

2025 SUSTAINABILITY REPORT



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A Message from the CEO

For more than twenty years, we have delivered reliable, cost-effective transportation fuels and energy products that help power our customers and the communities where we operate. We also know that prioritizing sustainability is essential to our long-term success in a rapidly changing energy landscape.

With so much uncertainty around the world, the value of what we do has never been clearer. Reliable, affordable energy is fundamental to the well-being of American families and to the economic strength of the communities we serve. Our refineries do not just make fuel. They help anchor local economies, support families, and power the day-to-day lives of millions of people. We do not take that responsibility lightly, and we are committed to doing it the right way: safely, responsibly, and sustainably.

I am excited to share our 2025 Sustainability Report and the progress we have made, especially in a few areas that matter a lot to me and to our leadership team, including:

Investing in Our Employees and Our Communities

At Delek, we know our people and our communities make our success possible. In 2025, we strengthened connections across our workforce with new technology platforms, helping teams work better together, stay aligned, and unlock even more potential.

Our front-line leaders are the foundation of operational excellence, and we continued investing in them through our leadership programs. We also kept our focus on our core value of safety by strengthening our safety management systems and encouraging engagement and ownership at every level, including through efforts like our annual Safety Day.

Because our refineries are part of the fabric of the small and mid-size communities where we operate, we continued to give back through hands-on support and financial contributions from our Delek Fund for Hope charity. We are grateful for the people in our communities, and we will keep showing up for them, because they show up for us every day.

Governance That Supports Long-Term Success

In 2025, Delek governance processes helped keep performance strong and consistent across the organization. Independent third-party agencies continue to rate our governance highly, reflecting the strength of our board structure, our approach to responsible compensation, and our focus on diligent risk oversight.

Our Enterprise Risk Management and Sustainability Governance frameworks give us a consistent way to monitor and manage risk, and a clear path for continuous improvement. Through our Compliance and Ethics processes, we keep a steady focus on our core value of integrity, including ethics training for employees and a 24-hour hotline where concerns can be reported anonymously. Put simply: operating responsibly and compliantly is non-negotiable.

Security That Keeps Energy Available

Strong physical security and cybersecurity are essential to keeping our operations reliable and to making sure our customers have consistent, secure access to energy products. As cyber threats become more frequent and more sophisticated, we maintain comprehensive layers of protection, backed by a strong cyber governance framework.

That approach has helped shield our operations from significant cybersecurity breaches. We continuously monitor the threat landscape, learn from events affecting other companies, and adjust our defenses as needed. Every Delek employee also receives ongoing training and testing to help prevent cyber incidents, and we track key cyber KPIs to make sure our defenses stay effective. In an industry where uninterrupted access to energy matters, cybersecurity is a key part of how we deliver the reliability our customers and communities count on.

Our sustainability journey is continuing, powered by a passionate and dedicated team. We are focused on delivering secure, sustainable energy that meets society needs, while creating lasting value for our shareholders, stakeholders, employees, and the communities where we operate.

AVIGAL SOREQ
President & CEO

About This Report

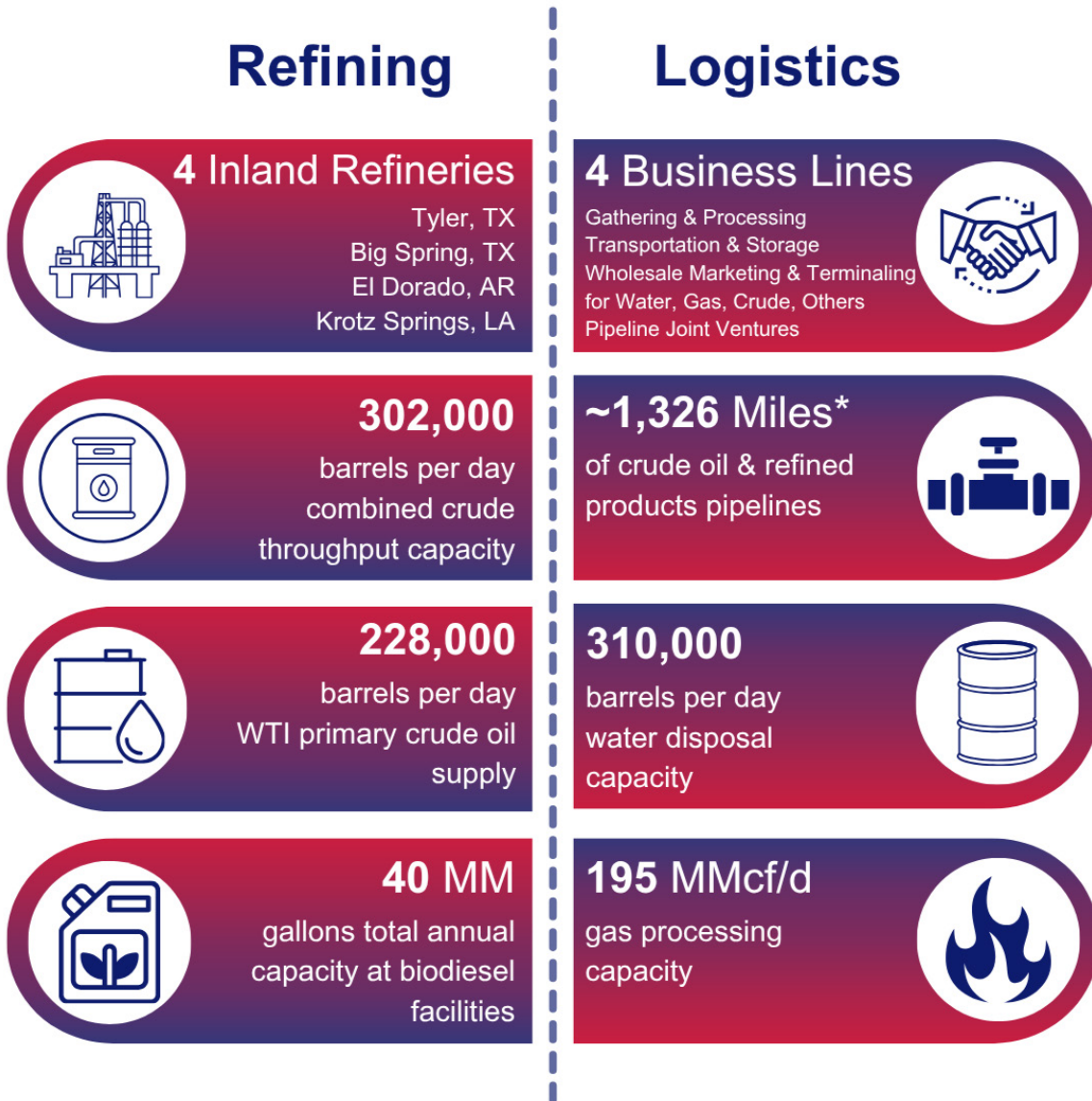
The narrative text that follows, highlights key enhancements Delek has made to its sustainability performance during 2025, including continued progress in aligning disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework, expanded transparency around learning and development initiatives, and additional disclosure related to the Company's community action programs. Data included in the report represents calendar year 2025 results.



Overview

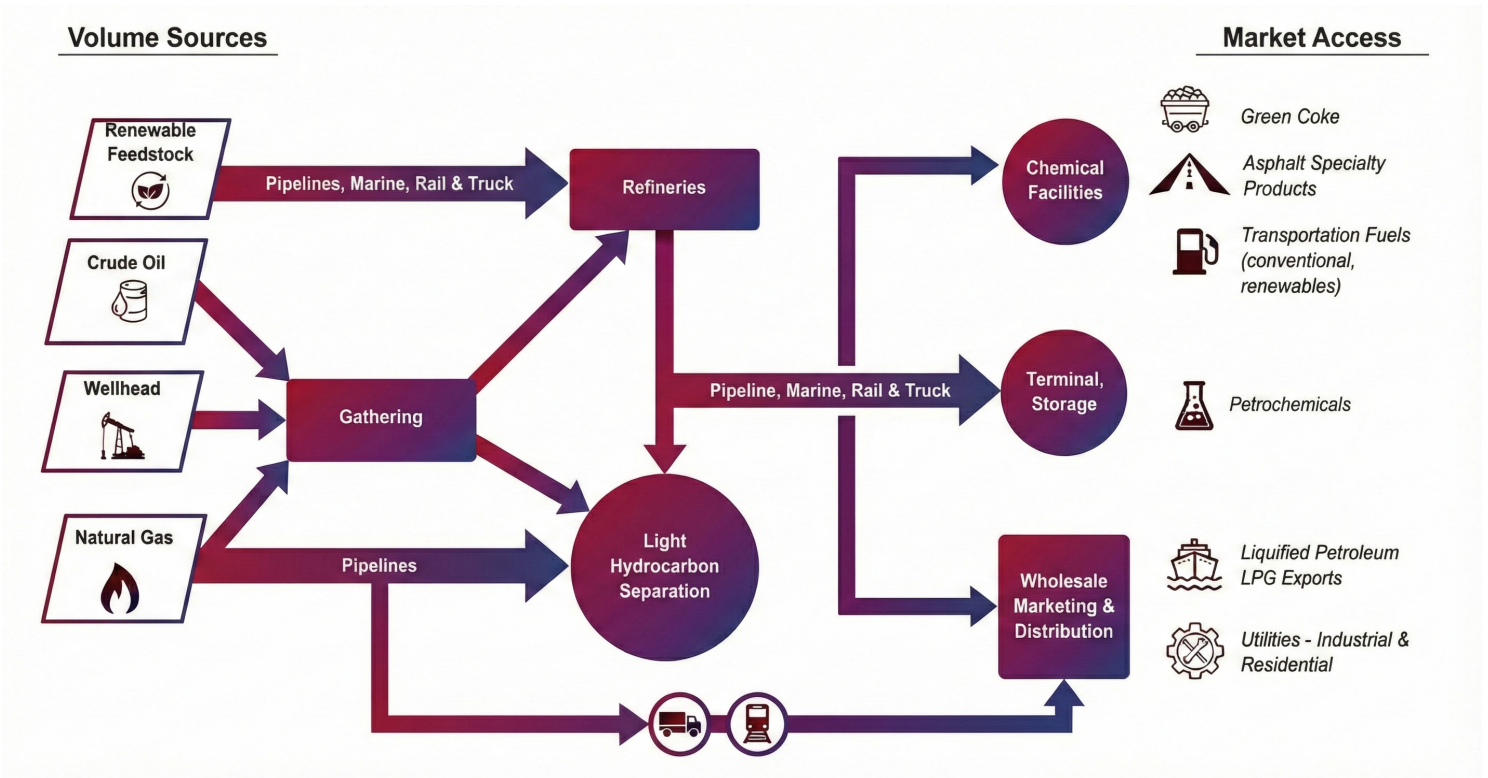
We are an integrated downstream energy business focused on petroleum refining and the transportation, storage and wholesale distribution of crude oil, intermediate and refined products. Delek US Holdings, Inc., a Delaware corporation formed in 2016 (a successor to the original Delek US Holdings, Inc. which was a Delaware corporation originally formed in 2001), operates through its consolidated subsidiaries, which include Delek US Energy, Inc. (and its subsidiaries) and Alon (and its subsidiaries).

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.

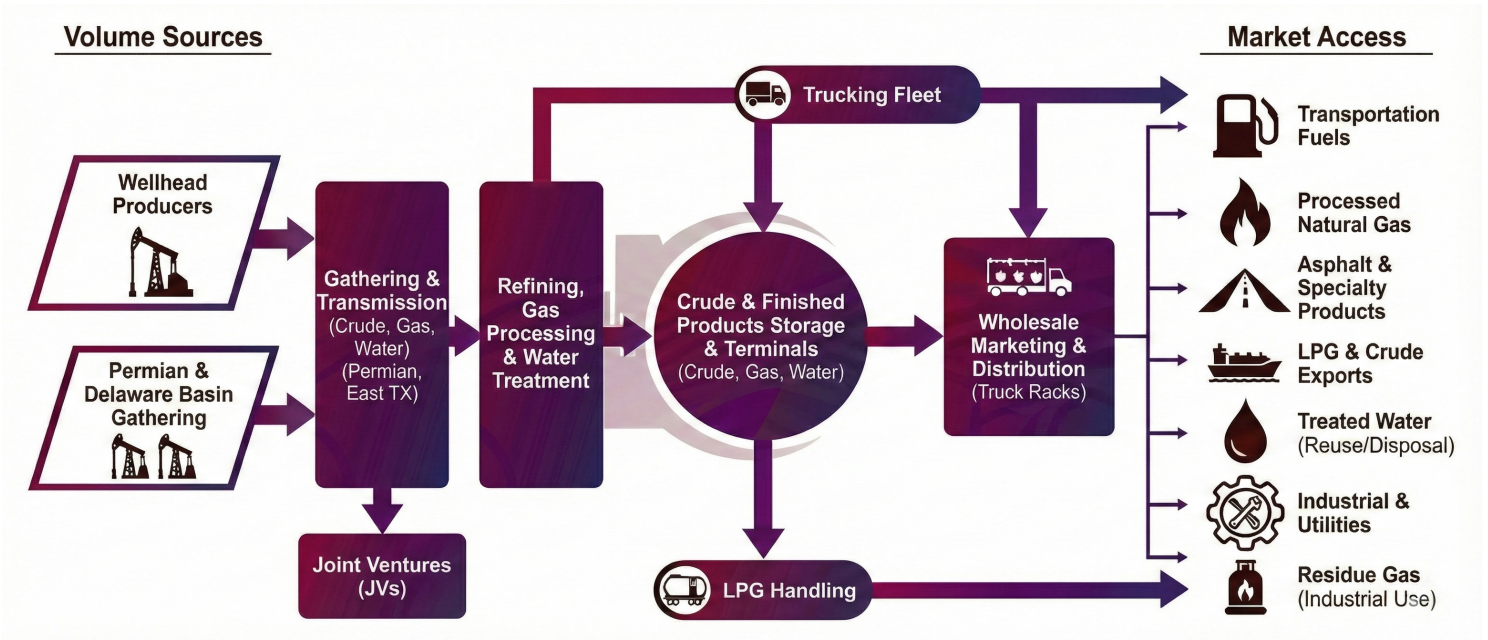


* Excludes approximately 462 miles of gathering system pipeline which are decommissioned.

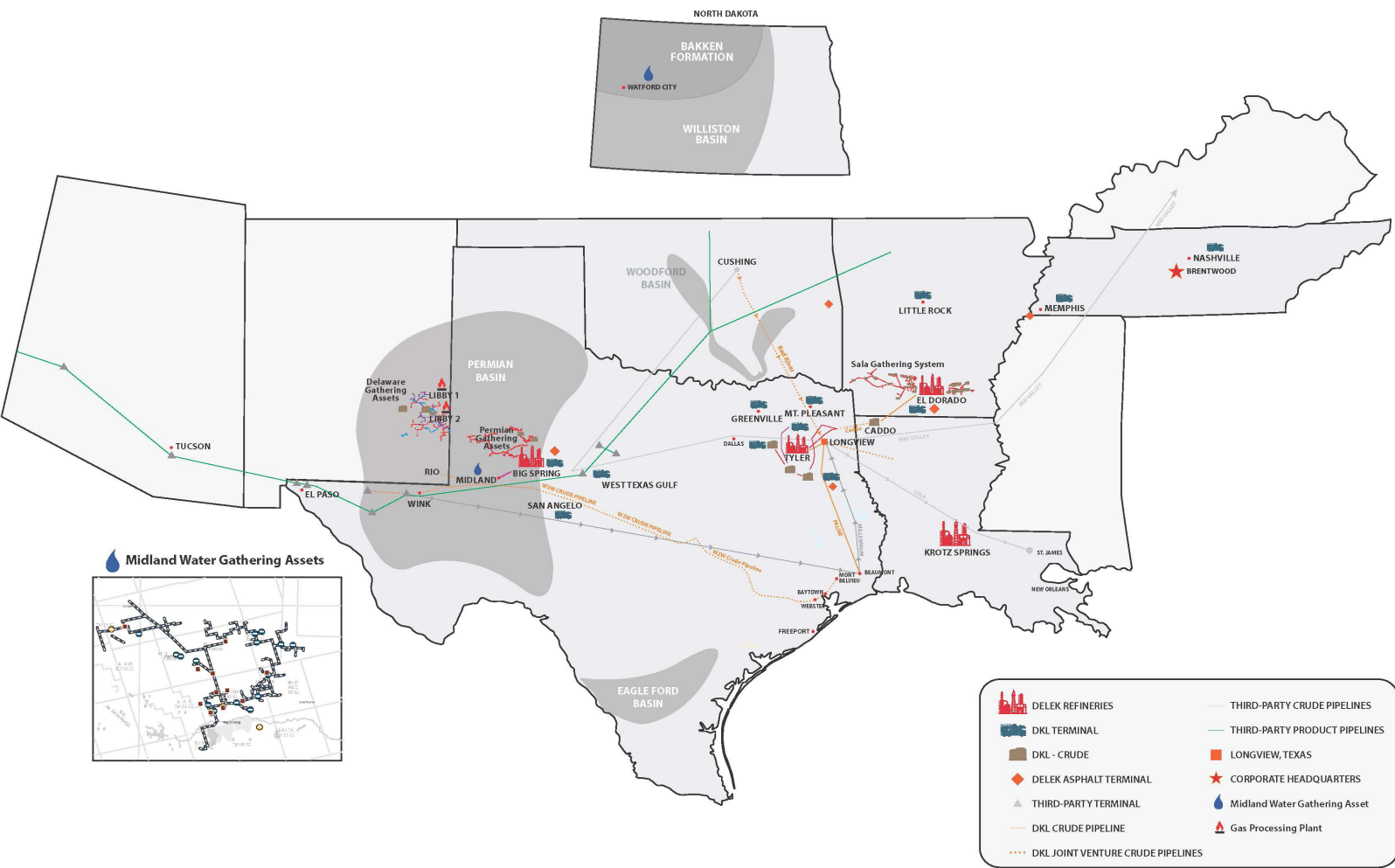
Delek Value Chain



Delek Logistics Value Chain



Delek Asset Map





DelekUS

**ENVIRONMENT:
IMPROVING ENERGY**

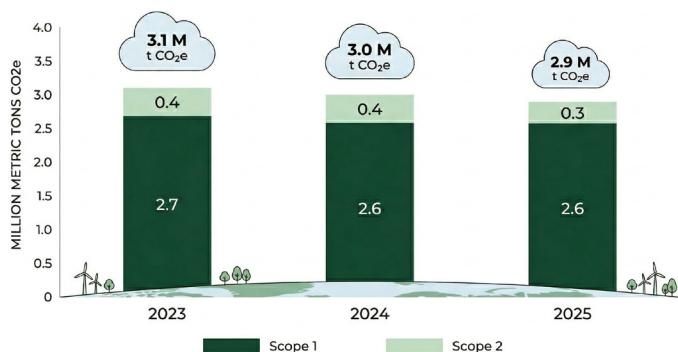
Environment: Improving Energy

Delek is committed to responsibly managing our environmental impact while safely meeting the critical energy needs of our communities. We are continuously improving our operational efficiency, advancing greenhouse gas reduction, and evaluating lower-carbon technologies. Through disciplined environmental stewardship and strategic risk management, Delek is actively playing its part in a responsible energy transition.

Greenhouse Gas Emissions (GHG)

Delek's greenhouse gas emissions have remained at consistent levels. The company's current resource priorities center on improving reliability and operational efficiency – efforts that, over time, are expected to yield reductions in greenhouse gas emissions.

Enterprise-wide Scope 1 & Scope 2 Emissions*

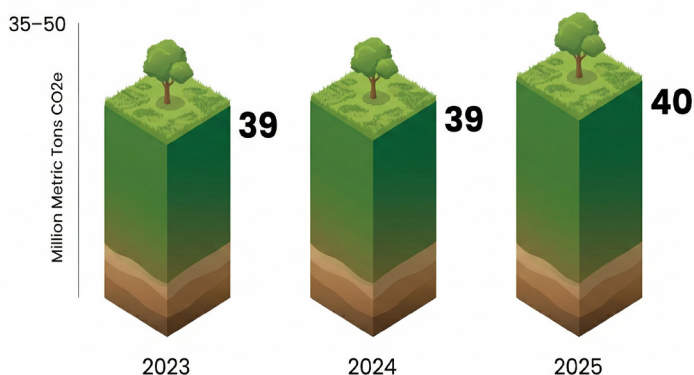


*GHG Scope 1, 2, and 3 emissions are defined according to the GHG Protocol

Reporting Methodology

Delek's greenhouse gas reporting process remains generally consistent with the Greenhouse Gas Protocol: Corporate Accounting Standard published by the World Resources Institute. Historically, a key element of reported Scope 1 emissions has been based on federally required reporting to the U.S. Environmental Protection Agency (EPA). The EPA has promulgated a regulation delaying the report due this year until October 2026 while it considers a proposed rule that, if finalized as proposed, would largely eliminate the EPA greenhouse gas reporting program. At the time of this report's publication, no Delek facility has made its annual submittal to the EPA. Delek has largely relied on the data that would serve as inputs to the EPA report for calculating the emissions presented here.

SCOPE 3 EMISSIONS

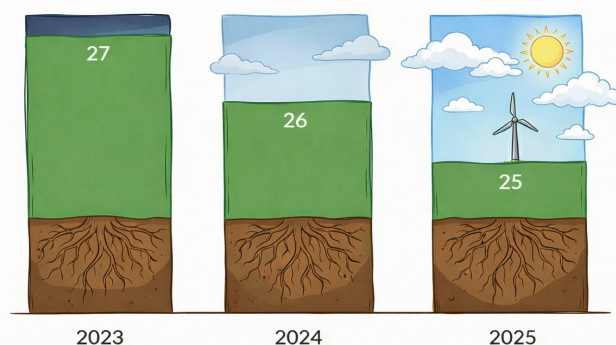


Scope of Reporting

Emissions figures contained in this report cover the 2025 calendar year. We track and report Scope 1 and Scope 2 emissions across Delek operations, including refining, natural gas gathering and processing, water gathering and disposal, pipelines, product terminals, and transportation. For Scope 3 emissions, we report the emissions generated when consumers use our refinery-produced products.

Carbon intensity: Refining Business Unit

(metric tons CO₂e per thousand barrels of refinery throughput crude and other feedstocks)



Managing Air Quality and Emissions

Reducing Criteria Air Pollutant Emissions

The National Ambient Air Quality Standards (NAAQS) includes six key air pollutants: ozone (O₂), oxides of nitrogen (NO_x), sulfur dioxide (SO₂), carbon monoxide (CO), particulate matter (PM), and lead (Pb), established by the Environmental Protection Agency (EPA).

As part of Delek's continued commitment to environmental stewardship, we have implemented a wide range of projects over the past 20 years which have collectively driven substantial reductions in key criteria air pollutants, including SO₂, NO_x, and Volatile Organic Compounds (VOCs).

Through these actions, Delek has reduced emissions of NO_x, SO₂ and VOCs by approximately 63% since 2004.

* Of Delek's four refineries, the Tyler Refinery (TYR) is the only facility located near a densely populated area. In 2025, TYR accounted for 29% of enterprise NO_x, 49% of SO₂, 15% of VOC, and 17% of PM₁₀ emissions.

Actions to Reduce Criteria Air Pollutants

VOCs

- Improved controls on storage tanks
- Improved leak detection programs

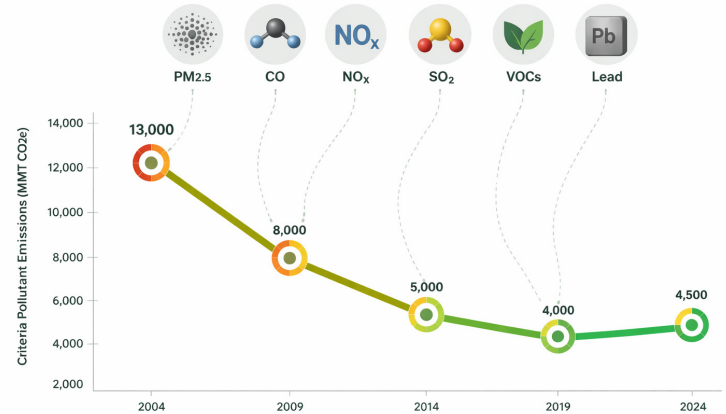
NO_x

- Improved heaters and boilers
- Installation of selective catalytic reduction systems

SO₂

- Advanced catalyst for fluidized catalytic cracking units
- Upgraded controls to recover sulfur

Historical Criteria Pollutant Emissions



2025 data not available at time of producing this report

Energy Efficiency

A key element of our greenhouse gas (GHG) reduction strategy is the capture of energy efficiency opportunities within our operations. Across our footprint, our operational teams continuously seek opportunities to reduce energy usage and improve system reliability. This year, targeted upgrades, real-time data integration, and employee empowerment initiatives drove meaningful emissions reductions.

El Dorado Refinery: Restoring Boiler Efficiency

To improve boiler efficiency and drive down emissions, the El Dorado refinery team completed a major project to replace an economizer that had been out of service for several years. After extensive planning, the team safely installed a temporary rental boiler to maintain operational reliability while the existing unit was taken offline.

During the outage, we replaced the economizer and performed comprehensive inspections and repairs, including burner tip replacement, burner realignment, transmitter recalibration, and system shutdown testing. Restoring the economizer allows the boiler to preheat feedwater more effectively, reducing fuel-gas consumption, lowering operational costs, and improving our overall emissions performance.

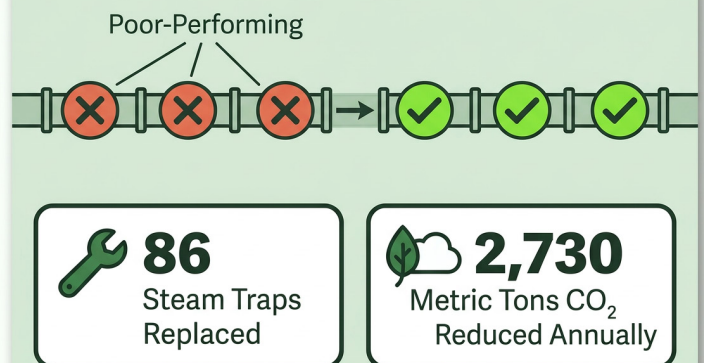
Strengthening Steam System Efficiency Through Upgrades and Real-Time Insights

As part of our continued commitment to improving energy efficiency, we advanced several key initiatives within our Refinery Steam System Optimization program. At our Tyler refinery, a targeted initiative to replace 86 poor-performing steam traps yielded immediate environmental and operational benefits.

To support improved visibility and accountability across the enterprise, we developed refinery-specific tools to track steam leaks and associated work orders. We also began building a detailed steam balance model, categorizing pressure levels down to the process-unit level.

Furthermore, we implemented new digital tools to drive responsible energy use, including email and SMS alerts for high natural gas consumption across all sites. At the Big Spring and Tyler refineries, we introduced high electrical-price alerts driven by live ERCOT data. Collectively, these efforts enhance operational reliability, strengthen cost control, and reinforce our commitment to responsible resource management.

Tyler Refinery Steam Trap Upgrades



El Dorado Emissions Reduction

**6,200
Metric Tons**

Estimated Annual Reduction in CO₂ Emissions Due to Boiler Efficiency Restoration



Boiler Efficiency Restored



Annual CO₂ Savings

Empowering Employees: Advancing Heater Efficiency

True energy efficiency requires both mechanical upgrades and a strong culture of continuous improvement. This year, we implemented our Fired Heater Energy Optimization initiative, placing a heavy emphasis on cultural growth and employee empowerment.

In partnership with third-party subject matter experts, we completed comprehensive field assessments of all site heaters. Following these assessments, we developed and rolled out specialized operator and Advanced Boiler Training (ABT) in the second half of the year. This training empowers our employees with the knowledge and tools to actively enhance heater performance, focusing on:

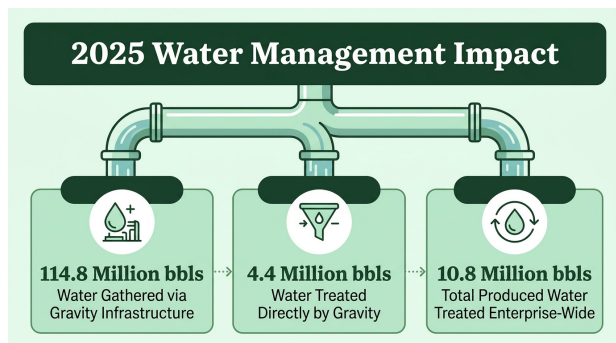
- Identifying and mitigating tramp air
- Optimizing burner air register operations
- Preventing burner plugging
- Making effective O2 and draft control adjustments

Together, these efforts not only strengthen our physical operational performance but also reinforce our long-term commitment to fostering environmental responsibility and empowering our workforce across all facilities.

Water Stewardship

Water is essential to our operations, and we are committed to managing this vital resource responsibly. Through strategic investments in infrastructure and technology, we work to minimize freshwater consumption, maximize reuse, and reduce the environmental impact of water management across our operations.

During the reporting period, no water was withdrawn from high water stress areas.



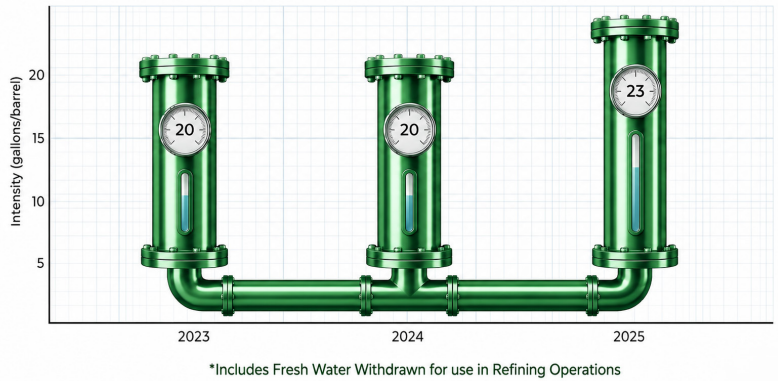
Expanding Scale and Sustainability with Gravity Water Midstream

In early 2025, DKL finalized the acquisition of Gravity Water Midstream, significantly expanding our footprint and commitment to sustainable water management. This strategic addition integrates seamlessly with our previous H2O Midstream operations, bolstering our ability to provide full-cycle gathering, transportation, recycling, storage, and disposal solutions for produced water.

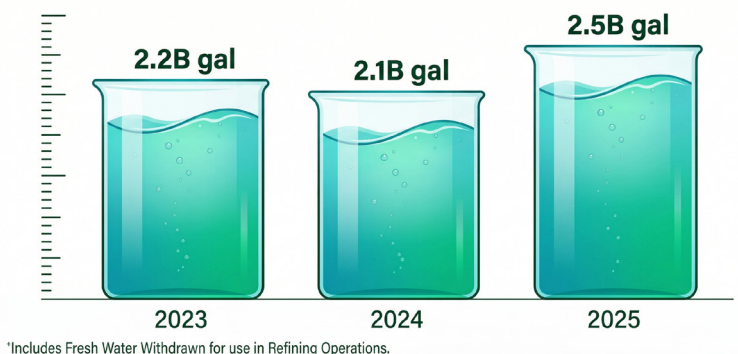
The Gravity integration brings immense scale to our operations across the prolific Midland Basin in Texas and the Williston Basin in North Dakota. The acquisition expanded our infrastructure with over 200 miles of permanent pipeline, 46 saltwater disposal facilities, and 14 freshwater facilities, while adding over 6 million barrels of storage capacity to our network. In 2025, Delek recycled a total of 10.8 million barrels of produced water across its midstream water operations: 6.4 million barrels through H2O and 4.4 million barrels through Gravity.

By continuing to invest in permanent, interconnected piping systems, we dramatically reduce the need for heavy water-hauling trucks, which lowers associated transportation emissions and improves road safety for our local communities. Furthermore, building out one of the largest commercial water management platforms allows us to efficiently manage higher capacities and increase the volume of water we can treat and reuse, directly reducing the industry's reliance on fresh water resources.

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



Fresh Water Withdrawn (2023-2025)



* In 2025, Delek's total freshwater withdrawal of 2,520 million gallons was drawn from three source types: municipal supply (726 million gallons, 29%), groundwater (872 million gallons, 35%), and surface water (922 million gallons, 37%).

Midstream Operational Excellence

Elevating Environmental Stewardship Through Innovative Startup Practices

At DKL, our commitment to continuous improvement and environmental stewardship extends to every phase of our operations, including how we bring new facilities online. In 2025, DKL delivered a safe and environmentally responsible startup of the Libby Gas Plant 2 by completely rethinking traditional commissioning procedures. Traditionally, new midstream equipment is brought online by gradually increasing pressure using natural gas to reach operational levels. For the Libby 2 startup, the project team deployed an enhanced, forward-thinking approach: utilizing an inert gas in place of natural gas during the initial pressurization phase.

This innovative substitution provided immediate benefits:

- **Enhanced Inspection Safety:** The use of inert gas created a safer environment, enabling the team to conduct highly thorough pre-startup AVO (Audio, Visual, Olfactory) inspections.
- **Advanced Leak Detection:** The team deployed ground-based optical gas imaging (OGI) cameras to proactively identify and repair leaks. This technology ensured that any potential emissions were detected and addressed almost immediately, minimizing both safety risks and environmental impacts.

Libby Gas Plant 2 Startup Highlights



0 Injuries

Flawless safety record during 2025 commissioning



Inert Gas Pressurization

Eliminated initial startup emissions by replacing natural gas



OGI Technology

Real-time optical gas imaging for leak detection and repair

The outcome was a startup completely free of injuries – a significant accomplishment that reflects DKL's rigorous safety culture. Just as importantly, these modified procedures meaningfully reduced the environmental footprint of the startup process itself, marking another step forward in our broader sustainability goals.

Reduce, Reuse, Recycle

Waste Reduction

Giving Materials a Second Life: Catalyst Recycling

Reducing waste and keeping materials in productive use is an ongoing priority. Our environmental teams continuously evaluate new opportunities to reclaim or recycle waste streams, looking for practical ways to minimize landfill disposal while improving resource efficiency.

One standout example of this commitment is the El Dorado Refinery's catalyst recycling program. By partnering with specialized reclamation facilities, the refinery successfully diverted 15 tons of spent catalyst from landfills. Through this process, valuable metals are recovered and returned to the industrial supply chain, supporting a more circular economy and reducing the need for new raw materials.



Turning Emissions into Agricultural Fertilizer



For over 40 years, the Krotz Springs Refinery (KSR) has operated a highly unique process that transforms potential waste into a valuable agricultural resource. While most refineries rely on traditional sulfur recovery units that generate a sulfur waste stream requiring ongoing disposal, KSR takes an innovative, circular approach through its onsite Ammonium Thiosulfate (ATS) unit.

The facility systematically captures hydrogen sulfide (H₂S) off-gas from various refinery process streams. Instead of routing this gas to the flare system which would generate additional emissions, a portion of the H₂S is combusted and reacted with ammonia and water. This specialized process converts the high-H₂S stream into a high-quality ammonium thiosulfate solution, a liquid, agricultural-grade fertilizer.

The finished ATS product is stored onsite and distributed to agricultural wholesalers, ultimately supporting local farmers and strengthening the regional supply chain. By upcycling this stream, KSR minimizes its industrial waste footprint, significantly reduces flaring emissions, and successfully turns a standard industry disposal challenge into a sustainable, marketable product.

Proactive Cleanup That Strengthens Compliance

Resource Efficiency Highlights

Catalyst Recycling

15 Tons



- Diverted from Landfills
- Valuable Metal Recovery

90-Day Cleanup

90 Days



- Legacy Leak Risks Eliminated
- Compliance Boosted

Proactive site remediation plays an important role in protecting the environment and maintaining safe, compliant operations. Recently, KSR completed a comprehensive cleanup of storage areas, systematically removing legacy chemical totes and redundant materials that were no longer needed.

This initiative lowered environmental risk and created a safer, more streamlined operating environment. Furthermore, it strengthened compliance with Spill Prevention, Control, and Countermeasure (SPCC) requirements by significantly reducing the physical footprint of potential leak sources across the site.

KSR Circular Economy Highlights

Production capacity



Up to 200 bbl/day: Production capacity of agricultural-grade fertilizer generated directly from refinery operations.

Emissions Diversion



Emissions Diversion: Captures H₂S off-gas, fundamentally reducing the volume of gas sent to refinery flaring systems.

Waste to Wealth

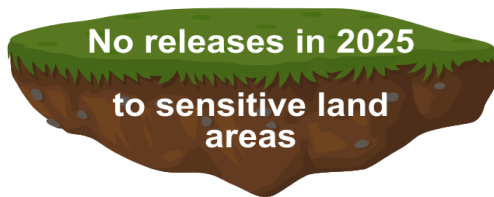


Waste to Wealth: Eliminates a traditional sulfur waste stream by converting it entirely into a sellable, usable product.



Spill Prevention

Protecting the natural environments that surround our operations requires constant vigilance and proactive investment. Across our refining and midstream assets, Delek employs robust integrity management programs designed to prevent spills before they happen. By combining advanced infrastructure monitoring, routine preventative maintenance, and strict reporting standards, we actively manage and mitigate environmental risk. Our goal is to ensure the safe, reliable transport and storage of our products while preserving the integrity of local land and water resources. Additionally, Delek reported no releases in 2025 in unusually sensitive areas and no releases to land impacting water.



Leveraging Drone Technology for Environmental Protection

At Delek's El Dorado Refinery, drone technology is enhancing our environmental stewardship and operational safety. Drones are deployed to improve the efficiency of routine inspections in hard-to-reach areas and help quickly identify potential leak sources.

Additionally, this aerial technology is utilized to monitor secondary containment systems and support rapid emergency response, reinforcing Delek's commitment to responsible, forward-thinking operations.



Beautifying Our Community

Celebrating Earth Day Through Biodiversity Action

Delek is committed to protecting the environment and supporting the communities where we operate. As part of this commitment, employees across our refineries participate in local environmental stewardship activities that promote biodiversity and ecosystem health.

In celebration of 2025 Earth Day, members of the El Dorado team volunteered at the South Arkansas Arboretum, a 122-acre site that is home to more than 12,000 plant species, including rare and endangered varieties. During the event, 15 Delek volunteers planted 125 flowers and plants to help strengthen local habitats and support long-term ecological resilience.



These hands-on volunteer efforts reflect Delek's broader focus on environmental responsibility and community engagement. Ongoing planting and restoration activities contribute to healthier ecosystems while fostering collaboration between employees and local partners.

"Earth Day is especially powerful when we come together beyond our usual roles. It was great to see colleagues and community partners united by a shared responsibility to care for our environment."

– Monica Davis, Sr HR Business Partner

Delek Environment, Health & Safety Policy:

<https://delekus.com/social-commitment/social-commitment-overview/default.aspx>



Delek 

**SOCIAL:
HOMETOWN ENERGY**

Safety

Delek is committed to maintaining a safe and healthy workplace for all employees, contractors, and visitors. We empower every individual to take ownership of safety and to perform their work responsibly each day. Safety is a core value at Delek and serves as the foundation for fostering a strong safety culture and mindset across our operations.

We adhere to current regulatory requirements, industry-recognized standards, and proven safe work practices. Through comprehensive safety and health guidelines, up-to-date operating procedures, and continuous improvement initiatives, we work to safeguard our personnel, protect the environment, preserve our assets, and support the well-being of the communities in which we operate.

Drive Zero

Launched in 2023, Drive Zero is Delek's enterprise-wide safety initiative designed to strengthen and expand our safety culture. As the name suggests, the program represents our focus on driving toward zero process safety, personal safety, and environmental incidents. We strive to make every day incident-free, reflecting our commitment to protecting our most valuable asset – our people.

To support proactive risk management, we utilize advanced digital safety platforms to conduct safety-related assessments, inspections, and audits. These include safety observations, housekeeping inspections and audits, Management of Change (MOC) audits, and safe work permit audits, among others. In addition, we leverage enterprise incident management software to document, track, and investigate near-miss events and incidents, ensuring timely implementation of corrective and preventive actions to mitigate recurrence.

Findings and lessons learned are shared across the organization to promote transparency, enhance awareness, and foster continuous learning throughout the Delek team.

Safety Series: “90 Seconds Safer”

To further reinforce our safety core value, Delek developed the “90 Seconds Safer” video series – short, focused presentations featuring employees sharing key safety rules, lessons learned, examples of our safety mindset, and proactive “good catches.”

These concise yet impactful videos promote peer-to-peer learning and strengthen accountability across the organization. As an integral component of our Drive Zero initiative, the series supports hazard awareness, reinforces safe work practices, and contributes to our ongoing efforts to prevent near misses and eliminate incidents.

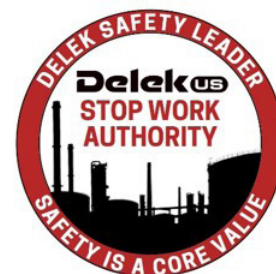


Stop Work Authority

At Delek, we believe the most effective safety tool we have is the vigilance of our people. That is why every employee, contractor, and visitor at our facilities is fully empowered to use their Stop Work Authority (SWA). SWA provides everyone on-site with the unquestioned right to halt operations anytime they perceive a risk to health, safety, or the environment, without fear of repercussion. By empowering our teams to intervene, we transform “what could have happened” into “what didn't happen,” preventing incidents before they occur.

Our SWA Core Principles:

- **Universal Authority:** Every individual on a Delek site has the authority and obligation to stop work if conditions or behaviors appear unsafe.
- **Unquestioned Support:** SWA interventions are celebrated as proactive risk management. No job is so urgent that it cannot be done safely.
- **Continuous Questioning:** We encourage our teams to pause and ask questions whenever there is doubt about the safety of an operation.
- **Recognizing Excellence:** We actively recognize employees who demonstrate safety best practices, continually reinforcing “what good looks like” across our facilities.



Annual Delek Safety Day

Delek hosts an annual “Safety Day” to demonstrate, strengthen, and reaffirm our organization-wide commitment to safety excellence. This dedicated event provides focused time for employees and leadership to engage in meaningful dialogue on safety performance, culture, and continuous improvement. In 2025, Delek hosted its third annual Safety Day in partnership with our team at the Krotz Springs Refinery. This event is dedicated to protecting one another and operating safely and reliably across all facilities.

As part of the 2025 program, we welcomed former F-16 fighter pilots and senior leaders from Afterburner®, who shared insights on precision, discipline, and execution. Drawing parallels between aviation and the energy industry, they emphasized the importance of situational awareness, structured debriefing, accountability, and disciplined execution in achieving safe and reliable operations.



The guest speakers for 2025 Safety Day. From left to right: Bobbi “Flash” Doorenbos (Executive Coach), Charles “Chaz” Campbell (Executive Coach)

In conjunction with Safety Day, Delek refineries hosted on-site Safety Fairs to further promote safety awareness and community collaboration. Each site welcomed more than 30 local vendors and partners, strengthening safety engagement both internally and across our communities.



Big Spring Refinery's Safety Fair



El Dorado Refinery's Safety Fair

Safety Day 2025 offered us with a strong reminder of our commitment to:

- Reaffirming safety as our top priority
- Celebrating safety successes and key milestones
- Learning from experts and reflecting on lessons learned
- Recognizing outstanding safety leaders across our organization
- Recommitting to keeping our coworkers safe, every day

Safety Day remains a cornerstone initiative in strengthening Delek's safety culture. We look forward to hosting our fourth annual Safety Day in 2026 with our team at the Big Spring Refinery as we continue advancing our commitment to safe and reliable operations.

Safety by Design: Our Integrity Management System

What is IMS

Delek's Integrity Management System (IMS) is the structured framework that turns our commitments to safety, environmental responsibility, and operational integrity into consistent, repeatable action. It spans eight interconnected management systems, covering Environmental, Health, Safety & Security; Reliability & Asset Management; Operations Excellence; Molecule Management; Capital Projects; Business Strategy; Human Resources; and Controls Integrity.

IMS is not a project. It is the operating architecture that defines how work is planned, executed, verified, and improved every day, across every refinery.

IMS within the Delek Way

IMS is one of three pillars of Delek's Operational Excellence framework:

Organization Structure x **IMS** x Culture of Operational Excellence

Together, these drive Leading Performance: safe, compliant, reliable, and value-driven operations that do the right thing, the right way, every time.

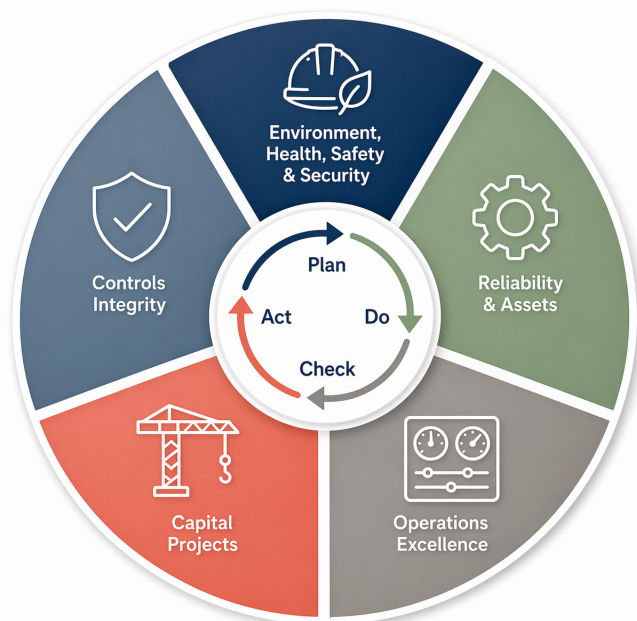
How It Works: PLAN-DO-CHECK-ACT

Every IMS element follows a disciplined improvement cycle built on four activities:

- **Plan:** Develop corporate standards, identify gaps, and assign clear ownership and accountability.
- **Do:** Implement standardized procedures, training programs, and operational tools across all sites.
- **Check:** Verify compliance and effectiveness through 3 Levels of Assurance: site self-assessments (Level 1), corporate team audits (Level 2, planned 2026 to 2027), and external review (Level 3).
- **Act:** Close findings, update standards and practices with improvements, and share lessons learned.

Aligned with Business Risk Reduction

IMS focus areas directly map to property insurance risk recommendations — including mechanical integrity, emergency management, and operating limit management — reducing both operational risk and financial exposure.



5 Layers of Sustainment

- 01 Site Element Stewardship
- 02 Site IMS Steering Committee
- 03 Corporate Element Performance Analysis
- 04 Corporate IMS Oversight Committee
- 05 Management System Assessments

Progress at a Glance

100%
Framework
Documented

2019
IMS Journey
Began

IMS in Practice: Safe Work Permits

Before any high-risk task, like working at heights, confined space entry, or hot work, a Safe Work Permit is issued. IMS governs how safe work permitting is executed. Hazards are identified, controls are verified in the field, and the permit is issued. Data from thousands of permits each year feeds into IMS work process improvement.

Zero-injury / zero-release culture embedded in daily operations

Early risk identification through structured hazard analysis and audits

Consistent performance across all four refineries and every shift

Preserved institutional knowledge through defined ownership and documentation

Proactive, accountable culture — preventing incidents rather than responding to them

Emergency Preparedness

Community Support in Action: Assisting Smith County During a Major Industrial Fire

Smith County, Texas Emergency Management requested Delek Tyler Refinery to assist at a major Non-Delek related factory fire by the local airport, which occurred approximately 9 miles from the refinery. The fire was large enough that all surrounding residential homes were advised to evacuate. Vehicle traffic was shut down within a 3-mile radius as toxic gases enveloped the affected area. Delek Tyler Refinery responded with firefighting foam, associated critical equipment including a stingray portable monitor and three personnel to assist. Firefighters spent 9 hours extinguishing the main fire and an additional 48 hours isolating and containing residual fires.

Embedding Data-Driven Fire-Risk Mitigation Into Our Operational Preparedness Strategy

As part of our commitment to safe and prepared operations, Delek conducted initial Fire Hazard and Mitigation Analyses (FHMAs) at all four refineries in 2025. These analyses identify process-related fire risks, assess severity, and develop targeted recommendations to close identified gaps and strengthen our fire-protection posture. Using these data-driven assessments, our teams developed new unit- and area-specific Emergency Pre-Plans to guide safe, informed response actions during potential emergency events. This work reflects our proactive approach to identifying and mitigating operational risk while ensuring our emergency-response capabilities are aligned with best practices.



Photo from a scheduled training drill, not an actual emergency incident



Readiness in Action: Investing in Emergency Response Excellence

The Delek Tyler Refinery continues to strengthen its emergency preparedness through quarterly Emergency Operations Center (EOC) drills, ensuring teams are fully equipped to respond effectively in the event of an onsite incident. These exercises incorporate a mobile communication application accessible on both phones and computers, enabling seamless coordination between site personnel, support groups, and Corporate. To further support responder safety, the refinery maintains a 24/7 portable Rehab/Triage Emergency Medical Response Trailer, designed for incidents that escalate beyond initial response and potentially involve mass-casualty situations. The unit can support up to 16 emergency responders, providing water, food, climate-controlled shelter, and essential medical triage, reinforcing Delek's commitment to readiness, safety, and community protection.

Advancing Unified Emergency-Response Capabilities Across Our Operations

In 2025, our sites continued to strengthen their responder readiness through rigorous compliance and advanced emergency-response training. This year also marked a significant step forward in our corporate initiative to standardize and unify emergency-response programs across the organization. Refineries collaborated more closely than ever before, with El Dorado and Tyler conducting joint live-fire training, and Big Spring and Tyler partnering for foam-application training. Additionally, our Tyler and El Dorado Fire Chiefs—both NFPA-certified instructors—brought Apparatus Engineer (Fire Engine Operator) training in-house, creating meaningful cost savings while increasing the quality and ownership of instruction. These cross-site collaborations enhanced overall training effectiveness by enabling knowledge-sharing, resource optimization, and reduced use of consumables.



Strengthening Enterprise Incident-Management Capabilities Through Technology and Training

Additionally, we significantly advanced our enterprise-level incident-management capabilities. In partnership with The Response Group, we completed deployment of new Incident Action Plan software across all site-level Incident Management Teams and the corporate Crisis Management Team. This technology, supported by expanded training and exercises, and a successful corporate tabletop drill has helped standardize incident-management practices, improve communication, and enhance organizational coordination during emergency events. Together, these improvements strengthen our overall preparedness, elevate our ability to respond safely and effectively, and reinforce our commitment to protecting people, assets, and the environment.



VPP Star Site

The Delek Krotz Springs Refinery achieved Voluntary Protection Programs (VPP) Star Worksite status in 2003 and has successfully completed four recertification audits since its initial designation.

The VPP program recognizes employers and employees in private industry who have implemented comprehensive and effective safety and health management systems and who maintain injury and illness rates below the national averages published by the U.S. Bureau of Labor Statistics (BLS) for their respective industries.



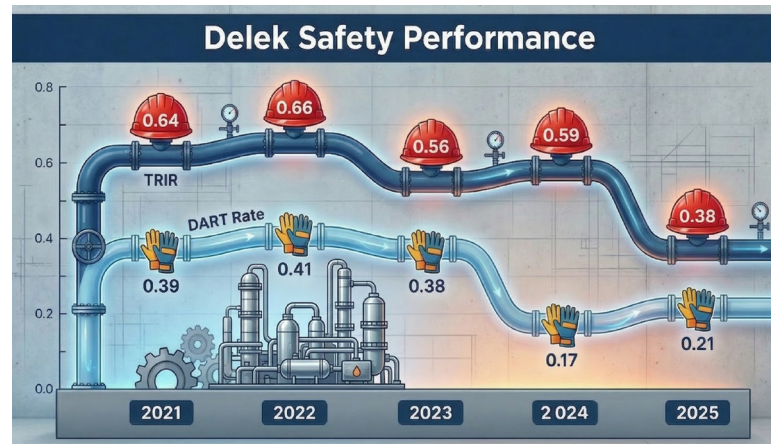
VPP is built upon a collaborative partnership among management, labor, and the Occupational Safety and Health Administration (OSHA). The program emphasizes hazard prevention and control, worksite analysis, training and education, and strong management commitment with active employee involvement.

As a VPP Star site, the refinery demonstrates sustained excellence in safety performance and is exempt from OSHA programmed inspections while maintaining its status. Delek Krotz Springs is proud of this designation and remains committed to upholding the high standards of the VPP program, working collectively toward injury-free operations and continuous improvement in safety performance.

Safety Performance

Delek's commitment to Safety & Discipline continues to be reflected in strong safety performance and sustained improvement across our operations. Over the past five years, we have delivered measurable progress in both Total Recordable Incident Rate (TRIR) and Days Away, Restricted, or Transferred (DART) rate.

In 2025, Delek achieved a TRIR of 0.38 and a DART rate of 0.21, demonstrating continued reduction in both overall and more serious workplace injuries. Both rates compare favorably to AFPM petroleum refining industry averages, which have typically ranged from 0.5 to 0.8 for TRIR and 0.3 to 0.5 for DART.



Honored for Safety Excellence



In recognition of our exemplary safety performance in 2024, Delek was honored with a National Safety Award from the Associated General Contractors of America (AGC), presented to member organizations demonstrating incident rates significantly below industry division averages.

Furthermore, Delek Logistics Terminals received the 2025 Safety Excellence Award from the International Liquid Terminals Association (ILTA). Demonstrating remarkable consistency, Delek Logistics has received this prestigious recognition for industry-leading operational safety standards in four out of the last five years.

These awards underscore our commitment to maintaining a robust safety culture, effective safety and health management systems, and measurable results in protecting the well-being of our workforce.

Our Life Saving Rules: The Foundation of Safe Operations

At the core of Delek's safety culture is a set of Life Saving Rules: critical, non-negotiable practices that apply to everyone who works at or on behalf of Delek. These rules represent the essential behaviors that protect our employees and communities every day. They are reinforced through ongoing training, field observations, and defined accountability.

LIFE SAVING RULES

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

- Protect our employees and contractors
- Communicate and reinforce Delek safe work expectations
- Increase focus on the basic building blocks of safety
- 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



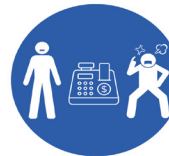
FOLLOW SAFE MECHANICAL LIFTING PRACTICES



FOLLOW SAFE DRIVING RULES



OBTAIN AUTHORIZATION BEFORE OVERRIDING A SAFETY SYSTEM



FOLLOW NON-CONFRONTATION PRACTICES



PROTECT YOURSELF FROM A FALL WHEN WORKING AT HEIGHT

Social: Hometown Energy

Delek's most enduring source of strength continues to be the people who power our business every day. Our employees bring expertise, innovation, and commitment to their work, and we are dedicated to fostering an environment where they feel supported, respected, and empowered to grow. We remain equally committed to being a responsible corporate citizen and a trusted neighbor in the communities where we operate, many of which are small and mid-sized communities across the heartland of America. These relationships, built on care, trust, and shared purpose, reflect the "Hometown Energy" that defines our approach to social responsibility.

We continue to invest in our people through meaningful learning and development opportunities, collaborative workplace practices, and competitive benefits designed to support employees and their families. At the same time, we engage with our communities through consistent, personal, and impactful initiatives that strengthen local well-being.

Together, these efforts reinforce our belief that long-term success is rooted in strong people, strong communities, and a culture that puts care and accountability at the center of how we operate.

Delek Core Values

Delek's Core Values, refreshed in 2025, remains the foundation of how we operate and make decisions across the organization. Grounded in ongoing dialogue with employees and stakeholders, these values reflect our commitment to safety, integrity, accountability, curiosity, and growth.

As our business and operating environment continue to evolve, our Core Values provide a consistent framework for fostering a supportive, high-performing culture while aligning individual aspirations with broader organizational goals. This commitment to living our values every day strengthens our relationships with employees, customers, and communities, and continues to guide our long-term success.



SAFETY & DISCIPLINE

Safety & discipline is how we ensure wellbeing: we protect the health of our employees, communities, and the environment; we celebrate inclusivity and nurture a workplace of belonging.



RESPECT & INTEGRITY

Respect & integrity is how we build trust: internally, we speak directly and leave our personal agendas at the door; externally, we treat the environment and our communities with the same profound level of transparency and care.



ACCOUNTABILITY

Mutual accountability is how we take personal responsibility: we accept ownership of our own work while also expecting the highest levels of excellence from one another.



GROWTH MINDSET

Growth-mindedness is how we deliver performance: we focus relentlessly on ways to advance our business and return value to all stakeholders.



CURIOSITY

Hyper-curiosity is how we question the status quo: we listen, acknowledge, seek out, and share inquisitive thinking; we embrace change for the betterment of the broader company.

Connecting Our People Through Workvivo

Strengthening Engagement, Transparency, and Organizational Resilience

In 2025, we introduced Workvivo as part of our broader commitment to building a resilient, collaborative, and people-centered organization. As our workforce continued to grow across geographies, roles, and working environments, it became increasingly important to strengthen connection, transparency, and shared understanding across the company. Workvivo was established as our centralized digital workplace, designed to support open communication, foster engagement, and align employees with our purpose, values, and strategic priorities.

The implementation of Workvivo was guided by a people-first approach. By consolidating internal communications, resources, recognition, and dialogue into a single, accessible platform, we reduced fragmentation across tools and created a more consistent and collaborative employee experience. This approach reflects our belief that strong communication infrastructure is foundational to employee well-being, engagement, and long-term organizational sustainability.

Enhancing the Employee Experience

Workvivo provides employees with a centralized and accessible digital workplace designed to support effective communication, connection, and engagement across the organization. The platform enables employees to stay informed through timely access to company news, leadership updates, and strategic initiatives, helping foster transparency and shared understanding.

Beyond information sharing, Workvivo supports a culture of recognition and belonging. Employees are encouraged to acknowledge and celebrate one another's contributions through peer-to-peer recognition and shared moments of success, reinforcing positive behaviors and strengthening team connection. The platform also enables employees to engage with relevant content, teams, and communities, creating opportunities for collaboration and participation across roles and locations. In addition, Workvivo serves as a single point of access for key resources, links, and information, helping employees navigate their work more efficiently and reducing friction in day-to-day operations.

By offering a consistent and collaborative space for communication, recognition, and collaboration, Workvivo helps employees feel informed, supported, and connected, regardless of location or role, contributing to a more engaged workforce and a stronger organizational culture.

The advertisement features a dark background with an industrial refinery scene. On the left, the text reads: "Need It? Search It. Find It on Workvivo." In the top right corner is the Workvivo logo, which includes the letters "wv" in a square and the text "workvivo by zoom". A search bar is positioned in the center, containing the text "HR forms, safety updates, company news, events, and more." with a magnifying glass icon on the left and a close button on the right. To the right of the search bar is a red "Search" button. In the bottom right corner, there is a "Login to Workvivo Here" button with the Workvivo logo. The Delek US logo is located in the bottom left corner.

Connecting Our People Through Workvivo

Measurable Impact on Employee Engagement

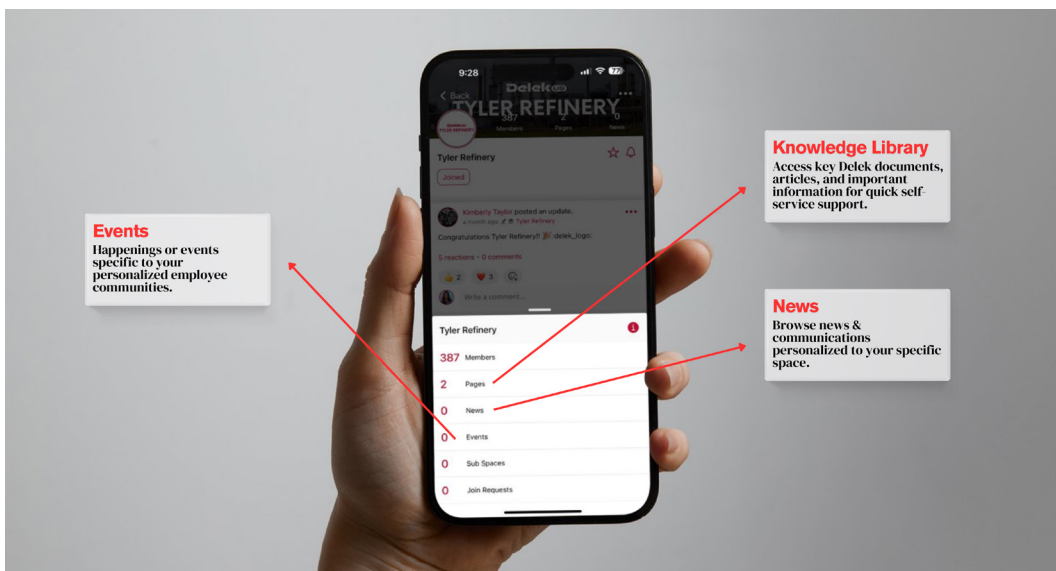
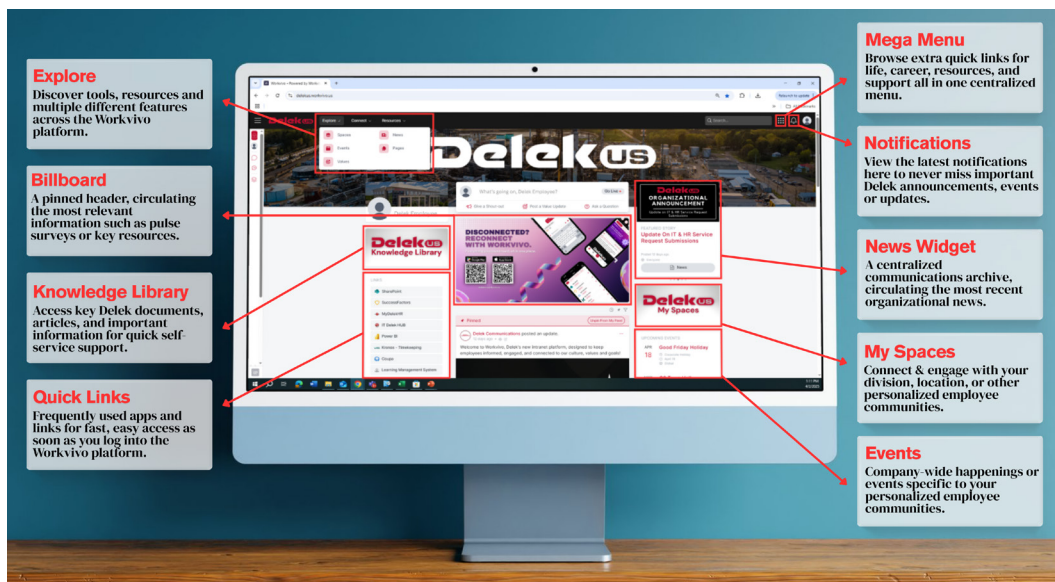
Since its launch, Workvivo has seen strong adoption and sustained engagement across the organization. Within the first five months, platform adoption exceeded 80%, rising to over 90% by month seven. Today, hundreds of employees actively engage with the platform on a weekly and daily basis, participating in company-wide communications, leadership updates, events, and community initiatives. Through this platform, employees across locations have consistent visibility into organizational priorities and activities, strengthening alignment and connection.

Workvivo has also played a key role in enabling employees to listen and give feedback. In its first seven months, the platform supported multiple pulse engagement surveys, achieving the highest response rates the organization has recorded. The results reflected strong engagement outcomes and reinforced the platform's role as a trusted and accessible channel for two-way communication.

Supporting Long-Term Social Sustainability

From a sustainability perspective, Workvivo contributes to long-term organizational health by strengthening engagement, inclusion, and connection, key drivers of employee retention, performance, and well-being. By amplifying employee voices, increasing transparency, and embedding recognition into everyday interactions, the platform helps foster a culture where employees feel informed, supported, and valued.

The 2025 launch represents the first phase of a longer-term strategy to further centralize resources, deepen engagement, and continuously enhance the employee experience. As we continue to evolve our digital workplace, we see Workvivo as a critical enabler of a resilient workforce and a sustainable organizational culture.



Learning & Development

Technical Workforce Development: Building Skills Across Refining and Logistics

In 2025, Delek advanced its structured technical workforce development strategy across both Refining and Logistics operations.

Within Refining, the company continued the modernization and standardization of its Basic Operator Training (BOT) program. BOT provides competency-based instruction aligned to refinery systems, process safety fundamentals, equipment operations, and hazard recognition, ensuring operators are prepared to perform safely and effectively in complex environments.

Beyond initial onboarding, Operator Skills and Qualification programs support continued development and validated proficiency across both the Refining and Logistics business units. These programs establish clear expectations for skill progression, reinforce operating discipline, and require demonstrated competency prior to advancement in responsibility.

Recognizing the essential role of reliability and asset integrity, Delek also began building more structured development pathways for the maintenance workforce, expanding the focus on standardized training, skills verification, and long-term career growth.



Together, these initiatives:

- Reduce operational risk through consistent competency validation
- Strengthen safety performance and regulatory compliance
- Standardize technical skill expectations across business units
- Provide transparent career progression pathways for hourly employees
- Enhance workforce readiness and long-term employability

By investing in structured technical development across operations, logistics, and maintenance, Delek is strengthening operational resilience while supporting sustainable, skilled careers for its hourly workforce.

Training programs are evaluated through a structured, multi-level approach to ensure effectiveness and continuous improvement. Methods include participant feedback, knowledge assessments, on-the-job observations, and leadership review.



2025 Delek Training: By the Numbers

Deep Engagement

1,895

Total Learners

46 hrs

Average Hours per Learner

95%

Satisfaction

Verifiable Competence

151

Operators Qualified

91%

Average Score on Qualification Exam

Efficient Delivery

51,871

Total Offerings

87,155

Total Hours of Training Delivered*

\$1,920

Spent Per Learner

* In 2025, Delek tracked average training hours by employee category: 36.2 hours for Individual Contributors, 33.7 hours for Front Line Leaders, and 32.4 hours for Leaders of Leaders, supporting a safe, skilled, and capable workforce.

Investing in Our Employees

Health & Wellness

At Delek, we recognize that our employee's wellbeing is integral to both their personal success and that of the overall company. Wellness One, our corporate wellness program, provides a comprehensive, competitive benefits package designed to promote physical, mental and financial health.

Physical Wellbeing

As part of our commitment to fostering a healthy and supportive work environment, we offer a comprehensive range of physical wellbeing benefits designed to enhance the overall health of our employees. These include robust medical insurance, dental and vision coverage, as well as prescription drug benefits to ensure that our employees have access to the care they need. To further encourage proactive health management, we offer a 30% premium rebate program upon the completion of an annual physical exam and participation in various health-related activities. We also provide access to telemedicine services through Teladoc, allowing employees to consult with healthcare professionals conveniently. Additionally, we offer discounts on fitness center memberships and weight management programs.

Emotional Wellbeing

Delek recognizes the importance of mental health for employees and their families and is focused on providing a variety of resources designed to support emotional wellbeing. We offer an Employee Assistance Program (EAP) provided through Health Advocate that offers free telephonic or video counseling for various emotional concerns. In addition, each employee and their dependents are given premium access to a mindfulness app, which offers guided meditation, sleep support, and other mental health tools designed to help employees manage stress.

Financial Wellbeing

Our employees have access to a Health Savings Account (HSA) with a company contribution, helping them manage healthcare expenses, along with a Flexible Spending Account (FSA) for additional savings flexibility. To safeguard against unforeseen circumstances, we provide both short-term and long-term disability benefits, ensuring employees are supported in the event of an illness or injury. Additionally, our 401(k) plan offers a generous employer contribution, helping employees save for retirement with added financial security. We also support employees' professional growth by offering tuition reimbursement, empowering them to further their education and career development. These benefits are designed to provide employees with the tools and resources to achieve long-term financial stability and success.

Delek Employee Key Benefits:

- Medical Insurance
- Employee Assistance Program
- Vision Insurance
- Service Award Program
- Dental Insurance
- Life Insurance
- Prescription Drug Coverage
- 401(k) Plan
- Flexible Spending Account & Health Savings Account
- Employee Stock Purchase Plan
- Fitness Center Discounts
- Employee Tuition Reimbursement
- Tobacco Cessation Program

2025 Enhancements

Hinge Health

To support our employees' wellness, we provide Hinge Health physical therapy services.

- Virtual sessions anytime
- Unlimited 1-on-1 health coaching
- Motion-tracking technology for instant form correction

KindBody

We continue supporting employees' family building journey by offering comprehensive family planning services like KindBody.

- Fertility & Family Planning Services
- In Vitro Fertilization
- Adoption Benefits
- Surrogacy Services
- LGBTQ+ Community Support

Norton LifeLock

To support our employees' security, we provide Norton LifeLock identity theft protection services.

- Identity Alerts with Credit Monitoring
- Device Security
- Norton Secure VPN



Fostering Connection, Engagement, and Belonging

Employee Resource Groups

At Delek, we believe a strong culture is built through connection, shared purpose, and opportunities for employees to engage beyond their day-to-day roles. Delek has 6 Employee Resource Groups (ERGs), open to all employees, that play a meaningful role in fostering engagement, supporting professional development, and strengthening community across the organization.

Through voluntary employee-led programming, ERGs help cultivate a collaborative workplace where employees feel valued, supported, and connected. Delek supports participation in ERGs. A culture rooted in connection and shared purpose empowers employees to thrive and reach their full potential.

Each ERG operates with a defined governance structure, including a Chair, Co-Chair, and designated board roles supporting communications, membership engagement, and community outreach. ERGs are partnered with executive sponsors to ensure alignment with company values, leadership visibility, and long-term sustainability.



Community Engagement and Giving

Delek's ERGs play an important role in advancing the company's commitment to community involvement. In 2025, ERGs collectively supported numerous nonprofit organizations and community initiatives through volunteerism, fundraising, and awareness campaigns. These efforts reinforced Delek's values of service, responsibility, and engagement in the communities where employees live and work.



2025 Engagement and Impact

Throughout 2025, Delek's ERGs continued to demonstrate strong engagement and measurable impact across the organization. Collectively, ERGs expanded membership, hosted leadership development sessions on key business objectives, and strengthened collaboration across business units and locations.

2025 ERG Activities

- Professional development and leadership sessions featuring company leaders
- Cultural awareness and educational programming
- Community service and volunteer initiatives supported through Delek Fund for Hope
- Cross-ERG collaboration and shared events to broaden participation and reach

Several ERGs achieved significant milestones in 2025, including sustained membership growth, expanded community partnerships, and increased visibility through communications and enterprise-wide events.

Looking Ahead

As Delek looks to the future, the company remains committed to supporting ERGs as a sustainable, employee-led component of the overall employee experience. In 2026 and beyond, focus areas will include continued clarity in ERG leadership roles and responsibilities, stronger alignment between ERG activities and enterprise engagement priorities, and ongoing development of ERG leaders through training and partnership. Through these efforts, ERGs will continue to serve as a platform for connection, growth, and shared purpose—contributing to a workplace culture where employees are engaged, supported, and empowered.



Safety Through Innovation

3D Printing Project for Smarter Training

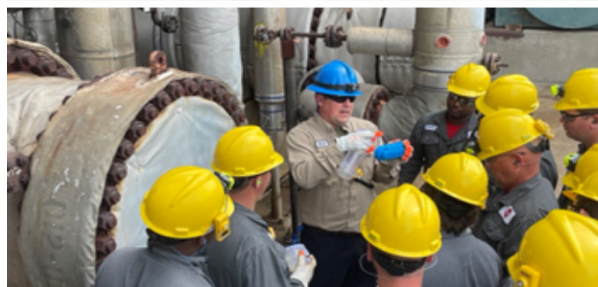
At Delek, we are committed to building a strong safety culture through continuous innovation in training and workforce development. This commitment is reflected in the 3D printing initiative led by Justin Griffin and Schyler Murph, who at the time was the Senior Learning and Development leader at the El Dorado Refinery, which was recognized by the American Fuel & Petrochemical Manufacturers (AFPM) as an Innovation Award Winner in Process Safety.

The project uses miniature 3D-printed equipment models to support hands-on learning for operators. By enabling employees to visually explore and physically interact with complex systems, the models enhance understanding of operating procedures, hazard awareness, and equipment functionality in a controlled, low-risk environment.

Following its initial success at El Dorado, the 3D printing project has expanded to produce additional training models for use across Delek's other refineries. By improving technical understanding and preparedness, the program contributes to safer operations, enhanced workforce capability, and a stronger safety-first culture across the organization.

"The goal of this project is to improve operator training by giving everyone the opportunity to learn through hands-on and visual experience."

— Justin Griffin, Process Engineer



Fueling Emerging Talent

Delek Partnership with MTSU: Investing in Growth Mindset and Innovation



At Delek, resilience is not just about today's operations, it's about innovating and building capabilities to improve future performance. This past fall, Delek engaged with Middle Tennessee State University's (MTSU's) Synergy Program to invest in fresh thinking and emerging talent. Bringing real-world supply chain challenges directly into the classroom rather than theoretical case studies, students analyzed live operational processes and explored ways to enhance Delek's workflow coordination and strengthen supply chain effectiveness.

Two MTSU students, Cruz Loftis and Michela Loftis, took on the challenge and over the course of the fall semester, they immersed themselves in Delek's operational landscape. They evaluated process flows, assessed integration gaps, and explored modern technology solutions to improve efficiency and visibility. Their work culminated in a forward-thinking recommendation and presentation of their findings at Delek's corporate headquarters. Cruz and Michela recommended a technology platform aimed at enhancing workflow, improving data integration, and increasing the ability to manage vendor-related risks.

This partnership showcases both academic insight and real-world practicality – aligning with two Delek core values: Growth Mindset and Innovation. The partnership demonstrated collaboration between industry and academia to strengthen supply chain resilience and develop the next generation of industry leaders. Delek strives to improve operational efficiency, engage the community, and invest in the future of our industry.

Delek as a Family

Generations Building a Legacy

At Delek, our people are at the heart of our operations. Across generations, families have built careers, supported one another, and passed down not only technical expertise, but pride, resilience, and a deep connection to the work done inside our gates. This year, we are proud to highlight two father son families whose stories reflect the enduring legacy of opportunity, stability, and shared purpose at Delek.

The Risinger Family El Dorado Refinery

For the Risinger family, the refinery is a legacy spanning three generations. Brad Risinger's father, Pat Risinger, worked at Lion Oil for 29 years, supporting his family while serving as an Alky Unit operator. As a child, Brad remembers bringing lunch to his father at the front gate, already imagining a future working at the refinery himself.

Brad joined Lion Oil in 2006 and has since spent nearly two decades with the company through its transition to Delek. Over the years, evolving hiring practices opened doors for the next generation, allowing Brad's son, Wyatt, to follow a path he had envisioned since childhood.

Today, Wyatt works on the Crude Unit, while Brad operates on the Fluid Catalytic Cracking Unit, giving the family a unique, multiunit perspective of the plant. Conversations around the dinner table often include shared experiences across units and shifts and are now enriched by three generations of first-hand knowledge.

Beyond the technical connection, Delek has supported the Risinger family through every stage of life. Pat raised his children through his career at Lion Oil, Brad raised three children through his career at Delek, and Wyatt is now beginning to raise his own family with the same stability and opportunity.

While shift work presents challenges, the family emphasizes that flexibility, understanding leadership, and a shared appreciation for the demands of refinery work have helped them maintain balance. Delek's willingness to support employees during family emergencies and major life moments has allowed the Risinger family to grow and thrive, generation after generation.

"It's kind of neat for three generations to sit at the dinner table and talk about work. We kind of have a whole plant experience."

— Brad Risinger

"This place has been a part of my life since I was born... it has just always been a way of life."

— Wyatt Risinger

The Drake Family Tyler Refinery

For Richard Drake, joining Delek in 2021 marked a meaningful shift from years spent working out of town in the oil and gas industry to a career that allowed him to be closer to home and family.

That stability made an impression on his son, Colton, who during his senior year of high school expressed interest in becoming an operator. Encouraged to pursue his goals, Colton applied to Delek's operator program initially as a learning experience. To the family's surprise, he was selected for an interview and ultimately offered a position.

Richard describes immense pride watching his son succeed through his own effort, noting Colton's focus and drive as defining traits. For the past several years, father and son have even shared the same crew schedule, creating rare opportunities to work alongside one another.

Though future schedules may limit the time they work side by side, the family remains grateful for the opportunity Delek has provided both professionally and personally.



From left to right:
Richard Drake
(Operator), Colton
Drake (Operator)



From left to
right: Wyatt
Risinger (Opera-
tor), Pat Risinger
(Retired Lion Oil
employee), Brad
Risinger (Console
Operator)

Delek Community Impact

Delek Fund for Hope: Investing in Our Communities

The Delek Fund for Hope is Delek's primary philanthropic platform, providing sustained support to public 501(c)(3) nonprofits across our operating regions. The Fund is a component fund of the Community Foundation of Middle Tennessee, ensuring all grantmaking, compliance, and administration is managed professionally and transparently. The Mission of the Delek Fund for Hope is to support nonprofits alongside our employees and business partners in the communities where we live and work. For more information on Delek Fund for Hope's long-term goals and strategy, visit: <https://delekhope.com/>

What is Delek Fund for Hope?

How We Give



Matching Grants
100% match on employee donations (\$100-\$1,000)



Day of Caring
Paid volunteer opportunities and group service days



Payroll Deduction
100% matched and reinvested locally



Disaster Relief
Rapid-response grants when communities face emergencies



Walk, Bike, Run
Up to \$100 donated per nonprofit athletic event



Employee Care Fund
Confidential support for employees facing hardship

Number of Committee Meetings in 2025 60+ among the 5 committees

Typical Agenda Items:
Grant request review and voting
Budget balancing and allocation
Event planning and volunteer engagement
Payroll deduction and local giving oversight
Community partnerships and nonprofit relationships

Strategic Giving Focus Areas

STEM Education
17 institutions supported

Veterans Programs
7 organizations supported

Environment
Tree planting, water initiatives, habitat conservation

Human Services & Community Improvement
Disaster relief, food insecurity, youth programs

Employee-led, Locally Driven

- Committees represent the local face of the Fund
- Members span departments and roles
- Committees review grant requests, promote volunteerism, and engage community partners
- Payroll deduction funds stay local and directly support community grants

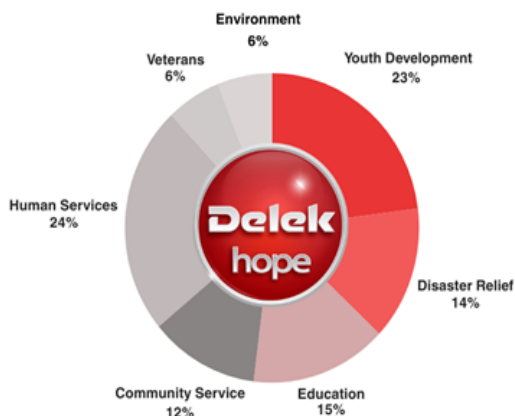
Delek Fund for Hope Giving

\$17,407,000

2015-Present Delek Fund for Hope Grants

\$1,610,000

2025 Delek Fund for Hope Grants



The 2025 Delek Tournament for Hope raised over \$1.6 mm and had 700 attendees.



The Delek Fund for Hope Committee is excited to welcome a new charter school to Big Spring, TX.

The support of the Delek Fund for Hope in 2025 helped



to provide over 21,000 meals.



over 1,200 children with a place to go after school.



to provide over 8,000 children with school supplies.



to positively impact the lives of over 8,300 veterans.



provide shelter to over 300 displaced families.

Delek Volunteers in Action

Brentwood HQ



Employees donated more than 300 books through the April Book Drive in support of the Governor's Early Literacy Foundation and Book'em.



Employees packaged 4,853 meals in partnership with Second Harvest Food Bank of Middle Tennessee.

Big Spring Refinery



Delek's Veterans Employee Resource Group collected essential supplies for families impacted by severe flooding.



Employees hosted a bake sale benefiting Victim Services of Big Spring, with 100% of proceeds donated to the organization.

El Dorado Refinery



Employees packaged food for families in need at the Central Arkansas Development Council Food Pantry.



Employees participated in Girls Learning About Math and Science to support and inspire young women in STEM fields.

Delek Volunteers in Action

Krotz Springs Refinery



Employees raised more than \$5,000 for Texas Hill Country charities by hosting a community lunch fundraiser.



Employees volunteered and contributed donations to support construction of the Krotz Spring Veterans Memorial.

Tyler Refinery



Employees volunteered to decorate and donate candy in support of the Boo at the Zoo Halloween event.



Employees volunteered as bell ringers for the Salvation Army in support of its fundraising campaign.

Delek Logistics



Employees sponsored 10 Operation Christmas Child boxes to support children in need worldwide.



Employees donated toys through the Knights of Columbus to support children during the holiday season.

Stakeholder Engagement

Stakeholder engagement is a core element of Delek's sustainability strategy and long-term success. We regularly gather feedback from employees, management and the board, customers, suppliers, shareholders, community partners, and government entities to identify risks, inform opportunities, and strengthen decision-making across the business. In 2025 our stakeholder interactions directly shaped our strategic priorities and sustainability initiatives. Our approach prioritizes transparency and responsiveness, with tailored methods for each stakeholder group and regular reporting of insights to senior leadership to ensure stakeholders meaningfully influence the issues most important to them and to Delek's long-term resilience.

2025 Areas of Focus

Based on our active dialogues across all stakeholder groups, the following themes emerged as the highest-priority topics for 2025. These areas directly inform our corporate strategy and resource allocation.

- Anti-Corruption Measures
- Business Outlook & Growth
- Community Engagement via Volunteer Programs
- Community Partnerships
- Corporate Strategy
- Cybersecurity Awareness
- Emergency & Safety Notifications
- Employee Opportunity for Advancement
- Employee Retention
- Employee Training & Development
- ESG Ratings
- Ethical Business Practices
- Financial Performance
- Fuel Prices
- GHG Emissions Reduction Efforts
- Improvement in Emergency Response
- New Technologies and AI Assessments
- Technology and Coordination
- Oil & Gas Market Outlook
- Supplier Sustainability Oversight
- Sustainability Initiatives
- Targeted Acquisitions

Communication Channels & Material Topics

Employees

| | |
|--|--|
| Communication Channels <ul style="list-style-type: none"> • Quarterly Townhall Meetings • Annual Safety Day • Employee Satisfaction Survey • Employee Resource Groups (ERGs) • Team Building Events • Career Training & Development • Ethics Hotline • Company Emergency Notification Tool • Benefits Q&A Session(s) | Material Topics <ul style="list-style-type: none"> • Career Growth & Retention • Company Performance • Safety & Well-being • Training & Development |
|--|--|



Customers

| | |
|---|---|
| Communication Channels <ul style="list-style-type: none"> • Secure Document Upload • Periodic In-person Business Updates • Live Chat & Messaging • Regular Email Communication • Customer Satisfaction Surveys • Company Sponsored Networking Events • Safety Bulletins | Material Topics <ul style="list-style-type: none"> • Operational Interruptions and Contingencies • Policy and Structural Changes • Relationship Management, Contact List, and Roadshows |
|---|---|



Community

| | |
|---|---|
| Communication Channels <ul style="list-style-type: none"> • Website (delekhope.com) • Volunteer Events • Fund for Hope • Community Meetings • Community Action Panels • Company & Employee Contributions, Company Match Programs | Material Topics <ul style="list-style-type: none"> • Community Partnerships • Local Economic Impact • Volunteer & Charitable Activities |
|---|---|



Suppliers

| | |
|--|---|
| Communication Channels <ul style="list-style-type: none"> • Periodic In-person Business Updates • Company On-boarding Initiatives • On-site Assessment & Evaluation • Supplier Questionnaire Surveys • Suppliers Expectations, which include: <ul style="list-style-type: none"> ◦ United Nations Guiding Principles on Business & Human Rights ◦ Anti-Corruption & Bribery ◦ Workplace Safety ◦ Conflict of Interest ◦ Fair Labor Standards Act | Material Topics <ul style="list-style-type: none"> • Technology & Process Changes • Strategic Alignment • Health & Safety Compliance • Ethical Business Practices • Supplier Sustainability Performance |
|--|---|



Shareholders & Investors

| | |
|---|---|
| Communication Channels <ul style="list-style-type: none"> • Quarterly Earnings Call • SEC Filings • Opt-in Newsletter • Sustainability Report • Social Media Engagement • Investor Relations Website • Annual Shareholder Meeting • Press Releases | Material Topics <ul style="list-style-type: none"> • Financial Performance • Corporate Strategy • Risk Management |
|---|---|



Government

| | |
|---|---|
| Communication Channels <ul style="list-style-type: none"> • SEC Filings • ESG & Corporate Ratings • Emissions Data Disclosure (ERA Report, Sustainability Report) • Periodic Policy Briefings, Symposiums, Trend and Forecast Meetings | Material Topics <ul style="list-style-type: none"> • Compliance Oversight • Emissions & Environmental Performance • Public Safety |
|---|---|





Delek^{US}

**GOVERNANCE:
RESPONSIBLE ENERGY**

Governance: Responsible Energy

Delek has established strong Governance structures at every level of the organization to enable responsible, ethical, and transparent business practices. Our governance model effectively monitors and manages risk, while we drive to achieve the company's strategic objectives. Delek is committed to safeguarding the long-term interest of our stakeholders through our commitment to sustainable and responsible growth.

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. Eight of the ten members of the Board are independent. Delek seeks and maintains exceptional director candidates who are qualified and have the necessary skills and experience. As of the date of this report, the Board was composed of a majority of independent directors. Delek has also established a Lead Independent Director. The Board held 10 meetings during 2025 and each director attended at least 75% of all Board and committee meetings on which he or she served during the year.

The Board has five standing committees: the Audit Committee, the Human Capital and Compensation Committee, the Nominating and Corporate Governance Committee, the Environmental, Health and Safety Committee, and the Technology Committee. The Nominating and Corporate 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.

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 strengthen and evolve its ESG programs with a focus on sustainability, we are committed to maintaining the ESG factors already incorporated into our compensation structure.

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 the Occupational Safety & Health Administration (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 on our ESG commitments.



Ezra Uzi Yemin
Chairman



Avigal Soreq
President, CEO



William J. Finnerty
Lead Independent Director



Shlomo Zohar



Laurie Z. Tolson



Vasiliki (Vicky) Sutil



Richard J. Marcogliese



Leonardo Moreno



**Chrissy Benson
Schwartzstein**



Gary M. Sullivan, Jr.



Corporate Governance Info:

Board of Directors:

<https://delekus.com/about-us/board-of-directors/default.aspx>

Corporate Governance:

<https://delekus.com/about-us/governance/default.aspx>

Director Experiences and Skills & Committee Composition

Our Board of Directors brings together individuals with differing backgrounds and expertise, creating a well-rounded team that strengthens our decision-making. Each member contributes unique skills, ranging from financial acumen to industry experience, fostering innovative strategies. This blend of perspectives ensures that we approach challenges with creativity and sound judgment.

| | YEMIN | SOREQ | BENSON | FINNERTY | MARCOGLIESE | MORENO | SULLIVAN | SUTIL | TOLSON | ZOHAR |
|--|-------|-------|--------|----------|-------------|--------|----------|-------|--------|-------|
| DIRECTOR EXPERIENCE AND SKILLS | | | | | | | | | | |
| 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 | ● | ● | | ● | ● | ● | ● | ● | ● | ● |
| COMMITTEE MEMBERSHIP | | | | | | | | | | |
| AUDIT COMMITTEE | | | | | ● | ● | ◆ | ● | | ● |
| NGC COMMITTEE | | | | ● | | | ● | ◆ | ● | |
| HUMAN CAPITAL & COMPENSATION COMMITTEE | | | | ● | ● | | | | ● | ◆ |
| EHS COMMITTEE | | | ● | ● | ◆ | | | ● | | |
| TECHNOLOGY COMMITTEE | | | ● | | | ● | ● | | ◆ | ● |

◆ Chair of Committee
● Member of Committee

| |
|---|
| 10 Board Meetings |
| 16 Audit Committee Meetings |
| 4 EHS Committee Meetings |
| 4 Governance Committee Meetings |
| 4 HCC Committee Meetings |
| 4 Technology Committee Meetings |

The Board held 10 meetings during 2025 and each director attended at least 75% of all Board and Committee meetings on which he or she served during the year. While we do not have a policy with regard to Board member attendance at annual meetings of our stockholders, all directors serving at the time of our 2025 Annual Meeting of Stockholders attended the annual meeting on April 29, 2025.

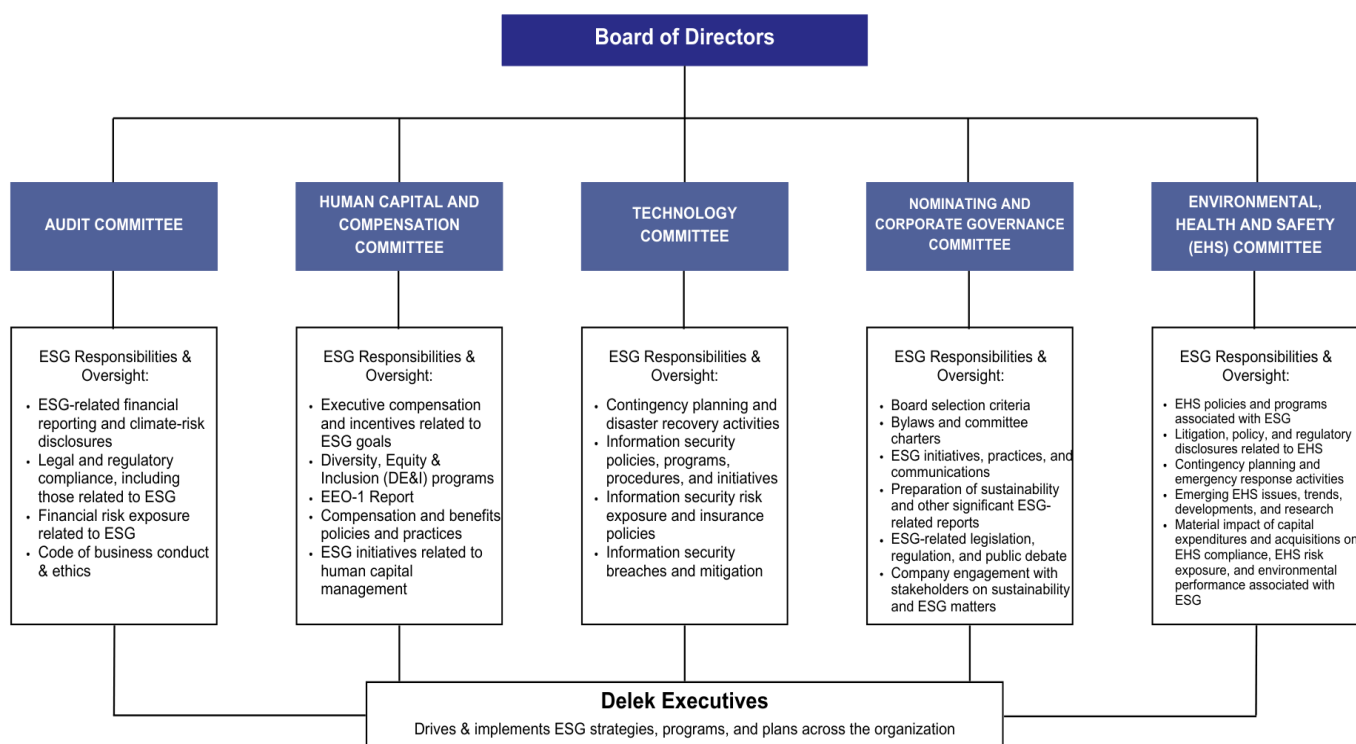


Sustainability Governance

The primary responsibility for assisting the Board in overseeing ESG-related matters has been assigned to the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee, which has been helping to guide these activities, is focused on elevating the Company's ESG performance to that of a leader amongst its peers. The Human Capital and Compensation Committee also has responsibilities related to ESG-related matters, such as ensuring the consideration of executive compensation to the achievement of ESG-related goals, employee resource group initiatives, and certifying the full and proper disclosure of our EEO-1 report.

The Environmental, Health and Safety Committee exercises direct oversight over a number of ESG-related matters such as the implementation of our first greenhouse gas ("GHG") reduction goals, the continual improvement of our workforce health and safety performance and an examination of water conservation, waste minimization, and air emission reduction efforts. The Audit Committee also oversees certain ESG-related matters, such as all financial reporting disclosures related to ESG, the Company's legal and regulatory compliance, and any potential financial risk exposure related to ESG. Each committee reports its activities to our Board, which retains overall responsibility for incorporating ESG considerations into our strategic plans.

Sustainability Governance Model



Leadership Team

Responsible for Sustainability Strategies and Standards embedded in leadership committees, monitoring and measuring performance

- Policy Committee
- Disclosure Committee
- Delek Innovations Board
- Enterprise Risk Management Committee
- Sustainable Operations Team (SOT)
- Conflict of Interest Committee

Cross Functional Team

Implements key sustainability objectives, embeds Sustainability in Delek's work processes and daily life

- Enterprise Safety Committee
- SOT Environmental subcommittee
- SOT Social subcommittee
- SOT Governance subcommittee
- Fund for Hope Committee
- Employee Resource Groups

Enterprise Risk Management

As part of Delek’s risk governance structure, the Enterprise Risk Management (ERM) program provides oversight and governance for enterprise risks that could significantly impact Delek. The ERM framework is designed to proactively identify, assess, and manage internal and external risks in support of operational resilience, regulatory compliance, and long-term value creation.

Delek’s ERM framework enables risk management activities across functions and business units to support the goals and objectives of the enterprise. Risks identified by risk owners and leaders across the enterprise are evaluated using a consistent, prioritized approach to allocate resources to mitigate risks outside of Delek’s risk tolerance. Strategy setting and oversight occurs at the Board and Executive Leadership levels. Monitoring and operating within compliance occurs at the Business Unit level. The Board of Directors receives quarterly updates regarding the status of all enterprise-risks.

ERM Framework Elements

Governance: Provides structure, consistency, and accountability across the enterprise risk portfolio.

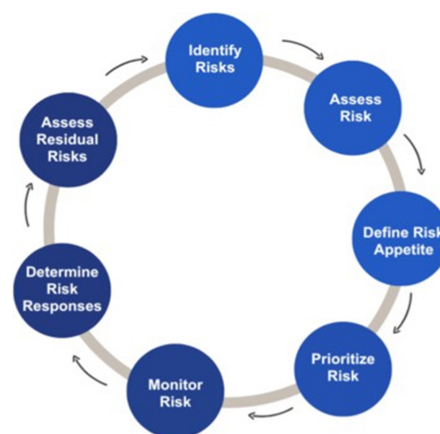
Risk and Control Assessment: Integrated risk registers encompassing high impact / high likelihood risks across business units as well as external, emerging risks to develop priorities and reporting to Executive Management and the Board of Directors.

Risk Quantification and Aggregation: Proactively identifies, assesses, measures, and monitors risks to enable enterprisewide visibility and aggregation. Analytic results integrate likelihood, impact, and velocity for prioritizing.

Enterprise Risk Process

Delek conducts an annual, enterprise-wide risk assessment survey to gather input from the Board of Directors, executive leadership, management, and business unit leaders. This assessment informs an ongoing process to identify new and emerging risks, including climate-related risks, environmental and employee safety-related risks, as well as looking for opportunities to increase our competitiveness and enterprise resiliency. Third-party services and external risk analyses are also utilized to enhance risk identification, benchmark risk maturity, and anticipate regulatory and market developments.

The Board of Directors receives quarterly updates regarding the status of ERM programmatic initiatives, views from independent experts, and how both internal and external risks are being mitigated or accepted.



Risk Governance Structure

Delek’s Board of Directors provides overall governance and oversight of the ERM program. The Executive Leadership Team is provided updates on initiatives, consulted on enterprise prioritization, and is supported by three standing enterprise risk subcommittees:

- Operations Risk Subcommittee
- Financial Risk Subcommittee
- ESG and Regulatory Risk Subcommittee

Risk Subcommittees review specific risks and initiatives in their areas of expertise and responsibility. The Subcommittees review changes to risk profiles (likelihood, impact, predictive indicators), prioritization of risk initiatives, view from external risk experts on the macro risk landscape, and updates on mitigation initiatives in business functions governed under each Risk Subcommittee.

Risk Subcommittee Overview

| Executive Leadership Team | | |
|---|---|--|
| Operations Risk Subcommittee Chair: EVP, Operations | Financial Risk Subcommittee Chair: EVP, Chief Financial Officer | ESG & Regulatory Risk Subcommittee Chair: EVP, General Counsel |

Operations Risk Subcommittee: oversees risks related to operational reliability, environmental compliance, climate-related impacts, health and safety, and asset integrity.

Financial Risk Subcommittee: oversees macroeconomic risk, commodity price exposure, liquidity, capital structure, and access to debt and equity markets.

ESG & Regulatory Risk Subcommittee: oversees risks related to energy regulation, legal precedents, sustainability goals, human capital, cybersecurity, and technology data and infrastructure integrity.

Compliance and Ethics

Integrity is a core value at Delek, and as a result our policies and programs are designed to ensure employees, and business partners understand and act in accordance with Delek's values, as well as comply with applicable laws and regulations.

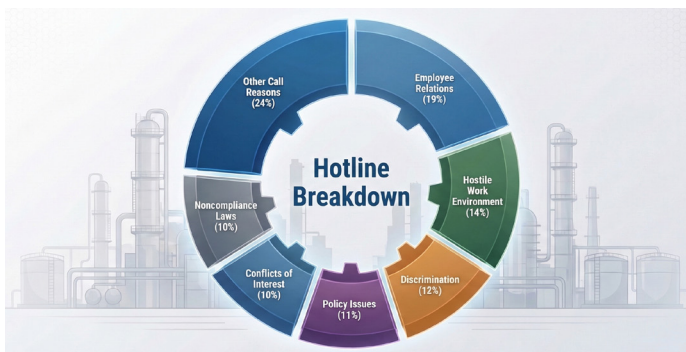
Compliance and Ethics Policies

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. Delek has also utilized technology that searches our electronic systems and flags key words that might identify potentially fraudulent activity.

Ethics Training and Engagement

To ensure our employees stay 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 ethics training related to our compliance policies and requirements.

The following graph outlines a breakdown of call reasons to the hotline:



Delek's Compliance and Ethics Hotline

Employees, suppliers, customers and external stakeholders, such as the communities in which we operate, 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.

These concerns can be reported directly to the company's Human Resources Department, the Internal Audit Services Department, the Legal Department, or via a 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.

The Compliance and Ethics Hotline contact information is clearly stated on Delek's website so both internal and external stakeholders have easy access to report concerns. Delek prohibits any type of retaliation against individuals who report ethics and/or compliance concerns. Concerns reported are confidentially investigated and corrective actions are implemented where appropriate. In 2025, Delek employees made 62 compliance and ethics reports, a decrease from 224 the prior year primarily due to the divestiture of the retail business, which reduced the overall employee population and reporting scope.

Training Fact: By the Numbers

100% of all assigned employees completed Code of Business Conduct in 2025, including agreement to the Code of Conduct

Code of Business Conduct & Ethics:
<https://delekus.com/about-us/governance/default.aspx>

62
 2025 Total
 Compliance and
 Ethics Reports

Additionally, at the beginning of each meeting we encourage employees to share both a core value and safety moment, which brings both topics to the forefront and sets the tone for the following meeting.




Speak Up

Compliance & Ethics Hotline

Delek's hotline is administered by a third party and is available to all employees. Reports go directly to Compliance and Internal Audit, where all good-faith submissions are thoroughly investigated. Reporters may remain anonymous, and Delek strictly prohibits retaliation of any kind.

Report concerns such as:

- Discrimination/Harassment
- Conflicts of Interest
- Theft/Fraud/Bribery
- Environmental/Safety
- Inappropriate Gifts or Entertainment
- Accounting/Financial
- Code of Conduct or Policy Violations

 (800) 867-9267
  integrity@delekus.com

 delekus.ethicspoint.com








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 four 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 employees' 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 tabletop drills to test our response capabilities. Delek addresses third-party risks through a combination of capabilities, including contractual security language validation. We also perform audits to ensure the effectiveness of our cyber security system.

Responsible AI: Driving Sustainable Innovation

Artificial Intelligence (AI) is transforming how we work, innovate, and deliver value. As part of our commitment to sustainability and ethical business practices, we have embedded responsible AI principles into our corporate framework. This ensures that AI adoption supports long-term resilience, transparency, and trust. Delek's AI Policy sets the foundation for responsible use of AI technologies. It emphasizes fairness, accountability, and compliance with regulatory standards. By prioritizing ethical design and deployment, we aim to reduce risks such as bias, misuse, and data breaches, aligning with our sustainability goals of integrity and social responsibility.

We provide employees with actionable guidelines on what they can and cannot do with AI tools: only using permitted and approved AI platforms for productivity, innovation, and decision support. Delek also prohibits entering confidential or sensitive data into non-approved tools or using AI outputs without validation. These guardrails ensure that AI enhances efficiency without compromising security or ethical standards. Education is key to sustainable AI adoption. All employees must complete AI Training and AI Policy acknowledgement before accessing licensed tools. Training covers ethical use, risk mitigation, and compliance, reinforcing our commitment to informed and responsible innovation.

To maintain oversight and accountability, we have established an AI Governance Committee. This cross-functional team, comprising Internal Audit, IT, Cybersecurity, Legal, and business leaders, reviews policies, monitors compliance, and evaluates emerging risks. Their work ensures that AI initiatives align with corporate values.

Responsible AI practices reduce environmental and social risks by ensuring ethical decision-making, safeguarding data, and fostering trust. By integrating AI governance into our sustainability strategy, we advance innovation while upholding our commitment to people, planet, and performance.

Managing Supplier Risk

2025 Supplier Metrics

| | | |
|-----------------|--------------------|------------------------|
| 3,283 | 3,207 | 98% |
| Total Suppliers | US-Based Suppliers | US-Based Supplier Rate |

Delek's supplier network is founded on trust and strong relationships, with a shared commitment to common goals. We expect all suppliers, vendors, and contractors to comply with applicable laws, rules, and regulations. Through vigorous screening, we have established a supply base that is qualified, and that aligns with the communities where we operate. We screen prospective vendors to ensure none are on any third-party sanction list, and to ensure each vendor is financially secure. To further support these commitments, Delek provides training on human trafficking and slavery to employees responsible for supply chain management.

Delek follows US Supplier Standards. These standards are available on Delek's website and are embedded in contracts 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 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
- Equal Employment Opportunity Commission (EEOC)
- Anti-Corruption and Bribery
- Workplace Safety
- International Trade Laws
- Conflicts of Interest
- Anti-trust
- Cybersecurity Regulations

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 not engage with contractor companies if safety performance expectations are not maintained.

Delek Supplier Expectations:

<https://delekus.com/business-operations/refining/supply-chain/supplier-expectations/default.aspx>

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 responsible 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 of Representatives 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)
- Arkansas Independent Producers & Royalty Owners Association (AIPRO)
- American Petroleum Institute (API)
- Energy Infrastructure Council (EIC)
- International Liquid Terminals Association (ILTA)
- Louisiana Mid-Continent Oil & Gas Association (LMOGA)
- 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 Treasurer serves as the treasurer for the committee. To elevate transparency, we post on our website the report of receipts and disbursements that we file, quarterly, with the U.S. Federal Election Commission.



DelekUS

APPENDIX

Response to the Taskforce on Climate-Related Financial Disclosures (TCFD)

CLIMATE-RELATED RISKS AND OPPORTUNITIES

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. This strategic awareness ensures we are poised not only to navigate the inherent risks associated with climate change, but also to strategically leverage emergent opportunities. Central to this strategy is our systematic and ongoing process of identifying, assessing, and responding to climate-related risks and opportunities, a cornerstone of our commitment to operational resilience and steadfast service to 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 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:

Physical Risks

Acute Risks: Located in the Gulf Coast, West Texas, and MidContinent regions, Delek’s assets and operations are susceptible to severe negative impacts resulting from increased occurrence of extreme weather events, including hurricanes, storms, tornadoes, floods, and wildfires. Such impacts may include:

- **Physical Damage to Operations:** More frequent and severe weather events can cause direct damage to infrastructure and halt operations, requiring costly repairs and increasing downtime.
- **Supply Chain Disruptions:** More frequent extreme weather events may disrupt Delek’s supply and logistics operations, hindering our ability to deliver crude oil to our refineries or distribute products into Delek’s primary fuel markets.
- **Ambient Temperature Impacts:** High ambient temperatures can reduce the efficiency of refining operations and increase the need for cooling, raising operational costs. In addition, extreme cold temperatures can impact operations and freeze components that require reduced production to ensure workforce and environmental safety.

Chronic Risks: In addition to increasing occurrence of extreme weather events, rising average global temperatures may cause other longterm shifts in climate patterns and adversely affect Delek’s operations. These risks include:

- **Sea Level Rise:** Rising sea levels may impair the navigability of coastal waterways on which Delek transports crude oil and refined products, impeding our ability to profitably supply our refineries or access fuel markets.
- **Droughts and Water Shortages:** Changing precipitation patterns may exacerbate water shortages in arid regions in which Delek operations depend on water.

Transition Risks

Regulatory Risks:

- **Emission Regulations:** Stricter regulations on greenhouse gas emissions can impose significant costs in terms of operational adjustments, such as improved emissions controls, carbon capture, and storage technologies. In addition, regulations which incentivize low-carbon alternatives can lead to a decrease in demand for our refined products.
- **Carbon Pricing:** Implementation of carbon pricing mechanisms would directly impact operational costs and product pricing strategies.
- **Reporting and Disclosure:** Enhanced requirements for climate risk disclosure can create additional compliance costs. In addition, future acquisitions or growth may increase Delek’s carbon emissions footprint, resulting in higher cost to comply with current and future emissions regulations.
- **Litigation Risk:** Delek may also face litigation and other financial risks as the oil and gas industry encounters increasing societal and regulatory pressure.

Market Risks:

- **Shift in Demand:** As consumer preferences move toward cleaner energy, there may be reduced demand for traditional oil and gas products, impacting Delek’s revenue streams.
- **Investment:** ESG investing trends might make it harder to secure investment or financing, as stakeholders hold less carbon intensive portfolios, potentially raising capital costs or reducing access to capital markets.
- **Reputation:** Increasing public concern about climate change and the role of fossil fuels can impact the company’s reputation, ability to attract and retain talent, and social license to operate.

Technological Risks:

- **Competitive Technologies:** Rapid advancement in renewable energy technologies and electric vehicles might increase traditional oil and gas products and adversely impact the future profitability of the company, especially if these technologies achieve significant cost reductions and performance improvements.
- **Asset Obsolescence:** Delek may incur costs associated with adopting new practices and the retirement of obsolete assets to keep pace with technological advancements.

Opportunities

Diversification into Renewables:

- Delek may invest in or acquire renewable energy assets, diversifying our energy production portfolios and tapping into the growing market for clean energy.

Technological Innovation:

- Investment in research and development can lead to more efficient operations, reduced emissions, and the development of cleaner fuels (e.g., sustainable aviation fuel, biofuels, hydrogen).
- Carbon capture and storage (“CCS”) technology may reduce emissions and mitigate exposure to carbon taxes, lowering operating costs.

Tax Incentives & Supportive Public Policy

- Regulatory policy, legislation, federal incentives, and tax incentives intended to promote the advancement of carbon capture and sequestration (CCS) technologies to reduce carbon dioxide emissions applicable to crude oil refining, improving the financial return on Delek's assets. Delek monitors changes in federal agencies and policy administration (such as the IRS, EPA, DOE) as well as state regulatory agencies for opportunities related to Delek's business operations.

Enhanced Efficiency & Optimization

- Investments in more energy efficient technologies and strategies could drive efficiency improvements in logistics, refining, and overall operation management, potentially reducing costs and energy intensity.
- 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 Delek's climate footprint.
- Implementing digital technologies (IoT, AI, big data) can improve the resilience and efficiency of our operations and supply chains.

New Markets and Services

- Further research and development of renewable fuels and innovative technologies may lead to greater financial performance. Delek's energy initiatives and programs target these opportunities.
- With sectors that are particularly challenging to decarbonize, such as aviation and trucking, new energy products, such as sustainable aviation fuel and hydrogen, offer some of the few viable paths to significantly reduce emissions in those industries. As a result, demand is expected to grow, supported by both policy incentives and market demand from airlines and trucking logistics companies seeking to improve their environmental performance.

Partnerships and Collaboration

- Collaborating with governments on climate initiatives can lead to mutually beneficial outcomes. Public-private partnerships could provide financial or regulatory support for cleaner technologies or infrastructure.
- Engaging in strategic partnerships with airlines, biofuel producers, agricultural companies, and other stakeholders for more integrated supply chains may ensure consistent demand and supply of feedstocks and offtake of low-carbon fuels.

Infrastructure Utilization

- Depending on the production technology, some existing refining infrastructure can be retrofitted to produce low-carbon fuels, such as blue hydrogen, sustainable aviation fuel, or renewable diesel, minimizing the need for substantial initial investments compared to building new facilities. Refiners can leverage existing logistics, distribution, and retail networks to efficiently bring these low carbon fuels to market.

Access to Capital

- Proactive environmental strategies may improve Delek's reputation, making the company more attractive to investors and potentially lowering capital costs.
- Engaging in the production of low carbon fuels, a key component of the green economy, can potentially unlock access to funding sources dedicated to climate solutions, including government partnerships, green bonds, and grants from international organizations committed to reducing carbon emissions.

Materiality Assessment

As part of our risk management efforts, we conduct a comprehensive Climate Risk Materiality Assessment to identify, evaluate, and prioritize the climate-related risks that may significantly impact Delek's operations, physical assets, and financial condition. Management evaluates severity of each risk against strategic, financial, operational or regulatory basis. All risks deemed to have a moderate impact or above and are reasonably likely to occur are disclosed.

Delek assess each risk and opportunity over varying time frames. These time horizons include:

- Short-Term: immediate risks and opportunities that can impact financial performance, typically occurring within 5 years.
- Medium Term: evolving risks and opportunities, typically occurring between 5-10 years.
- Long-Term: have the potential to reshape business model and strategy, typically occurring 10+ years.

The risks described above are also measured with other enterprise-risks and assessed for likelihood, impact, and velocity to develop an aggregated risk score. Risks that could be impactful and probable are aggregated and prioritized with the Enterprise Risk Management framework described on page 39.

RISK MANAGEMENT

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.

Delek utilizes a layered governance structure for managing risks, include climate-related risks. Oversight of climate-related risks and opportunities is embedded within the ESG and ERM frameworks versus being isolated as a dedicated climate committee.

STRATEGY

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.

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.

Delek is well-positioned to address long-term energy transition risks as we remain on track to reduce our GHG emissions. 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 to meet the evolving needs of our customers with new products as well as improving efficiencies in the refining process. We are confident that our investments and ongoing strategy development will strengthen our business resiliency in this changing energy landscape.

METRICS AND TARGETS

Delek monitors a variety of climate-related metrics that align to the company's strategy and mission. These measures demonstrate our commitment to minimize our impact on the environment, reduce climate-related risk, and continually look for opportunities to improve. We utilize:

» **Scope 1, 2, & 3 GHG emissions**

» **Constituent emissions**

» **Carbon intensity of our operating assets**

» **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, which support our ongoing assessment of climate-related risks, opportunities and potential operational improvements.

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

Road to a Lower Carbon Future

Delek's approach to reducing its environmental footprint is rooted in operational discipline, prioritizing practical, capital-efficient improvements that generate both business value and measurable environmental benefit.

During 2025, the Company's environmental efforts had a primary focus on maintenance-driven and operational efficiency initiatives. These efforts included, among others, steam system leak reduction programs, equipment upgrades such as economizer replacements, catalyst changes, and other maintenance and process optimization activities designed to improve energy efficiency and operational reliability.

At the El Dorado Refinery, the team completed the replacement of a long-dormant economizer, restoring the boiler's ability to preheat feedwater more effectively and reducing fuel-gas consumption as a result. Across the refining system, a targeted steam system optimization program, including the replacement of 86 poor-performing steam traps at the Tyler Refinery, reduced energy waste and improved operational reliability. These efforts were supported by the development of new refinery-specific tracking tools and a detailed steam balance model, providing greater visibility into consumption patterns at the process-unit level. Catalyst management improvements, along with other maintenance and process optimization activities, further contributed to the efficiency of refining operations.

Beyond equipment-level improvements, Delek advanced a cultural dimension to energy management through its Fired Heater Energy Optimization initiative. By partnering with third-party subject matter experts to conduct field assessments and deliver specialized operator training, the Company is equipping its workforce with the knowledge to identify and sustain efficiency gains on an ongoing basis.

The Company expects these initiatives, together with continued evaluation of emerging technologies and evolving operational practices, to inform its longer-term approach to emissions management and environmental performance. As commercial opportunities in lower-carbon fuels and adjacent technologies continue to develop, Delek's existing asset base and operational expertise position it to evaluate and pursue those opportunities in a financially disciplined manner.

Delek monitors emerging regulations at the state and federal levels for guidance and limits regarding GHG emissions. Projects that reduce our carbon footprint are in progress at our refineries and other assets / locations within our portfolio.

SCENARIO ANALYSIS

To maintain Delek's commitment to transparency and accountability, we have included a scenario analysis in this sustainability report, recognizing the importance of assessing potential future impacts and uncertainties on our sustainability journey. As we navigate an ever-evolving landscape shaped by environmental, social, and economic factors, our organization remains steadfast in its dedication to understanding and mitigating risks, while identifying opportunities for positive change. Through this scenario analysis, we aim to enhance our strategic foresight, foster resilience, and ultimately contribute to a more sustainable future. It is important to note that while a scenario analysis does provide important information to the organization and stakeholders, it is impossible to forecast the future accurately. A wide variety of global social and economic factors impact the accuracy of the results.

Evaluating Likelihood & Impact of Climate Drivers

Delek analyzed a comprehensive set of climate drivers developed in the scenarios listed below. Eight drivers were selected for further review based on their direct impact to Delek operations. These drivers cover both supply and demand to paint a full picture of potential climate risks and opportunities impacting Delek's business strategy. Climate driver matrices (shown in the figures below) have been developed for both 2025 and 2030 to achieve the following objectives:

1. Understand which risks will have the largest financial impact on the organization and their level of certainty.
2. Better understand financial impacts in the short, medium, and long term.

The International Energy Agency (IEA) is the foremost expert on scenario forecasts. The IEA aims to provide organizations and stakeholders with a range of possible outcomes for consideration. For this year's sustainability report, Delek has selected the following two scenarios for further investigation:

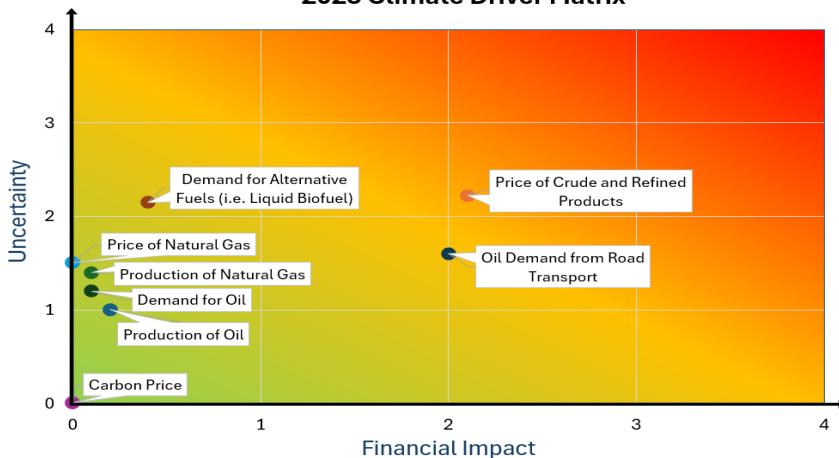
1. State Policies Scenario (STEPS):

- STEPS serves as the central scenario developed by the IEA. It focuses on incorporating energy related policies that are in place, as well as those in development. Most notably, it incorporates climate pledges submitted for the Paris Agreement.

2. Net Zero Emissions by 2050 (NZE2050):

- The NZE2050 scenario sets out a pathway for the global energy sector to reach net zero CO₂ emissions by 2050.

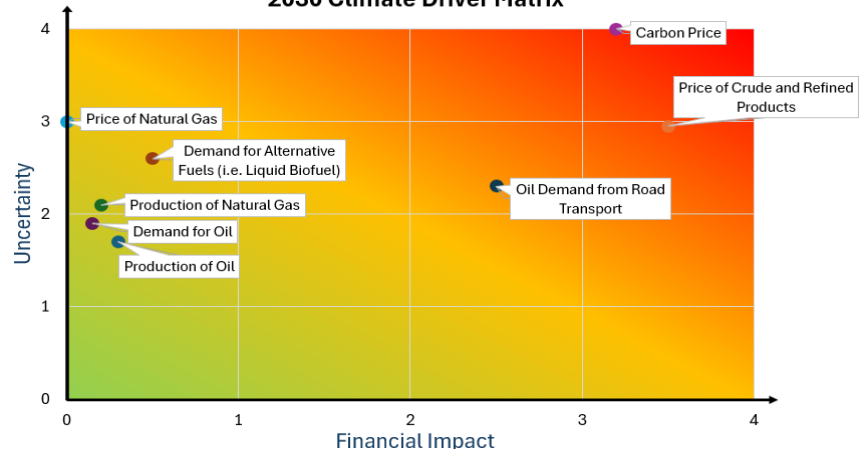
2025 Climate Driver Matrix



The 2025 Climate Driver Matrix shows impacts and uncertainty within the short term. It is notable that transition risks such as carbon price, have little to no impact on the short term as there is not expected to be an immediate global change to impact these items. Prices of crude & refined products, as well as oil demand from road transport, have the highest impact on Delek due to the nature of the organization and its current business strategy.

The 2030 Climate Driver Matrix illustrates the impacts and uncertainty of drivers within the medium and long term. The certainty of carbon price as a transition risk is much higher in both impact and certainty as additional global legislation is set to be released. In the long-term, price of crude & refined products and oil demand from road transport have the highest impact in the long-term (as well as short term) due to the nature of the organization and its current business strategy.

2030 Climate Driver Matrix



Sustainability Accounting Standards Board (SASB)

| Metric | SASB Code | Units | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|--------------|--|------|------|------|------|------|
| Greenhouse Gases | | | | | | | |
| Delek Refining Operation¹ | | | | | | | |
| Scope 1 and 2 Emissions ² | — | one million metric tons CO ₂ -e | 2.5 | 2.8 | 2.9 | 2.8 | 2.8 |
| Scope 1 Emission ³ | EM-RM-110a.1 | | 2.2 | 2.5 | 2.6 | 2.5 | 2.5 |
| Scope 2 Emission ⁴ | — | | 0.3 | 0.3 | 0.3 | 0.3 | 0.3 |
| Scope 3 Emission ⁵ | — | | 38 | 40 | 39 | 39 | 40 |
| Scope 1 and 2 Intensity ^{2,3,4} | — | metric tons per thousand barrels | 26 | 26 | 27 | 26 | 25 |
| Delek Operations^{1,2,6} | | | | | | | |
| Scope 1 Emission ³ | EM-RM-110a.1 | one million metric tons CO ₂ -e | 2.2 | 2.7 | 2.7 | 2.6 | 2.8 |
| Percentage covered under emissions-limiting regulations | EM-RM-110a.1 | percent | — | — | — | — | — |
| Scope 2 Emission ⁴ | — | one million metric tons CO ₂ -e | 0.3 | 0.4 | 0.4 | 0.4 | 0.3 |
| 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>During 2025, the Company's environmental efforts had a primary focus on maintenance-driven and operational efficiency initiatives. These efforts included, among others, steam system leak reduction programs, equipment upgrades such as economizer replacements, catalyst changes, and other maintenance and process optimization activities designed to improve energy efficiency and operational reliability.</i></p> <p><i>At the El Dorado Refinery, the team completed the replacement of a long-dormant economizer, restoring the boiler's ability to preheat feedwater more effectively and reducing fuel-gas consumption as a result. Across the refining system, a targeted steam system optimization program, including the replacement of 86 poor-performing steam traps at the Tyler Refinery, reduced energy waste and improved operational reliability. These efforts were supported by the development of new refinery-specific tracking tools and a detailed steam balance model, providing greater visibility into consumption patterns at the process-unit level. Catalyst management improvements, along with other maintenance and process optimization activities, further contributed to the efficiency of refining operations.</i></p> <p><i>Beyond equipment-level improvements, Delek advanced a cultural dimension to energy management through its Fired Heater Energy Optimization initiative. By partnering with third-party subject matter experts to conduct field assessments and deliver specialized operator training, the Company is equipping its workforce with the knowledge to identify and sustain efficiency gains on an ongoing basis.</i></p> | | | | | |
| Air Quality | | | | | | | |
| Delek Refining Operations | | | | | | | |
| Air Emission⁷ | | | | | | | |
| Nitrogen Oxides | EM-RM-120a.1 | thousand tons | 1.3 | 1.7 | 1.5 | 1.5 | 2.0 |
| Sulfur Dioxide | | | 1.8 | 1.4 | 1.2 | 0.9 | 1.0 |
| Volatile Organic Compounds | | | 2.0 | 2.2 | 1.5 | 1.9 | 2.0 |
| Inhalable Particulate Matter | | | 0.3 | 0.4 | 0.4 | 0.6 | 0.3 |
| Air Emissions Intensity⁷ | | | | | | | |
| Nitrogen Oxide | — | tons per million barrels | 14 | 16 | 14 | 14 | 18 |
| Sulfur Dioxide | | | 18 | 13 | 9 | 9 | 9 |
| Volatile Organic Compounds | | | 21 | 21 | 18 | 17 | 18 |
| Inhalable Particulate Matter | | | 4 | 4 | 5 | 5 | 2 |
| Number of refineries in or near areas of dense population | EM-RM-120a.2 | number of refineries | 1 | 1 | 1 | 1 | 1 |

| Metric | SASB Code | Units | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|--------------|---------------------------------------|-------|-------|-------|-------|-------|
| Hazardous Materials Management | | | | | | | |
| Delek Refining Operations | | | | | | | |
| Amount of hazardous waste | EM-RM-150a.1 | thousand tons | 1.0 | 0.7 | 0.9 | 1.1 | 6.1 |
| Delek Retail Operations¹² | | | | | | | |
| # of underground storage tanks (USTs) | EM-RM-150a.2 | number of USTs | 562 | 564 | 563 | 559 | N/A |
| # of UST releases requiring cleanup | | number of USTs | 6 | 1 | 4 | 3 | N/A |
| Percentage in states with UST financial assurance funds | | percent | 17 | 0 | 50 | 0 | N/A |
| Product Release | | | | | | | |
| Delek Operations¹ | | | | | | | |
| Releases of 5 barrels or more only impacting land | — | number of releases | 7 | 15 | 15 | 5 | 13 |
| Releases impacting land and water | | number of releases | 2 | 4 | 1 | 0 | 2 |
| Releases impacting water | | number of releases | 0 | 0 | 0 | 1 | 1 |
| Releases in Unusually Sensitive Areas (USAs) | | number of releases | 0 | 0 | 0 | 0 | 0 |
| Volume of Releases | | thousand barrels | 1.2 | 1.1 | 1.0 | 1.7 | 4.4 |
| Water Management | | | | | | | |
| Delek Refining Operations¹ | | | | | | | |
| Total Fresh Water Withdrawn | EM-RM-140a.1 | million gallons | 2,351 | 2,207 | 2,166 | 2,118 | 2,520 |
| Number of incidents of non-compliance associated with water quality permits, standards, and regulations | EM-RM-140a.2 | number of incidents of non-compliance | 9 | 2 | 4 | 9 | 3 |
| Workforce Health & Safety | | | | | | | |
| Delek Refining Operation¹ | | | | | | | |
| Total Recordable Injuries ⁸ | | | | | | | |
| Employee | EM-RM-320a.1 | per 100 workers | 0.84 | 0.55 | 0.27 | 0.52 | 0.52 |
| Contractors | | | 0.51 | 0.11 | 0.08 | 0.24 | 0.34 |
| Days Away, Restricted, or Transferred Case ⁸ | | | | | | | |
| Employee | — | per 100 workers | 0.66 | 0.36 | 0.18 | 0.35 | 0.17 |
| Contractors | | | 0.00 | 0.11 | 0.00 | 0.00 | 0.11 |
| Serious Injuries ⁹ | | | | | | | |
| Employee & Contractors | — | per 100 workers | 0.34 | 0.05 | 0.04 | 0.08 | 0.17 |
| Fatalities | | | | | | | |
| Employee | EM-RM-320a.1 | per 100 workers | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Contractors | | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| High Potential Near Misses ¹⁰ | | | | | | | |
| Employee & Contractors | EM-RM-320a.1 | per 100 workers | 1.02 | 0.45 | 0.37 | 0.50 | 0.61 |
| Delek Operations^{1,6} | | | | | | | |
| Total Recordable Injuries ⁸ | | | | | | | |
| Employee | EM-RM-320a.1 | per 100 workers | 0.66 | 0.55 | 0.34 | 0.58 | 0.38 |
| Contractors | — | number of cases | 6 | 1 | 3 | 3 | 5 |
| Days Away, Restricted, or Transferred Case ⁸ | | | | | | | |
| Employee | — | per 100 workers | 0.41 | 0.38 | 0.12 | 0.19 | 0.21 |
| Contractors | | number of cases | 0 | 1 | 1 | 0 | 2 |
| Serious Injuries ⁹ | | | | | | | |
| Employee & Contractors | — | number of cases | 7 | 1 | 2 | 2 | 3 |

| Metric | SASB CODE | Units | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|--------------|---|------|------|------|------|------|
| Fatalities | | | | | | | |
| Employee | EM-RM-320a.1 | per 100 workers | 0 | 0 | 0 | 0 | 0 |
| Contractors | — | number of cases | 0 | 0 | 0 | 0 | 0 |
| High Potential Near Misses ¹⁰ | | | | | | | |
| Employee & Contractors | — | number of cases | 22 | 10 | 10 | 12 | 8 |
| Workforce Health & Safety (continued) | | | | | | | |
| Discussion of management systems used to integrate a culture of safety | EM-RM-320a.2 | <p><i>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 & Discipline 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.</i></p> <p><i>Our Integrity Management System (IMS) provides a framework to normalize excellence through creation of a structured approach to every aspect of our business including health & safety, process safety, emergency preparedness, and security. Our core values are embedded into each IMS element. IMS instills discipline in our organization while developing our employees to their highest potential. A culture of continuous improvement delivers the desired results.</i></p> | | | | | |
| Management of the Legal & Regulatory Environment | | | | | | | |
| 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><i>To facilitate a more rapid transition of the downstream energy sector, Delek remains engaged with policymakers to advocate for balanced energy policies that protect the viability of small refineries, support American energy security, and preserve the jobs and economic contributions our operations provide in these regions.</i></p> <p><i>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.</i></p> <p><i>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.</i></p> | | | | | |
| Critical Incident Risk Management | | | | | | | |
| Delek Refining Operations¹ | | | | | | | |
| Tier 1 Process Safety Event Rate ¹¹ | EM-RM-540a.1 | per 100 workers | 0.29 | 0.35 | 0.04 | 0.12 | 0.35 |
| Tier 2 Process Safety Event Rate ¹¹ | | | 0.1 | 0.2 | 0.17 | 0.12 | 0.52 |
| Tier 1 Process Safety Events ¹¹ | — | number of events | 6 | 7 | 1 | 3 | 4 |
| Tier 2 Process Safety Events ¹¹ | | | 2 | 4 | 4 | 3 | 6 |
| Delek Operations^{1,6} | | | | | | | |
| Tier 1 Process Safety Events ¹¹ | — | number of events | 7 | 8 | 3 | 3 | 5 |
| Tier 2 Process Safety Events ¹¹ | | | 2 | 6 | 7 | 3 | 6 |

¹On 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.

²Metrics do not include GHG emissions from the Bakersfield refinery which was not operational prior to its divestiture in May 2020. Metrics also do not include, Retail and the SCS site within Transportation that were divested as of October 1, 2024. Additionally, Crossett, AR and New Albany, MS biodiesel plants were idled effective June 24, 2024 and June 16, 2024 respectively and were not included in calculations.

³Scope 1 GHG emissions are calculated per the EPA's Mandatory Greenhouse Gas Reporting Program or the 2009 API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry. Scope 1 GHG emissions include Carbon Dioxide (CO₂), Methane (CH₄), Sulfur Hexafluoride (SF₆), Hydrofluorocarbons (HFCs), Perfluorocarbons (PCF's) and Nitrous Oxide (N₂O).

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

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

⁶Delek operations include refining, renewables, pipeline stations, product terminals, transportation, corporate offices, natural gas gathering & processing, and joint ventures under operational control.

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

⁸Total 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.

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

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

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

¹²All operations with USTs have been divested as of October 1st, 2024.

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," as that term is defined under the federal securities laws, 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. 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 forwardlooking 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: political or regulatory developments, including tariffs, taxes and changes in governmental policies relating to crude oil, natural gas, refined products or renewables; risks and uncertainties with respect to the quantities and costs of crude oil we are able to obtain and the price of the refined petroleum products we ultimately sell; uncertainties regarding actions by OPEC and nonOPEC oil producing countries impacting crude oil production and pricing; the company's ability to realize anticipated cost savings and expenditure reductions; 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, pandemics, political events, civil unrest, severe weather, cyber threats, terrorist acts or other natural or human causes beyond the company's control; the competitiveness of alternate energy sources or product substitutes; technological developments; 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 pending or future litigation; changes in the scope, costs, and/or timing of capital and maintenance projects; 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..



Delek ^{US}