

	Opportunity and Inclusion Policy	Human Resources	
		Content Owner: VP, Human Resources	
		Executive Sponsor: EVP, CHRO Sam Eljaouhari	
		Effective Date 5/20/2025	Version: 3

1.0 PURPOSE

Delek US Holdings, Inc. is committed to fostering, cultivating and preserving a culture comprised of different and diverse backgrounds united in purpose, as further described in the DK Code of Business Conduct and Ethics, Employee Handbook and Human Rights Policy.

2.0 SCOPE

Company-wide. This Policy applies to all employees of Delek US Holdings, Inc., its subsidiaries, and its affiliates (“Delek” or the “Company”), as well as officers and directors of the Company.

Failure to comply with this Policy may result in disciplinary action, up to and including termination from employment.

3.0 POLICY

- 3.1 Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company’s achievements as well.
- 3.2 We embrace and support our employees’ differences. We recognize that our employees differ in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental capabilities, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.
- 3.3 Delek’s commitment to inclusion is designed to foster a work environment built on the premise of opportunity and fairness that encourages and supports:
 - Respectful communication and cooperation between all employees;
 - Teamwork and employee participation, permitting the representation of all groups and employee perspectives; and
 - Employer and employee contributions to the communities we serve to promote a greater understanding and respect for all members of the community.
- 3.4 All employees of Delek have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

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4.0 RESPONSIBILITIES & AUTHORITY

- 4.1 All Delek employees, officers, and directors are responsible for compliance with this Policy.
- 4.2 Potential or actual violations of this Policy should be reported without a fear of retaliation to any of the following resources:
- Management;
 - Human Resources;
 - Internal Audit;
 - Legal Department; or
 - The Compliance and Ethics Hotline, available 24/7, through which reports may be made anonymously [online](#) or by phone at 800-867-9267.

5.0 RELATED POLICIES

DK Code of Business Conduct and Ethics

Employee Handbook

Human Rights Policy