



2

drones per refinery  
(Optical Gas Imaging and Infrared)

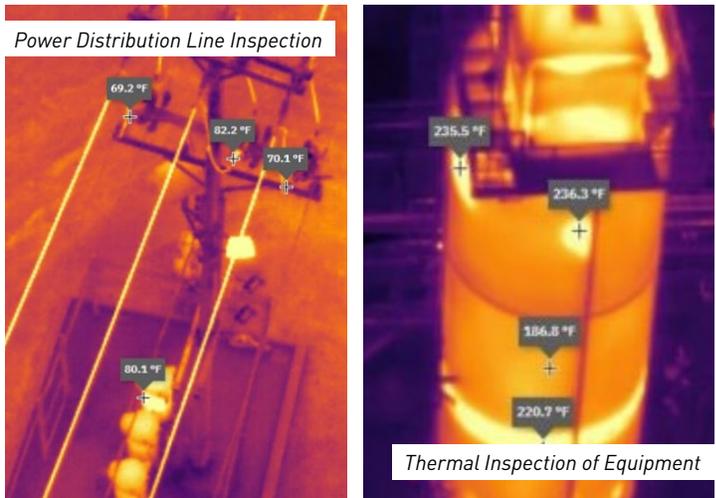


350

flights per year

20

trained operational pilots



## EMERGENCY PREPAREDNESS

Our Environmental, Health and Safety Management Systems are designed to prevent emergencies from occurring, but Delek ensures it's prepared to effectively respond if they do. Protecting our employees and the community is an obligation we take very seriously. Our emergency response efforts are comprehensive and consistent, including defined response plans, specially-trained responders, practice drills, and an inventory of response equipment. We practice these skills in all parts of our organization — with training and drills occurring in Refining, Logistics, and the Corporate Organization.

To ensure comprehensive preparedness and training, Delek partners with agencies and public first responders when we train and drill on specific emergency scenarios. Training includes both tabletop drills and

field exercises. Our drills simulate all types of emergencies, including security, fire, and spills. Standardized, nationally-accepted, FEMA-endorsed incident command structures are applied to ensure consistent, predictable, and effective emergency management.

More than half of the Delek Logistics' employees are members of the Emergency Response Team, and are ready to support if a pipeline, terminal, or trucking incident were to occur. Over the past three years, over fifty local emergency response agencies and organizations have participated in our Delek Logistics drills. This ensures we have strong relationships with the first responders in the communities in which we operate.



El Dorado Fire Truck



Big Spring Refinery Emergency Responders training on High Angle Rescues, at the U.S.S. Texas Battleship



El Dorado Emergency Response



Tyler Refinery Emergency Response Drill



Delek Logistics Emergency Response Drill

# Learning and Development

Delek’s learning and development programs are designed to unlock the potential of every employee, to create a skilled, knowledgeable workforce that can perform at a high level-creating success for themselves and for



the company. Our Leadership Development programs target leaders in all segments of our business, and are designed for every level of employee, from aspiring individual contributors to the executive level. These programs develop strong leaders who can enable their teams to achieve key strategic objectives, while consistently demonstrating the company’s core values. The programs engage attendees with assessments, self-insight tools, and application assignments.

Many of these programs are prescheduled for the year, or employees can choose “a la carte” training sessions throughout the year.

Our “Emerge” program engages aspiring leaders and high-potential employees. Our “Embark” program enables newly-appointed leaders of people. Our “Lead” program is targeted at front-line leaders, while the “Empower” program is for leaders of other leaders. “Inspire” give our executive leaders new tools to create successful, engaged business units and organizations. Our “Innovate” program encourages collaborative leadership and powers our company’s innovative spirit.

## Leadership Training Programs



Delek’s employee development offerings are a combination internal, Delek-specific training and externally-generated training from high-quality sources. For example, Delek uses the Gallup Clifton Strengths assessment tool at all levels of the organization, to help work teams understand their own work style, and those of their colleagues, thereby improving team performance.

In the first part of 2023, Delek rolled out “LinkedIn Learning” access for Delek Employees. This resource was made available following Delek’s 2022 Annual Engagement Survey, where employees expressed their desire to access external training to improve their skills. LinkedIn Learning is an online learning platform that helps employees discover and develop business, technological and creative skills through expert-led online courses — available course content includes everything from leadership and productivity to communications and software skills.

### Delek Training: By the Numbers

**\$4.3M**

total annual development and training investment

**29 hours**

average formal training hours per Operations employee

**100%**

of employees participate in training (regulatory, Delek required, developmental, job skills/qualification)

**100%**

of leaders participate in training

**38%**

of leaders participating in Leadership Development training since 2021

**~3,665**

employees who have completed training on ethics and compliance

To further embed the value of learning in our culture, Delek’s “Mentor Me” program pairs Delek’s most senior executives with a diverse, high-potential junior employee, to impart skills and experience that will prepare the junior employees to move to the next leadership level. The mentoring relationship is ongoing throughout the year, giving mentees consistent opportunities to get guidance, feedback, and insight.

With these development opportunities come career advancement. Delek offers career paths within corporate services, logistics and transportation, refining operations, and retail operations. Delek’s refinery operations employ industry leading engineers, technicians, and maintenance staff who maximize safety, reliability, and environmental compliance.



The investment in our employees’ development has been reflected by the recognition that Delek is a great place to work. As part of an anonymous survey conducted by Forbes and Statista, Delek was named a Best Mid-Size Employer for 2022.

### Celebrating Diversity and Creating Inclusion

At Delek, we’re committed to providing a respectful, inclusive environment that rewards collaboration and leverages diverse perspectives. We want each our employees to feel valued for their full experiences and to thrive along with the company. We know diverse perspectives help us innovate and grow. Delek’s Diversity, Equity, and Inclusion Policy, first published in 2020, can be found on Delek’s website. A key part of those efforts are Delek’s Employee Resource Groups

(ERGs). The six ERGs help foster a sense of belonging and provide opportunities to celebrate and recognize what makes each of us unique. The ERGs give employees a way to build strong relationships broadly across the company. Delek’s six Employee Resource Groups are:

### Employee Resource Groups

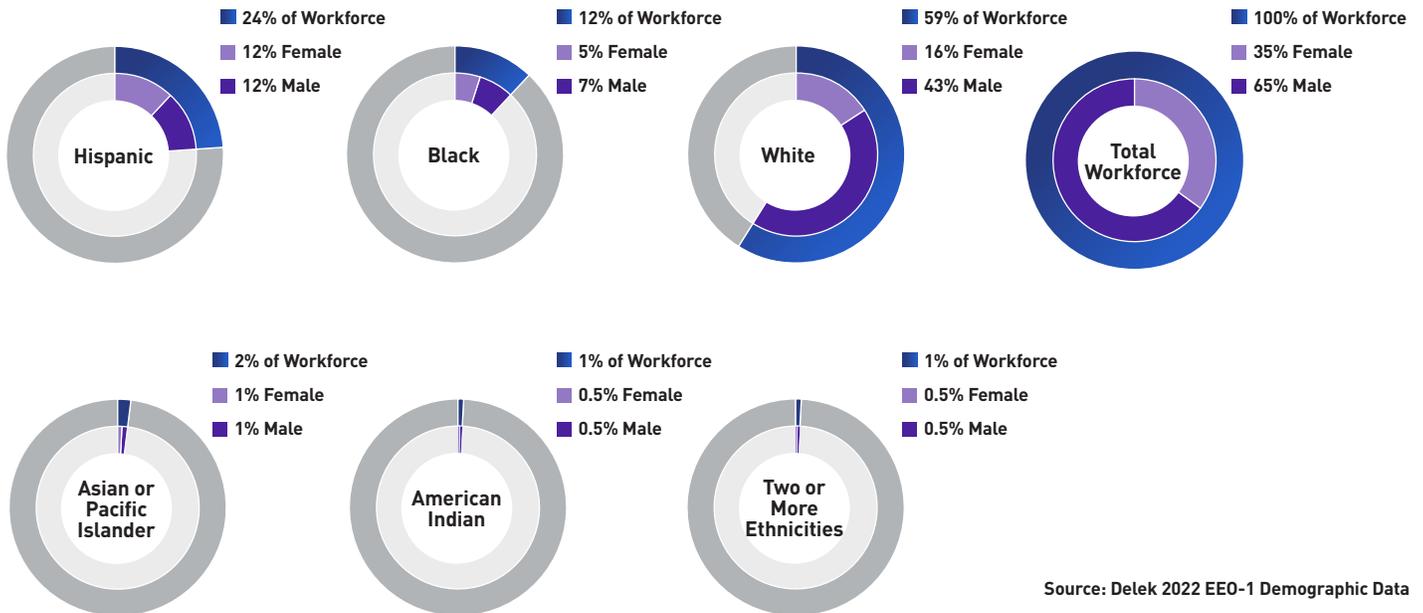
- Young Professionals ERG
- Black ERG
- Hispanic ERG
- Veterans ERG
- LGBTQ+ ERG
- Women’s Initiative Network ERG



Any employee can join any Employee Resource Group, to show support for the interests of that group. The ERGs engage in activities like workshops to help advance their careers, and provide education about their groups to the rest of the company, including celebration of holidays and meaningful events. Most importantly, the ERGs provide a forum for employees to inspire and empower each other.

We’re engaged with universities that can help us broaden our sources of talent, including Texas Women’s University, Tennessee State University, and Prairie View A&M University. Delek also provides training on key inclusion issues, such as unconscious bias. All of Delek’s People Leaders have received unconscious bias training, to help ensure our leaders create an inclusive space for employees to do their best work.

### Our Workforce: Delek Employees



Source: Delek 2022 EEO-1 Demographic Data

# Investing in Our Employees



Delek cares for each employee's wellbeing, and we provide a comprehensive,

competitive benefits package designed to promote the health and wellness of our employees. In addition to generous employer-contributions for health, dental, and vision coverage, we provide a 30% rebate of each employee's paid health premiums for completing an annual preventative screening. We offer a wide range of benefits that promote physical health, financial, emotional, and social health.



To help employees navigate the sometimes complex world of health benefits, and make sure they take full advantage of these services, Delek provides benefits education services, including a "Virtual Benefits Fair" during annual Open Enrollment, and a monthly "Wellness One" podcast highlighting different available benefits and services. This fun, engaging,

accessible, animated podcast is hosted by Delek's benefits experts, and provides our employees with valuable understanding of their benefits in short, easily-digested bites, tailored to fit the busy schedules of all of



our employees. Topics covered in 2022 Wellness One Podcasts included how to use Delek's Employee Assistance Program for emotional well-being, how to manage effectively manage taking multiple prescription medications, and financial wellness.

To help prepare future generations for the workforce, and to support the education of the children of our employees, Delek provides a scholarship program for post-high school education. The scholarships provide \$3,000 per student per year, and can be awarded to a student for up to four years. The scholarships can be used at any technical school, vocational school, community college or full four-year university. All children of current employees are eligible. In 2022, Delek awarded 40 scholarships to the children of our employees.

## Delek Employee Benefits



Medical Insurance



Prescription Drug Benefits



Dental Insurance



Vision Insurance



Flexible Spending Account or Health Savings Account



Wellbeing Resources for Tobacco Cessation, Weight Loss



Life Insurance



401(k) Retirement Savings Plan



Adoption Benefits



Mental Wellbeing Services



Scholarship Program for Children of Employees

## Women Leading in Operations

*"Throughout my tenure, I have learned a lot about the company's mission and have grown professionally through mentorship, along with internal and external training. When I arrive to work each day the commitment to safety and integrity are evident. Each team member is treated with respect. Our work is reflective of Delek's core values in every sense. Most impactful, my efforts support a larger goal, which provides "best in class" products to the market. I wear my Delek logo proudly as often as possible, so that other people know who we are."*



**Monica Davis**  
Delek Logistics,  
Pipeline Supervisor  
for Arkansas and  
Louisiana Vice  
Chair of Womens'  
Initiative Network

*"I am extremely proud to work for the Delek Krotz Springs Refinery. I didn't know when I made the jump from petrochemicals to refining about 4 years ago that I would be joining a high performance team that also maintains a culture of family and integrity. My team and I make decisions every day that impact the bottom line for Delek. Keeping inventories whole and escalating and mitigating threats to oil movements in and out of the refinery are vital to maintaining safe, stable, and reliable operations. Knowing my work and how I do it matters gives me a sense of purpose and belonging even in a large corporation. Furthermore, Delek has put a lot of momentum toward Employee Resource Groups. I've thoroughly enjoyed connecting with fellow Delek employees both near and far through the Young Professionals Network and the Women's Initiative Network."*



**Jade Leger**  
Manager of Planning  
& Engineering  
Krotz Springs Refinery



**Haley Newman**  
Process Engineer  
Krotz Springs Refinery

*"Delek has given me the opportunity to challenge myself. I have learned so much in my past two years as a process engineer at Krotz Springs Refinery that has developed me, not only as an engineer, but also as a professional in the workplace. I look forward to continuing my learning and development in the company and finding new ways to challenge myself in my future roles."*



**Mayrim Ramos**  
Director of HSSE  
Tyler Refinery

*"Working in the Petrochemical/ Refinery industry for almost 35 years has been a rewarding experience. Five of those years have been working at Delek's Tyler Refinery. This is an industry that not a lot of women are part of, but I have earned the*

*opportunity to be part of the Refinery Leadership Team. I have always felt heard and respected, not only by my team members, but also by the complete Leadership team at Corporate. I'm looking forward to seeing us realize the goal of our Executive Team: to have a distribution of women in all Delek leadership groups that is similar to the distribution of women in the United States."*

# Partnering With and Supporting Our Communities

Delek is closely connected to the communities in which we operate, and we value the support our communities provide to our employees, and are committed to being a positive partner that supports the needs of these communities.

At our refining locations, Delek partners with Community leaders through Community Action Panels (CAPs). These CAPs are composed of community representatives from varied parts of the community — law enforcement, education, and government. The routine CAP meetings provide these community leaders with an opportunity to learn more about Delek’s operations, including our safety, environmental, and emergency preparedness systems, and provide the community with a chance to ask questions or share any concerns.

## El Dorado Refinery marks 100 years

In May of 2022, our El Dorado, Arkansas Refinery proudly marked 100 years of operation. To celebrate this milestone, and our long partnership with the El Dorado Community, we held a community celebration, and during that celebration, we were proud donate a total of \$100,000 to a many local non-profit organizations.



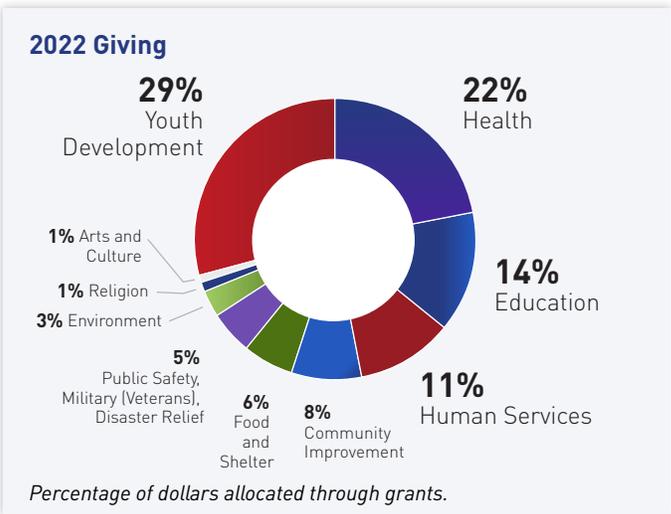
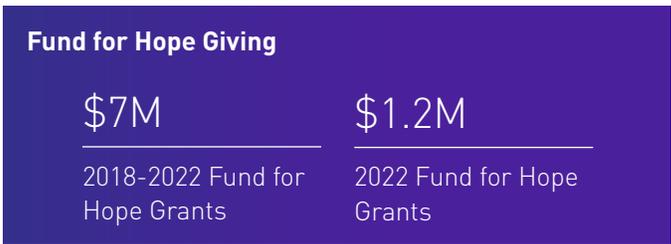
*Non-profit leaders celebrating donations received from Delek at the 100 Year celebration*

## Delek Community Support

Delek’s Community Support is focused in two key areas: providing monetary support to our local organizations through the Delek Fund for Hope, and direct volunteer work with our communities. The Fund for Hope provides grants to local 501(c)3 organizations throughout the year. Local employee committees at each site determine how to distribute the funds to best benefit their community. The Delek Fund for Hope has awarded over \$21 million in grants since it was established.

### Focus areas for our support include:

- ✓ Youth development-including education and after-school care
- ✓ Health Services
- ✓ Providing meals for those in need
- ✓ Supporting those afflicted by natural disasters
- ✓ Veterans’ causes



## Delek Employees: Truly Family

At Delek, we truly are family. In the small and mid-sized communities where we operate, we often have multiple generations from the same family, working together. Pictured are Big Spring Refinery employee Clarence Palmer, Human Resources Business Partner, and his daughters, Brionna Sandridge and Aubrey Parum, who work at the Refinery's quality control laboratory.

*"I watched my dad put in many hours of dedication into the refinery growing up, it was inspirational to see the pride he had about the plant. I watched him provide for his family and support the community when the refinery was doing outreach in town. It was my decision to come to the refinery to be able to provide for myself and continue his legacy. When I made the choice to apply for the refinery, he always told me 'You don't just represent yourself you also represent me.' I've taken this to heart and have used it to motivate me to do my best."*

– Aubrey Parum



# Delek Volunteers in Action

El Dorado, Arkansas employees supporting "Character 1st" organization, whose mission is character building activities for inner-city youth.



El Dorado Refinery Employees Deliver Donuts to Union County School Educators for Back to School.



Big Spring Refinery employees stuffed 100 backpacks with supplies, sorted and folded coat/hoodies/clothing for local non-profit West Texas Community Mediation Center



El Dorado Refinery Process Engineering team educating Students at the Parkers Chapel Science, Technology, Engineering and Math (STEM) night.



Delek's Cycling for a Cause Team Team participating in the Bike MS Cactus & Crude Ride, supporting the National Multiple Sclerosis Society



Tyler employees volunteer at the East Texas Food Bank



**GOVERNANCE:**  
RESPONSIBLE ENERGY

TRANSPORTATION  
BRENTWOOD, TN

# Ensuring Strong Governance

Delek has established strong Governance structures at all layers of the Delek organization, and these structures enable responsible, ethical, and transparent business practices. Our governance model effectively monitors and manages risk, as we drive to achieve the company’s strategic objectives.

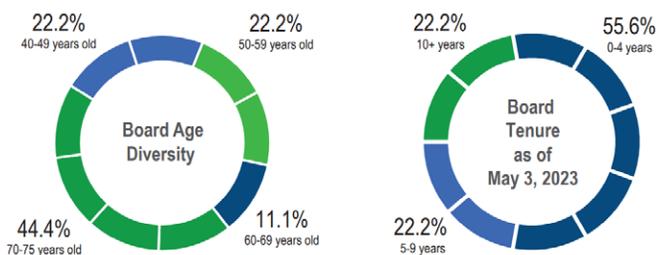
## Board of Directors

Each member of Delek’s Board of Directors brings specialized experience and valuable perspective that shape Delek’s Mission, Vision, and Strategic Priorities. The Board consists of seven independent directors and two employee directors. Delek is committed to actively seek diverse board candidates, as it searches for qualified directors with the necessary skills and experience. At all times during 2022, Delek’s Board was composed of a majority of independent directors. Delek has also established a Lead Independent Director. The Board held 18 meetings during 2022 and each director attended at least 75% of all Board and committee meetings.

### 2022 Board Meetings



### Board Age Diversity and Tenure



The Board has five standing committees: the Audit Committee, the Human Capital and Compensation Committee, the Governance Committee, the EHS Committee, and the Technology Committee. The Governance Committee regularly reviews the membership on each of the Board’s five standing committees, and periodically considers whether rotation of committee members or chairs is in the best interests of the Company and its stockholders.

### Director Experiences and Skills

|  | YEVIN | SOREQ | FINNERTY | MARCOLESE | MORENO | SULLIVAN | SUTLI | TOLSON | ZOHAR |
|--|-------|-------|----------|-----------|--------|----------|-------|--------|-------|
| <b>DIRECTORS' EXPERIENCES AND SKILLS</b> |       |       |          |           |        |          |       |        |       |
| PUBLIC COMPANY LEADERSHIP EXPERIENCE     | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| PUBLIC COMPANY BOARD EXPERIENCE          | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| FINANCE                                  | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| ACCOUNTING AND AUDITING                  | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| ENERGY INDUSTRY EXPERIENCE               | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| RETAIL EXPERIENCE                        | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| OPERATIONS EXPERIENCE                    | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| INTERNATIONAL BUSINESS EXPERIENCE        | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| RISK MANAGEMENT                          | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| COMPENSATION                             | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| ENVIRONMENTAL/SUSTAINABILITY             | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| ESG/SOCIAL RESPONSIBILITY                | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| CYBERSECURITY/INFORMATION TECHNOLOGY     | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| M&A / CAPITAL MARKETS                    | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| STRATEGY                                 | •     | •     | •        | •         | •      | •        | •     | •      | •     |
| GOVERNMENT/REGULATORY/PUBLIC POLICY      | •     | •     | •        | •         | •      | •        | •     | •      | •     |

## ESG Compensation

Sustainability performance elements have been embedded in Delek’s compensation structure for several years. For example safety performance has long been a factor in the determination of annual incentive compensation awards. As Delek continues to build and mature its ESG programs and focus on Sustainability, we are broadening the ESG elements included in our compensation structures, and increasing the overall weighting of these components, to help ensure our Sustainability strategy remains prioritized for all employees.

The 2023 revisions to the Delek Annual Incentive Program provides that at least 33% of potential incentive compensation for hourly, professional, and executive employees is based on achievement of ESG-related objectives, including OSHA Recordable Injury performance, environmental performance (including spills, air emissions, and wastewater management), and delivery of ESG-targeted objectives. Delek is a results-focused company and our enhanced incentive compensation structure helps ensure we deliver our ESG commitments.

# Sustainability Governance

The effective oversight of Delek’s Sustainability strategy is a key element of Delek’s governance systems. At the Board level, the general oversight of ESG, including climate-related risks and opportunities and broad emission reduction targets, is the responsibility of the full Board of Directors. The full Board also retains general oversight for information security matters, including Cybersecurity.

The Governance Committee focuses on the company’s ESG disclosures and developments to legislation and regulations impacting ESG-related topics. The Governance Committee also overlooks all ESG Committee activities.

The Environment, Health, and Safety (EHS) Committee oversees the company’s safety, emission metrics, as well as water conservation issues and implementation of Greenhouse Gas reduction targets.

The Human Capital and Compensation (HCC) Committee oversees remuneration plans to incentivize the attainment of ESG-related targets, including GHG and safety targets. The HCC Committee also oversees recruitment and human capital development.

The Audit Committee provides oversight of ESG-related accounting, disclosure and internal control changes as required by regulation. At the Leadership level, Delek’s Sustainable Operations Team (SOT), chaired by the Executive Vice President, Operations, sets strategy and enables the organization to execute Sustainability objectives. The SOT has three subcommittees: Environment, Social, and Governance.

The Enterprise Risk Management Committee, lead by the Executive Leadership Team, monitors, measures and reports on company risks.

## Sustainability Governance Model



# Enterprise Risk Management

As part of our risk governance systems, Delek's Enterprise Risk Management ("ERM") framework provides governance and oversight for risks that could significantly impact the company, including climate-related risks and opportunities. This framework is designed to proactively identify, assess, and manage Delek's risk portfolio.

Our ERM Framework provides for dynamic risk management through the integration of risk and control activities across the enterprise with a common, prioritized approach. Risks are managed with a focus on the following elements:

:

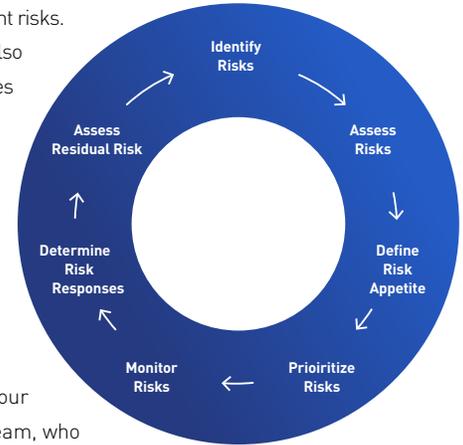
- ✓ **Governance:** Provides structure, consistency, and uniformity among the internal risk portfolio
- ✓ **Risk & Control Assessment:** Eliminates siloed risk pools and provides structure for an integrated informational review.
- ✓ **Risk Quantification and Aggregation:** Proactively identifies, assesses, measures, manages and monitors our risk portfolio.
- ✓ **Risk Monitoring and Reporting:** Empowers business management to make risk-informed resource utilization decisions.
- ✓ **Risk and Control Validation:** Validates that current residual risk exposure is aligned with risk appetite.

Delek's enterprise risk processes and procedures are based on the Committee of Sponsoring Organization's (COSO's) Enterprise Risk Management framework, a globally accepted best practice compiled by thought leaders in risk management. Identified enterprise risks are managed using a uniform database to document 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. This information is reported quarterly to the company's senior leadership.

## Enterprise Risk Management Process

An annual, company-wide risk assessment survey is used to collect input from the Board of Directors, management team, and business unit leadership, to identify new or emergent risks.

Third-party services are also utilized to conduct analyses on enterprise-wide risks (including those related to climate), and are leveraged to align Delek with anticipated changes in regulation.



The company's ERM efforts are governed by our Executive Leadership Team, who oversee three standing subcommittees:

- ✓ **Operations Risk Subcommittee**
- ✓ **Financial Risk Subcommittee**
- ✓ **ESG & Regulatory Risk Subcommittee**

The Board of Directors receives quarterly updates on the status of risks monitored via the ERM process, and any relevant emerging risks. The Subcommittees meet quarterly and as needed to evaluate updated risk monitoring information for the risk types they oversee. The Board of Directors provides oversight for the Enterprise Risk profile.

The ESG and Regulatory Risk subcommittee of the Enterprise Risk Management Committee monitors risks such as: Energy Regulation Cybersecurity, ESG Goal Realization, Global Health Crises, Operational Technology Data and Integrity, Information Technology Data and Integrity Reported ESG Data.

## ERM Committee Structure

| Executive Leadership Team         |               |                         |                                 |                           |                          |  |                          |          |                          |
|-----------------------------------|---------------|-------------------------|---------------------------------|---------------------------|--------------------------|--|--------------------------|----------|--------------------------|
| <b>Operations Risk Committee</b>  |               |                         | <b>Financial Risk Committee</b> |                           |                          | <b>ESG and Regulatory Risk Committee</b> |                          |          |                          |
| Chair: EVP, Operations            |               |                         | Chair: Chief Financial Officer  |                           |                          | Chair: EVP, General Counsel              |                          |          |                          |
| SVP, Environment, Health & Safety | SVP, Refining | SVP, Strategic Planning | Chief Commercial Officer        | EVP, Business Development | Chief Accounting Officer | SVP, Innovation                          | Chief Technology Officer | ESG Lead | Chief Accounting Officer |

## Compliance and Ethics

Integrity is a Core Value for Delek, and our policies and programs are designed to ensure employees, and business partners understand and act according to this value and consistently comply with applicable laws and regulations.

### Compliance and Ethics Policies

The Delek Code of Conduct establishes foundational requirements for honest and ethical behavior in all business dealings. In addition, Delek has established Policies that provide compliance and ethical requirements for particular topics, that reinforce ethical decision making in specific situations. Other systems in place to ensure compliance include a Conflict of Interests Committee that reviews and addresses potential Conflicts of Interest, and technology that searches our electronic systems and flags key words that might identify potentially fraudulent activity.

### Ethics Training and Engagement

To ensure our employees stayed focused each day on Ethics and Compliance, Delek applies a variety of engagement methods. We conduct Annual Code of Conduct training, as well as topic-specific ethical training related to our various compliance policies. In addition to training, we participate in Corporate Compliance and Ethics Week, and routinely share "Integrity Moments" on our internal Delek Social Media site.

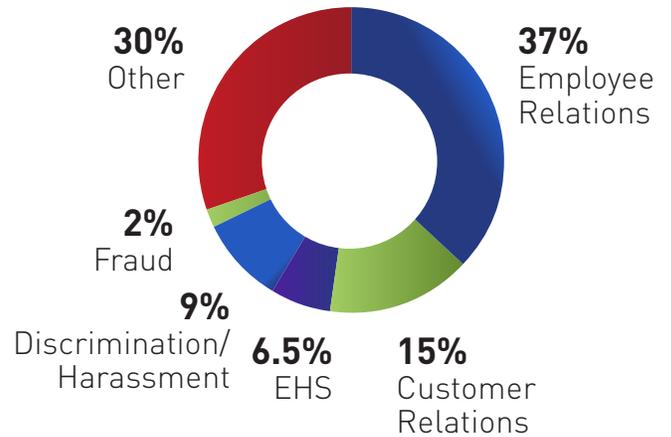


### 2022 Compliance and Ethics Reports

138 Total Reports

### Delek's Compliance and Ethics Hotline

Employees, suppliers, and customers are encouraged to ask questions and raise concerns to management about suspected violations of our



Code of Conduct, company policies, or applicable laws and regulations. Concerns can be reported directly to the company's Human Resources Department, the Internal Audit Services Department, the Legal Department, or via an anonymous Compliance and Ethics Hotline operated by a third party for Delek. The Hotline is available 24 hours a day, 7 days a week via phone or website, and allows individuals to report their concerns anonymously. Delek prohibits any type of retaliation against individuals who report ethics and compliance concerns. Concerns reported are confidentially investigated and corrective actions are implemented where appropriate.

### Compliance & Ethics Hotline

1-800-867-9267

[www.delekus.ethicspoint.com](http://www.delekus.ethicspoint.com)

### Training Facts: By the Numbers

100%

of all assigned employees completed Code of Business Conduct in 2022

## Cyber Governance

Delek applies a robust governance structure to manage cyber risks, and to ensure resilient data systems. Our Chief Technology and Data Officer briefs the Board of Directors on a quarterly basis, providing status updates on Cyber Risk management, and reporting on key performance indicators related to cyber security.

Within the Information Technology organization, the Governance, Risk, and Compliance team is responsible for establishing and maintaining the cybersecurity governance and risk management frameworks. This includes identification, management and mitigation of risk while

ensuring adherence to regulations, policies and standards. The Security Operations Center team provides weekly updates to Delek leadership about the cyber threat landscape, including learnings from cyber events experienced by other companies. Delek has had no significant cyber security breaches in the last three years. We have not incurred any cyber-security related net expenses nor penalties, or related settlements.

## Cyber Threat Preparedness

We ensure all Delek employees are trained to manage Cyber risks. Employees receive monthly training, with quizzes, on topics like ransomware, phishing, and social engineering. Training results are closely tracked, to ensure a very high completion rate for all staff and contractors. We test employee’s risk recognition skills with monthly phishing simulations. A focused “Cybersecurity Awareness Month” is held each year.

Our Architecture team identifies and mitigates cyber risk while designing, building, testing and implementing security controls across the organization’s Information Technology / Operational Technology environment. Our systems apply layers of protection and controls to ensure resilient protection and protect data privacy. The Security Operations team implements and monitors controls to prevent and mitigate security incidents, while detecting and responding to any threats. The company has a robust cyber incident response plan, and routinely conducts cyber incident table top drills to test our response capabilities. Delek addresses third-party risks through a combination of capabilities, including contractual security language validation. We perform audits to ensure the effectiveness of our cyber security systems.

**Cybersecurity: By the Numbers**

|   |  |
|---|--|
| <p><b>Zero</b></p> <hr/> <p>breaches in the last three years</p>            | <p><b>&gt;2,700</b></p> <hr/> <p>hours of Cyber Training</p> |
| <p><b>Bi-Annual</b></p> <hr/> <p>Tabletop Preparedness Exercises</p>        |  |
| <p><b>&gt;710,000</b></p> <hr/> <p>Email Threats Detected and Mitigated</p> | <p><b>38</b></p> <hr/> <p>Risk Assessments Conducted</p>     |



## Managing Supplier Risk

### 2022 Supplier Diversity Metrics

\$74MM

Diverse Supplier  
Spend

275+

Diverse Vendors  
Utilized

Delek's supplier network is built on trust and relationships, and we share common goals. We expect all suppliers, vendors, and contractors to comply with applicable laws, rules, and regulations. We have established a supply base that is qualified, diverse and inclusive, and that aligns with the communities where we operate. We screen prospective vendors to ensure none are on any third party sanction lists, and to ensure each vendor is financially secure.

In 2022, Delek implemented updated Supplier Social Standards. These Standards are available on Delek's website and are embedded in contracts and proposals for any new business we grant. By clearly communicating our expectations, our supply partners understand Delek's performance expectations on environmental and social issues. Topics addressed in the Supplier Social Standards include, but are not limited to:

- Delek's Core Values
- Delek's Code of Business Conduct and Ethics
- Delek's Social Commitments
- Delek's Environmental, Health & Safety Policy
- Fair Labor Standards Act
- United Nations Guiding Principles on Business and Human Rights
- Anti-Corruption and Bribery
- Workplace Safety
- International Trade Laws
- Conflicts of Interest
- Anti-trust

Delek also conducts periodic Supplier Management Business Reviews, where key performance indicators, including quality, safety and environmental performance are assessed. Through these sessions, Delek is able to ensure that suppliers are aligned with Delek's Core Values and performance expectations. As an additional tool to ensure safe performance by our suppliers, Delek requires all operational contractors to submit their safety performance data, safety management systems and programs to a third party evaluator, for assessment prior to approval to work at Delek sites. These risk factors are continuously monitored by the third party assessor, and Delek will engage with contractor companies if safety performance expectations are not maintained.

## Advocacy & Trade Associations

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.

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 conversations with the White House, the Environmental Protection Agency, the Department of Energy and numerous members of the House and Senate.

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.

- American Fuel and Petrochemical Manufacturers (AFPM)
- 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)

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.

# DK



HIGH  
OCTANE  
REWARDS

JOIN NOW & SAVE

TEXT SAVE  
TO 48785

OR

SCAN WITH  
YOUR PHONE



FUELYOURYEAR  
Get in it to Win it!



Scan with your phone

DK

This Sale  
\$ 30.77  
9.962  
Gallons



**WARNING**  
FIRE HAZARD  
NEVER use portable  
containers that are in  
or on vehicles.  
**NEVER**  
use portable  
containers that are in  
or on vehicles.  
**ALWAYS**  
place  
containers  
on wheels.  
Keep nozzle in  
contact with  
container  
while filling.  
Do not drink and  
drive. Do not drink  
alcohol and drive.  
Do not drink and  
drive. Do not drink  
alcohol and drive.  
Do not drink and  
drive. Do not drink  
alcohol and drive.

Delek  
US

## APPENDIX

A guide to Delek's safety journey as we drive to zero incidents and lost time.

# Response to the Taskforce on Climate-Related Financial 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 climate-related 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

#### Acute

Increased occurrence and severity of acute physical risks such as hurricanes, blackouts, coastal events, droughts, fires and other extreme events<sup>1</sup> 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.

#### Chronic

The rising sea level, increased frequency of flooding and the declining availability of fresh water<sup>2</sup> 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 patterns<sup>3</sup> 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 2022, Delek's absolute greenhouse gas emissions footprint increased approximately 5%. 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.

### Market Risk

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 has diversified our customer base and strengthened our offerings. The ongoing geopolitical conflict between Russia and Ukraine continues to 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 continuing 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 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 TCFD<sup>4</sup> 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 rise<sup>5</sup>. 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 latest<sup>6</sup>.

## 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 world<sup>7</sup>. 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 Agreement<sup>8</sup>. 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 2050<sup>6</sup>.

## TEMPERATURE RISE (IN CELSIUS) UNDER IEA'S SDS AND STEPS SCENARIOS:

| Scenario                   | 2050      | 2100      |
|----------------------------|-----------|-----------|
| Confidence level - 33%-67% |           |           |
| SDS                        | 1.5 - 1.8 | 1.4 - 1.7 |
| STEPS                      | 1.8 - 2.1 | 2.4 - 2.8 |

[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. Our approach includes a layered governance structure providing strategy setting and oversight at the Board, Executive Leadership, and Business Unit Level for climate related risks and opportunities. The governance structure includes our Board Committees, our Sustainable Operations Team, and our Enterprise Risk Management Framework.

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. 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 plans remain on course and aligned with stakeholder and broader societal expectations.

In addition, 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. More detail about the Delek's governance processes can be found in the "Governance" section of this report.

## 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.

Our emissions reduction pledge is the first step towards a long-term roadmap that will move Delek firmly in the direction of a carbon-neutral operating environment. 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;**
- » **Previously executed facility shutdowns that were later divested; and**
- » **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. Our emissions data can be found in the SASB Section of the appendix.

| Enterprise-Wide Greenhouse Gas Emissions Million metric tons of CO <sub>2</sub> equivalent |            |            |            |
|--|------------|------------|------------|
|  | 2020       | 2021       | 2022       |
| Scope 1  | 2.2        | 2.2        | 2.7        |
| Scope 2  | 0.4        | 0.3        | 0.4        |
| Scope 3 (Estimate)   | 38         | 38         | 40         |
| <b>Total of Scope 1 and 2</b>  | <b>2.6</b> | <b>2.5</b> | <b>3.1</b> |

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
4. TCFD, The Use of Scenario Analysis in Disclosure of Climate-related Risks and Opportunities
5. IEA (2022), Understanding GEC Model scenario
6. IEA (2021), World Energy Outlook 2021
7. IEA (2022), Global Energy and Climate Model
8. IEA (2022), Global Energy and Climate Model

# 2022 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 third 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 2022.

CO= AB91007

U= AB91007

## EQUAL EMPLOYMENT OPPORTUNITY 2022 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

### SECTION C - TEST FOR FILING REQUIREMENT

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

### SECTION E - ESTABLISHMENT INFORMATION

c. EIN=522319066 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 Indian or Alaskan Native | Two or More Races |                |
| Exec/Sr. Officials & Mgrs  | 3                  | 1          | 31                     | 1                         | 0                                   | 1         | 1                                 | 2                 | 4                  | 0                         | 0                                   | 0         | 0                                 | 0                 | 44             |
| First/Mid Officials & Mgrs | 47                 | 86         | 298                    | 25                        | 0                                   | 20        | 0                                 | 7                 | 127                | 15                        | 0                                   | 6         | 0                                 | 1                 | 632            |
| Professionals              | 30                 | 15         | 250                    | 20                        | 2                                   | 14        | 2                                 | 5                 | 104                | 19                        | 0                                   | 10        | 0                                 | 5                 | 476            |
| Technicians                | 3                  | 1          | 40                     | 5                         | 0                                   | 1         | 0                                 | 0                 | 8                  | 1                         | 0                                   | 0         | 0                                 | 0                 | 59             |
| Sales Workers              | 204                | 334        | 226                    | 51                        | 3                                   | 3         | 16                                | 15                | 288                | 133                       | 4                                   | 5         | 10                                | 19                | 1311           |
| Administrative Support     | 4                  | 14         | 13                     | 2                         | 0                                   | 0         | 0                                 | 0                 | 58                 | 11                        | 0                                   | 4         | 1                                 | 0                 | 107            |
| Craft Workers              | 30                 | 0          | 161                    | 15                        | 0                                   | 0         | 1                                 | 1                 | 0                  | 0                         | 0                                   | 0         | 0                                 | 0                 | 208            |
| Operatives                 | 110                | 1          | 571                    | 135                       | 1                                   | 1         | 4                                 | 7                 | 3                  | 1                         | 0                                   | 0         | 0                                 | 0                 | 834            |
| Laborers & Helpers         | 5                  | 0          | 24                     | 5                         | 0                                   | 0         | 0                                 | 0                 | 1                  | 0                         | 0                                   | 0         | 0                                 | 0                 | 35             |
| Service Workers            | 2                  | 3          | 6                      | 7                         | 0                                   | 0         | 1                                 | 0                 | 5                  | 15                        | 0                                   | 0         | 1                                 | 2                 | 42             |
| <b>Total</b>               | <b>438</b>         | <b>455</b> | <b>1620</b>            | <b>266</b>                | <b>6</b>                            | <b>40</b> | <b>25</b>                         | <b>37</b>         | <b>598</b>         | <b>195</b>                | <b>4</b>                            | <b>25</b> | <b>12</b>                         | <b>27</b>         | <b>3748</b>    |
| Previous Report Total      | 373                | 372        | 1519                   | 231                       | 8                                   | 44        | 13                                | 26                | 548                | 109                       | 10                                  | 22        | 14                                | 18                | 3307           |

## Sustainability Accounting Standards Board (SASB)

| Metric   | SASB Code    | Units  | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|--------------|--|------|------|------|------|------|
| <b>Greenhouse Gases</b>  |              |  |      |      |      |      |      |
| <b>Delek Refining Operations<sup>1</sup></b>   |              |  |      |      |      |      |      |
| Scope 1 and 2 Emissions <sup>2</sup>   | --           | one million metric tons CO <sub>2</sub> -e   | 2.8  | 2.8  | 2.5  | 2.5  | 2.8  |
| Scope 1 Emissions <sup>3</sup>   | EM-RM-110a.1 |  | 2.5  | 2.4  | 2.2  | 2.2  | 2.5  |
| Scope 2 Emissions <sup>4</sup>   | --           |  | 0.4  | 0.4  | 0.3  | 0.3  | 0.3  |
| Scope 3 Emissions <sup>5</sup>   | --           |  | —    | —    | 38   | 38   | 40   |
| Scope 1 and 2 Intensity <sup>2,3,4,12</sup>  | --           | metric tons per thousand barrels   | 27   | 28   | 26   | 26   | 26   |
| <b>Delek Operations<sup>1,4</sup></b>  |              |  |      |      |      |      |      |
| Scope 1 Emissions <sup>3</sup>   | EM-RM-110a.1 | one million metric tons CO <sub>2</sub> -e   | —    | 2.4  | 2.2  | 2.2  | 2.7  |
| Percentage covered under emissions-limiting regulations  | EM-RM-110a.1 | percent  | —    | —    | —    | —    | —    |
| Scope 2 Emissions <sup>4</sup>   | --           | one million metric tons CO <sub>2</sub> -e   | —    | 0.4  | 0.4  | 0.3  | 0.4  |
| Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | EM-RM-110a.2 | <p><i>Delek recognizes that the global economy is undergoing a dramatic transformation. Our stakeholders — investors, neighbors, and employees — are driving an evolution in the methods by which energy is produced, marketed, delivered, and consumed, while at the same time experiencing threats to energy security due to conflicts throughout the world. In recognition of this transformation, Delek established its layered sustainability governance structure in 2020 and developed a strategy and business model to ensure Delek's long-term sustainability in a carbon neutral environment. This governance model continues to adapt and evolve to meet the new sustainability challenges that surface as the world changes. The governance teams consistently study and report internally on our current emissions status, pinpointing potential means to achieve reductions, providing updates on carbon capture and regulatory issues, and identify transformational opportunities consistent with the Intergovernmental Panel on Climate Change's (IPCC) 2° scenario.</i></p> <p><i>Delek announced, during November of 2021, our first GHG-reduction goal. By 2030, we will reduce our Scope 1 &amp; 2 emissions by 34%. This goal is aligned with the Paris Accord's goal of limiting warming to less than 2°C above pre-industrial levels. Using 2012 as our baseline, we will achieve the reductions via a combination of steps including, but not limited to:</i></p> <ul style="list-style-type: none"> <li>• <i>Energy-efficient operational improvements</i></li> <li>• <i>Transitioning some refinery production away from transportation fuels and towards chemicals</i></li> <li>• <i>Renewable power purchases and offsets</i></li> <li>• <i>Previously executed facility shutdowns that were later divested</i></li> </ul> <p><i>Our pledge, the first step towards a long-term roadmap, will move Delek firmly in the direction of the carbon-neutral operating as envisioned by the Paris Accords</i></p> |      |      |      |      |      |
| <b>Air Quality</b>   |              |  |      |      |      |      |      |
| <b>Delek Refining Operations</b>   |              |  |      |      |      |      |      |
| <b>Air Emissions</b>   |              |  |      |      |      |      |      |
| Nitrogen Oxides  | EM-RM-120a.1 | thousand tons  | —    | —    | 1.5  | 1.2  | 1.7  |
| Sulfur Dioxide   |              |  | —    | —    | 1.1  | 1.8  | 1.4  |
| Volatile Organic Compounds   |              |  | —    | —    | 1.9  | 2.0  | 2.2  |
| Inhalable Particulate Matter <sup>7</sup>  |              |  | —    | —    | 0.3  | 0.3  | 0.4  |
| <b>Air Emissions Intensity</b>   |              |  |      |      |      |      |      |
| Nitrogen Oxides  | --           | tons per million barrels   | —    | —    | 15   | 13   | 16   |
| Sulfur Dioxide   |              |  | —    | —    | 11   | 18   | 13   |
| Volatile Organic Compounds   |              |  | —    | —    | 20   | 21   | 21   |
| Inhalable Particulate Matter <sup>7</sup>  |              |  | —    | —    | 3    | 4    | 4    |
| Number of refineries in or near areas of dense population  | EM-RM-120a.2 | number of refineries   | —    | —    | 1    | 1    | 1    |

| Metric  | SASB Code    | Units                                 | 2018 | 2019 | 2020  | 2021  | 2022  |
|---|--------------|---------------------------------------|------|------|-------|-------|-------|
| <b>Hazardous Materials Management</b>   |              |                                       |      |      |       |       |       |
| <b>Delek Refining Operations</b>  |              |                                       |      |      |       |       |       |
| Amount of hazardous waste   | EM-RM-150a.1 | thousand tons                         | —    | —    | 1.4   | 1.0   | 0.7   |
| <b>Hazardous Materials Management (continued)</b>   |              |                                       |      |      |       |       |       |
| <b>Delek Retail Operations</b>  |              |                                       |      |      |       |       |       |
| # of underground storage tanks (USTs)   | EM-RM-150a.2 | number of USTs                        | —    | —    | 575   | 562   | 564   |
| # of UST releases requiring cleanup   |              | number of USTs                        | —    | —    | 3     | 6     | 1     |
| Percentage in states with UST financial assurance funds   |              | percent                               | —    | —    | —     | 17    | 0     |
| <b>Product Releases</b>   |              |                                       |      |      |       |       |       |
| <b>Delek Operations<sup>1,6</sup></b>   |              |                                       |      |      |       |       |       |
| Releases of 5 barrels or more only impacting land   | --           | number of releases                    | —    | —    | 9     | 7     | 15    |
| Releases impacting land and water   |              | number of releases                    | —    | —    | 2     | 2     | 4     |
| Releases impacting water  |              | number of releases                    | —    | —    | 0     | 0     | 0     |
| Releases in Unusually Sensitive Areas (USAs)  |              | number of releases                    | —    | —    | 0     | 0     | 0     |
| Volume of Releases  |              | thousand barrels                      | —    | —    | 2.0   | 1.2   | 1.1   |
| <b>Water Management</b>   |              |                                       |      |      |       |       |       |
| <b>Delek Refining Operations</b>  |              |                                       |      |      |       |       |       |
| Total Fresh Water Withdrawn   | EM-RM-140a.1 | million gallons                       | —    | —    | 2,300 | 2,400 | 2,200 |
| 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     | 2     |
| <b>Workforce Health &amp; Safety</b>  |              |                                       |      |      |       |       |       |
| <b>Delek Refining Operations<sup>1</sup></b>  |              |                                       |      |      |       |       |       |
| Total Recordable Injuries <sup>8</sup>  |              |                                       |      |      |       |       |       |
| Employee  | EM-RM-320a.1 | per 100 workers                       | 0.26 | 0.24 | 0.44  | 0.84  | 0.55  |
| Contractors   |              |                                       | —    | 0.17 | 0.09  | 0.51  | 0.11  |
| Days Away, Restricted, or Transferred Cases <sup>8</sup>  |              |                                       |      |      |       |       |       |
| Employee  | --           | per 100 workers                       | 0.09 | 0.16 | 0.26  | 0.66  | 0.36  |
| Contractors   |              |                                       | —    | 0    | 0     | 0     | 0.11  |
| Serious Injuries <sup>9</sup>   |              |                                       |      |      |       |       |       |
| Employee & Contractors  | --           | per 100 workers                       | —    | 0    | 0.04  | 0.34  | 0.05  |
| Fatalities  |              |                                       |      |      |       |       |       |
| Employee  | EM-RM-320a.1 | per 100 workers                       | 0    | 0    | 0     | 0     | 0     |
| Contractors   |              |                                       | —    | 0    | 0     | 0     | 0     |
| High Potential Near Misses <sup>10</sup>  |              |                                       |      |      |       |       |       |
| Employee & Contractors  | EM-RM-320a.1 | per 100 workers                       | —    | 1.23 | 1.01  | 1.02  | 0.45  |
| <b>Delek Operations<sup>1,6</sup></b>   |              |                                       |      |      |       |       |       |
| Total Recordable Injuries <sup>8</sup>  |              |                                       |      |      |       |       |       |
| Employee  | EM-RM-320a.1 | per 100 workers                       | 1.01 | 0.62 | 0.64  | 0.66  | 0.55  |
| Contractors   | --           | number of cases                       | —    | 6    | 1     | 6     | 1     |
| Days Away, Restricted, or Transferred Cases <sup>8</sup>  |              |                                       |      |      |       |       |       |
| Employee  | --           | per 100 workers                       | 0.61 | 0.32 | 0.39  | 0.41  | 0.38  |
| Contractors   |              | number of cases                       | —    | 3    | 0     | 0     | 1     |
| Serious Injuries <sup>9</sup>   |              |                                       |      |      |       |       |       |
| Employee & Contractors  | --           | per 100 workers                       | —    | 0    | 3     | 7     | 1     |

| Metric   | SASB Code    | Units  | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|--------------|--|------|------|------|------|------|
| Fatalities   |              |  |      |      |      |      |      |
| Employee   | EM-RM-320a.1 | per 100 workers  | 0    | 0.02 | 0    | 0    | 0    |
| Contractors  | --           | number of cases  | —    | 0    | 0    | 0    | 0    |
| High Potential Near Misses <sup>10</sup>   |              |  |      |      |      |      |      |
| Employee & Contractors   | --           | number of cases  | —    | 35   | 25   | 22   | 10   |
| <b>Workforce Health &amp; Safety (continued)</b>   |              |  |      |      |      |      |      |
| Discussion of management systems used to integrate a culture of safety   | EM-RM-320a.2 | <p>Delek's highest priority is the safety of our employees, contractors, and the communities in which we operate. Our efforts in this area have resulted in year-over-year progress, and while we are proud of our 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.</p> <p>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 &amp; 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.</p> |      |      |      |      |      |
| <b>Management of the Legal &amp; Regulatory Environment</b>  |              |  |      |      |      |      |      |
| 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 | <p>To facilitate a more rapid transition of the downstream energy sector, Delek supports 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 a political activity policy which commits Delek to disclose its corporate advocacy activities and contributions to tax exempt organizations that lobby.</p>   |      |      |      |      |      |
| <b>Critical Incident Risk Management</b>   |              |  |      |      |      |      |      |
| <b>Delek Refining Operations<sup>1</sup></b>   |              |  |      |      |      |      |      |
| Tier 1 Process Safety Event Rate <sup>11</sup>   | EM-RM-540a.1 | per 100 workers  | —    | 0.21 | 0.13 | 0.29 | 0.35 |
| Tier 2 Process Safety Event Rate <sup>11</sup>   |              |  | —    | 0.29 | 0.26 | 0.10 | 0.20 |
| Tier 1 Process Safety Events <sup>11</sup>   | --           | number of events   | 2    | 5    | 3    | 6    | 7    |
| Tier 2 Process Safety Events <sup>11</sup>   |              |  | 8    | 7    | 6    | 2    | 4    |
| <b>Delek Operations<sup>1,6</sup></b>  |              |  |      |      |      |      |      |
| Tier 1 Process Safety Events <sup>11</sup>   | --           | number of events   | 6    | 7    | 4    | 7    | 8    |
| Tier 2 Process Safety Events <sup>11</sup>   |              |  | 17   | 7    | 7    | 2    | 6    |

<sup>1</sup>On June 1, 2022 DKL, acquired a natural gas gathering and processing business. NO metrics have been adjusted to reflect operations at these facilities prior to 2022. For 2022, GHG Emissions reflect facility operations for the entire calendar year, including the time prior to ownership by DKL. For 2022, Product Releases, Workforce Health & Safety and Critical Incident Risk Management only reflect events that occurred during DKL ownership.

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

<sup>3</sup>Scope 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 (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O).

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

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

<sup>6</sup>Delek Operations include Refining, Renewables, Retail, Pipeline Stations, Product Terminals, Transportation, Corporate Offices, Natural Gas Gathering & Processing, and joint ventures under operational control.

<sup>7</sup>Particulate matter with a diameter of 10 microns or smaller.

<sup>8</sup>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.

<sup>9</sup>Includes incidents resulting in a hospitalization or life-altering injury per American Fuels & Petrochemical Manufactures (AFPM) guidance.

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

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

<sup>12</sup>Thousand barrels of throughput are as 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.

© 2023 Delek US Holdings, Inc. All rights reserved.

