

***Sustainability Report***

2021



# *A Message from Mike Jennings, CEO*



**Michael C. Jennings**  
Chief Executive Officer

In March 2022, HollyFrontier Corporation (HFC) and Holly Energy Partners, L.P. (HEP) announced the establishment of HF Sinclair Corporation (NYSE: DINO) (HF Sinclair) as the new parent holding company of HollyFrontier and HEP, and the completion of their respective acquisitions of Sinclair Oil and Sinclair Transportation Company from the REH Company (formerly known as The Sinclair Companies).

We are excited about this important transition and moving forward together. We will build upon our legacy companies' environmental, social and governance (ESG) efforts including our shared commitment to health and safety practices, leading with integrity, being a good neighbor and preparing for a lower carbon future with increased renewable fuels production scale. Together, we have the energy to do more. **More reach**, supporting the everyday needs of consumers. **More value**, safely operating with an environmental, social and governance mindset, for our employees, customers, communities and shareholders. **More strength**, through our highly skilled workforce for the communities in which we live, work and serve.



In 2021, we refreshed our ESG issues assessment in order to better define and prioritize the ESG issues of most importance to our company and our future. We identified six issues with an equal balance between environmental, social and governance topics.

On the environmental front, we made significant strides with respect to managing our operational emissions.

**I am pleased to announce that we have established a goal of decreasing our net emissions intensity by 25% by 2030, through offsets and reductions versus 2020 levels. We will achieve this target through a combination of reductions in our direct operations emission intensity, and offsets from producing low carbon renewable fuels and blending of ethanol and biodiesel.**

We aim to achieve this goal through a structured approach that includes a reduction in the GHG intensity of our refining operations, in addition to offsets available under various regulatory programs for our renewable fuels operations and credits from our biofuel blending activities. We look forward to reporting our progress against this goal.

We are also pleased to report that we have achieved a **35% reduction** in criteria pollutants since 2011.

We made significant progress on the projects within our renewable fuels capability. The Cheyenne Renewable Diesel Unit (RDU) and the Pre-treatment Unit (PTU) are now operational and producing renewable diesel and associated feedstocks. Construction on the RDU in Artesia continues to progress. As part of the Sinclair acquisition we acquired a third RDU at the refinery in Sinclair, Wyoming which has been operational since 2018.

Once operational, we expect these combined units to produce over 380 million gallons of renewable fuel per year.

Through our continued focus on safety as a cultural value, we achieved one of our best safety years to date.

In the area of social governance, we enhanced our One HF Sinclair Culture by adding the value of Inclusion. Our values reflect our mindsets and behavior; adding Inclusion as a value reflects our commitment to encouraging diversity of experiences, viewpoints and backgrounds as we execute every day.

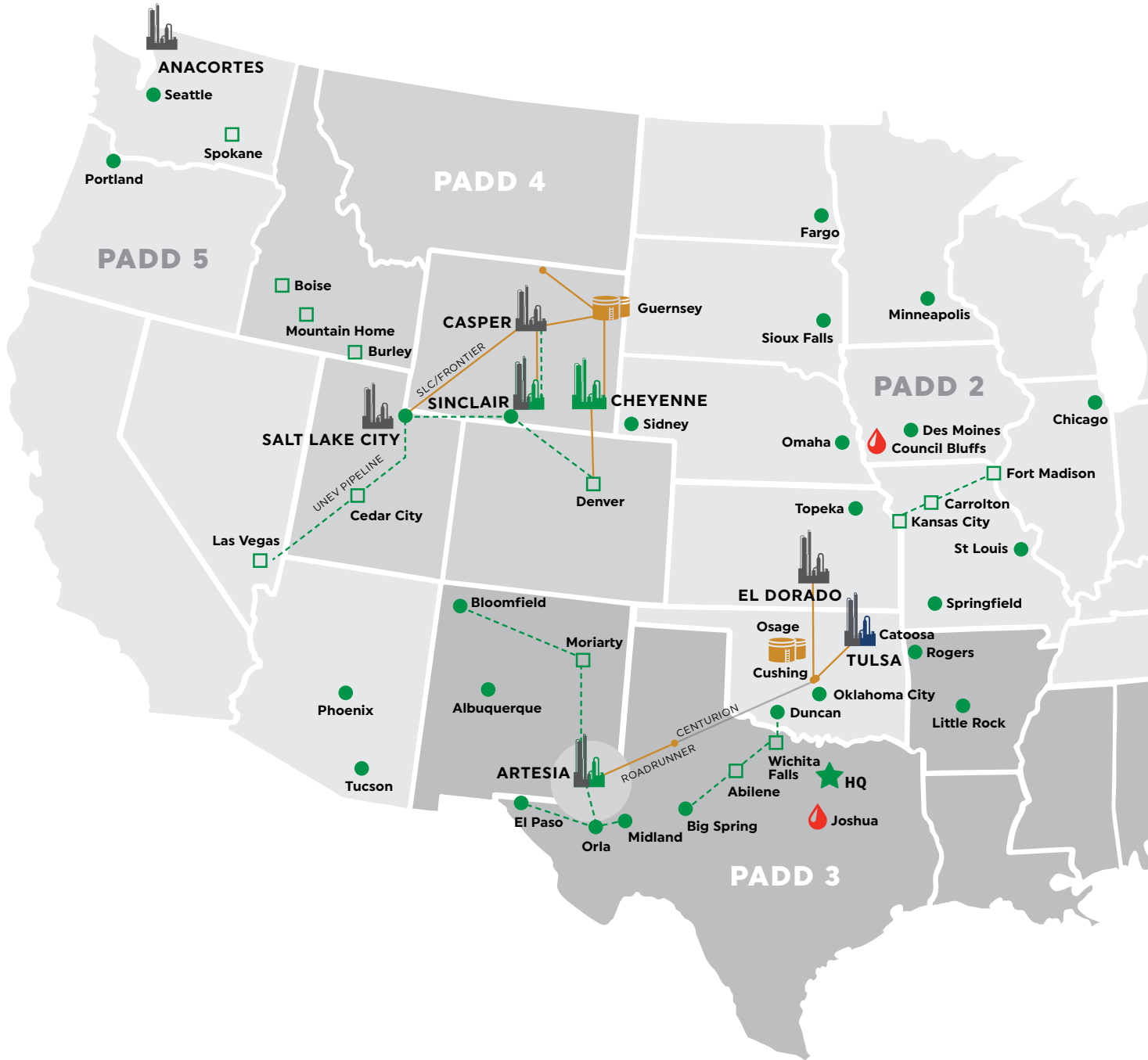
I am extremely proud of all we have accomplished in 2021. I look forward to moving our business forward together with our stakeholder community.

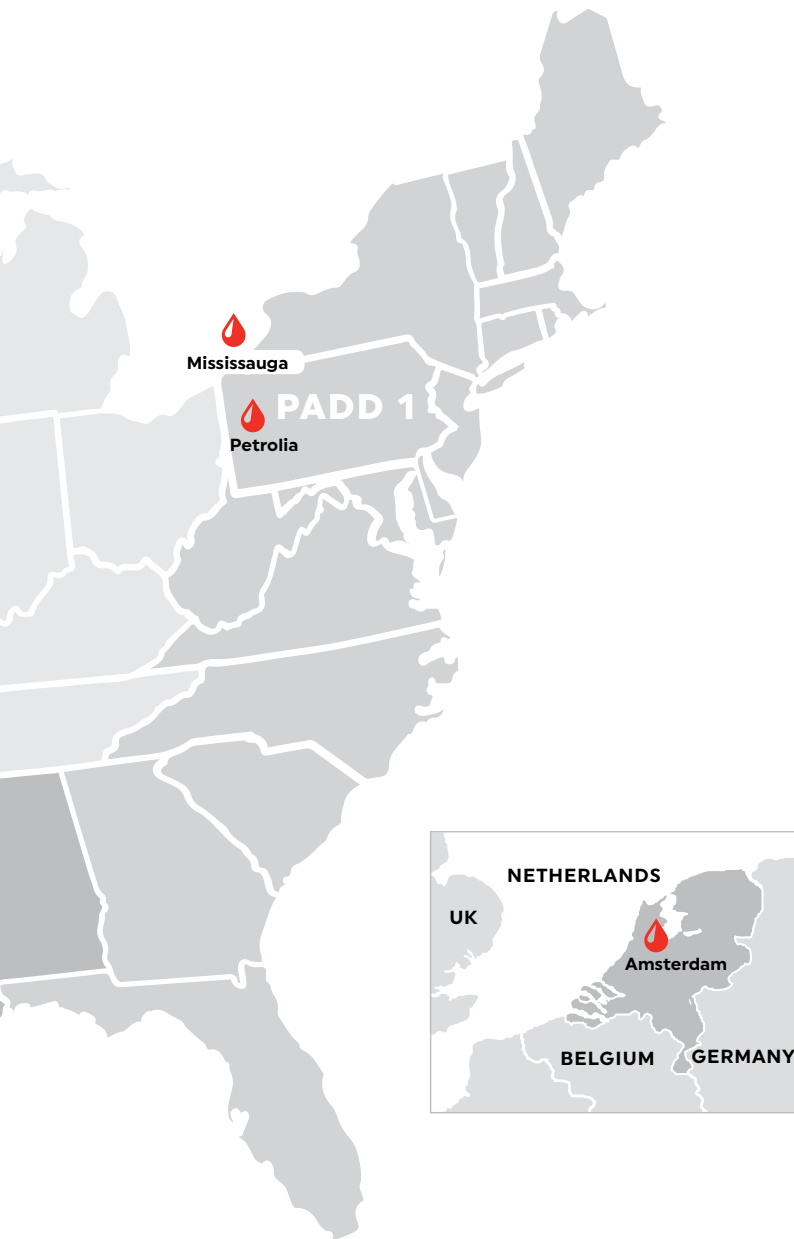












# ***About HF Sinclair***



# Our Facilities





 HF Sinclair Refinery	 Renewable Diesel Facility
 HF Sinclair Refinery + Lubricants Production	 Lubricants Facility
 HEP Terminal/ HF Sinclair Product Markets	 HF Sinclair Product Markets
 HEP Product Pipelines	 HEP Crude Pipelines
 Crude Hub	 Crude Gathering

# About HF Sinclair



HF Sinclair Corporation (HF Sinclair), headquartered in Dallas, Texas, is an independent energy company that produces and markets high value light products such as gasoline, diesel fuel, jet fuel, renewable diesel and other specialty products.

HF Sinclair owns and operates refineries located in Kansas, Oklahoma, New Mexico, Wyoming, Washington and Utah and markets its refined products, principally in the Southwest U.S., the Rocky Mountains extending into the Pacific Northwest and in other neighboring Plains states. HF Sinclair supplies high-quality fuels to more than 1,300 independent Sinclair-branded stations and licenses the use of the Sinclair brand at more than 300 additional locations throughout the country. In addition, subsidiaries of HF Sinclair produce and market base oils and other specialized lubricants in the U.S., Canada and the Netherlands, and export products to more than 80 countries. Through its subsidiaries, HF Sinclair produces renewable diesel at two of its facilities in Wyoming. HF Sinclair also owns a 47% limited partner interest and a non-economic general partner interest in Holly Energy Partners, L.P. (NYSE: HEP), a master limited partnership that provides petroleum product and crude oil transportation, terminalling, storage and throughput services to the petroleum industry, including HF Sinclair subsidiaries.



## Puget Sound Refinery Joins the HF Sinclair Family

On November 1, 2021, HF Sinclair welcomed the Puget Sound refinery to its operations. Located in Anacortes, Washington, the 149,000 barrel per day facility is a large, high quality and complex refinery with catalytic cracking and delayed coking units. The refinery supplies transportation fuels into the premium Pacific Northwest region and sources advantaged Canadian crude, further enhancing our refining asset base. We are committed to the continued safe and environmentally responsible operations of the facility and are happy to add Puget Sound's highly skilled workforce to the HF Sinclair family.





# Our Products and Product Applications

## Energy Products



Elite Diesel



DINO Care



Engine Oil



Renewable Diesel



Gasoline



Jet Fuel

## Lubricants and Specialty Products



Food/Beverage Packaging



Chewing Gum



Kitty Litter



Ski Wax



Cheese Wax



Lipstick



Artificial Fire Logs



Dental Wax



Transmission Fluids



Gel Capsules



Baby Oil



Petroleum Jelly



Lip Balm



Moisturizing Lotion



Hair Care



Crayons



Candles

# ***Moving our Sustainability Journey Forward***



# *Moving our Sustainability Journey Forward*

At HF Sinclair, sustainability is about creating long-term positive impact:

- ▶ With the products we produce for our customers;
- ▶ By reducing our impact on the environment through our processes;
- ▶ In the careers of our people and the lives of the people who depend on them; and
- ▶ In the communities where we operate.





## ESG Issues Assessment

In 2021, HollyFrontier engaged an external consultant to assist us in updating our ESG strategy. The assessment sought to identify the environmental, social and governance topics that were most important to our company and to our stakeholders. This process included feedback from a broad group of internal and external stakeholders. The process also included benchmarking the issues identified by ESG reporting frameworks (such as the Global Reporting Initiative) and our peer companies. Our top issues and their importance to our strategic objectives are described below.



### Environment

**Renewable Fuels.** We anticipate that as the world transitions to a lower carbon future, consumer demand for renewable diesel and other renewable fuels will increase. We are committed to helping meet the global energy needs of the future, and that includes providing renewable fuels.

**Greenhouse Gas Emissions.** Stakeholders are increasingly challenging companies to identify ways to operate more efficiently and with limited impact on the environment. We endeavor to further our efforts in responding to this challenge by meeting our goal to reduce our GHG intensity that is achievable and aligned with our corporate strategy.



### Social

**Community and Stakeholder Engagement.** Our ability to operate depends upon our ability to be a good neighbor and to understand and respond to feedback from the communities in which we operate. Our success requires us to focus on this opportunity.

**Inclusion and Diversity.** As we meet the challenges of the future and move forward together, we believe that what makes each of us different, together makes us stronger. We believe this is best accomplished by supporting diversity of thoughts, ideas and perspectives. With support from leadership, we stood up an Inclusion & Diversity (I&D) working group support our journey as we embed inclusivity in all areas of our organization.



### Governance

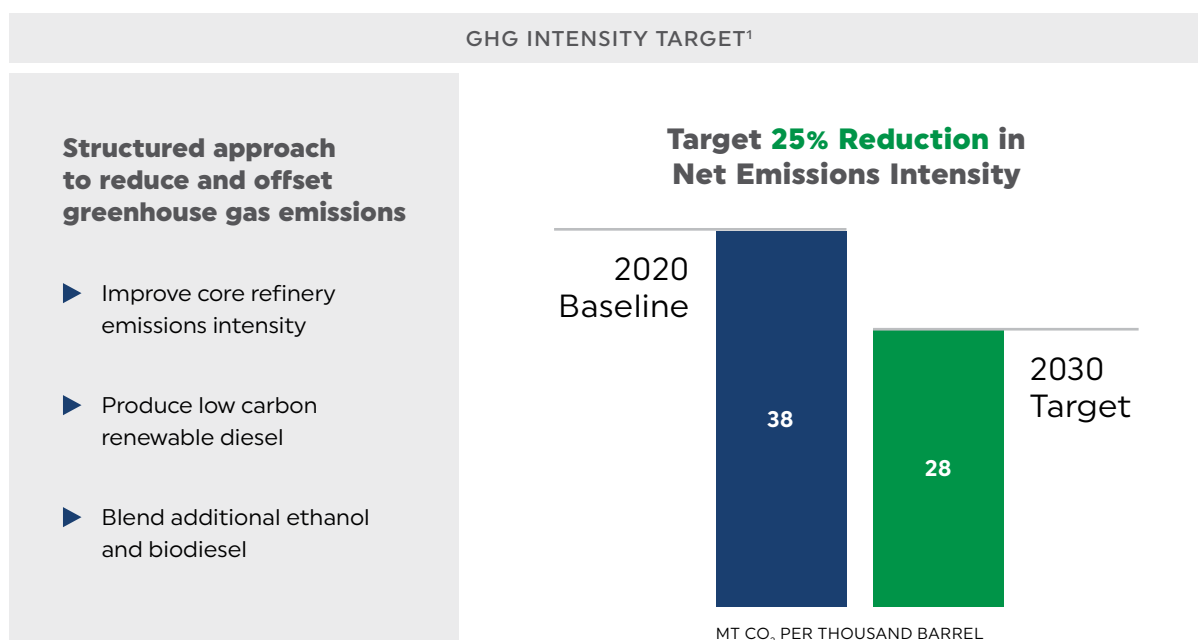
**Business Continuity.** In order to be a leader in the energy future, we must operate both efficiently and reliably. Providing for the continuous safe operation of our business is critical to these objectives.

**Business Ethics.** Operating with integrity has always been at the core of how we do business. Doing the right thing is essential to our ability to maintain the trust of our stakeholders. Now more than ever, trust is a currency that all businesses, including ours, require to succeed and lead.



## GHG Emissions Target

In our 2020 Sustainability Report, we announced our intention to establish a target for reducing our greenhouse gas emissions intensity across our refining operations. We thoughtfully reviewed our historical rates of emissions intensity across our operations. We considered our future plans to remain an efficient and competitive energy provider, including our plan to meet demand for alternative fuels. After considering these factors, we have established a goal decreasing our net emissions intensity by 25% by 2030, through offsets and reductions versus 2020 levels. We will achieve this target through a combination of reductions in our direct operations emission intensity, and offsets from producing low carbon renewable fuels and blending of ethanol and biodiesel.



# ***Living Our Values***



# Living Our Values

Our corporate values—Safety, Integrity, Teamwork, Ownership and Inclusion—guide the decisions we make and the actions we take every day.



## Safety

Safety is an essential component of the successful operation of our business and our commitment to our employees, communities and the environment.



## Integrity

We have a long-standing commitment to Integrity and ethical behavior, and we do what is right for our stakeholders, including our employees, investors, communities and the environment.



## Teamwork

The strength of our organization lies in our team and our ability to operate as a team. Through Teamwork and collaboration, we achieve the best results.



## Ownership

We nurture an environment that encourages employees to view themselves as owners and to take Ownership, initiative and responsibility to bring about positive results.



## Inclusion

We foster a culture of Inclusion by encouraging diversity of experiences, viewpoints and backgrounds. We strive to provide a work environment in which employees feel valued and included in decisions, opportunities and challenges.

# ***Corporate Governance***





# Corporate Governance

Our strong governance practices and processes enable us to efficiently and effectively manage risk. Our governance framework includes oversight by our independent Board of Directors, and day-to-day leadership from Executive Leadership Team and our enterprise risk management committees, who focus on specific risks.



We have adopted a Code of Business Conduct and Ethics and Corporate Governance Guidelines. These documents, together with the Board committee charters and governing documents, form the framework for our governance. Many of our key policies and governing documents may be found on the HF Sinclair website.

## The HF Sinclair Corporation Board of Directors

Following our annual meeting of shareholders in 2021, the HFC Board of Directors consisted of ten directors, including nine independent and one management director. Following the establishment of HF Sinclair, the directors of HFC became directors of HF Sinclair, and the Board now consists of twelve directors, including ten independent directors, one non-independent and one management director. Michael E. Rose will not stand for reelection at the 2022 Annual Meeting. The leadership structure includes separate Chief Executive Officer and Chairman of the Board roles. The Board also includes two directors who identify as women and two directors who identify as members of traditionally underrepresented racial/ethnic groups. The HF Sinclair Board of Directors has six standing committees:

- 1 **Audit**
- 2 **Compensation**
- 3 **Nominating, Governance and Social Responsibility**
- 4 **Environmental, Health, Safety, and Public Policy**
- 5 **Finance**
- 6 **Executive**



**The HF Sinclair Board of Directors and certain of its committees provide Board level oversight over many environmental, social and governance topics:**

## ***The Board***

The Board as a whole oversees HF Sinclair's management of risk, including its cyber security programs, and receives updates from management on a quarterly basis.

### **Compensation Committee**

The Compensation Committee oversees and periodically reviews HF Sinclair's strategies, policies and practices related to human capital management, including with respect to the promotion of diversity, equity and inclusion, talent and performance management, pay equity and employee engagement. In addition, the committee determines compensation for our executive officers.

### **Environmental, Health, Safety, and Public Policy Committee**

The Environmental, Health, Safety, and Public Policy Committee provides oversight of HF Sinclair's environmental, health and safety performance. In addition, the committee monitors legislative and regulatory policies that have potential to impact HF Sinclair.

### **Nominating, Governance and Social Responsibility Committee**

The Nominating, Governance and Social Responsibility Committee oversees HF Sinclair's governance, ethics and compliance programs and assists the Board with Board membership. In addition, the committee oversees HF Sinclair's policies, practices and procedures regarding human rights in its operations and supply chain, environmentally sustainable practices and our strategies and performance in assessing and responding to climate-related risks and opportunities. The committee monitors HF Sinclair's charitable contributions and political spending insofar as total spending on such activities exceeds or can be expected to exceed 0.5% of the pre-tax income of the Corporation.

*For more information on the composition, independence and structure of the HF Sinclair Board of Directors and board committees, as well as to view the HF Sinclair Director Skills and Experience Matrix, please refer to HF Sinclair's 2022 Proxy Statement which can be accessed at [investor.hfsinclair.com](https://investor.hfsinclair.com).*

## Risk Management

HF Sinclair has established a risk management framework, which includes regularly identifying, assessing and managing a variety of risks inherent to our business, such as strategic, operational, financial, social, regulatory, climate-related and environmental risks. The Risk Management Oversight Committee is a management level governance body with responsibility for enterprise risk management. Enterprise-wide risks are recalibrated on a quarterly basis. Management deploys a range of strategies for addressing the likelihood and impact of risks, including procuring insurance where commercially reasonable. While management is responsible for evaluating and mitigating risk, the board of directors and the board committees of HF Sinclair are responsible for providing high-level oversight of the processes for monitoring, and policies for governing risk.

The HF Sinclair board and board committees receive input from the Risk Management Oversight Committee on potential and actual risks. Material risks are included in HF Sinclair's filings with the Commission.



## Cyber Risk

Our Cyber Risk Committee, which is chaired by our Chief Information Officer, is a management-level committee that is responsible for overseeing the management of security risks to our information technology and operational technology systems. The Committee advises the HF Sinclair Risk Management Oversight Committee on the adequacy and effectiveness of the companies' strategies and controls to identify, manage and mitigate cyber risks. The HF Sinclair Board of Directors receives quarterly updates related to cyber security from our Chief Information Officer.

We regularly monitor the external environment for cyber-related threats in order to manage this risk. We are long-standing members of the Department of Homeland Security's Domestic Security Alliance Council (DSAC), a strategic partnership in which private industry, DHS and the Federal Bureau of Investigation (FBI) share timely and relevant security and intelligence information to detect and prevent cyber-attacks.

Our risk mitigation efforts also include regularly testing and monitoring our technology systems to identify any opportunities to enhance our security. We also provide training to all of our employees on how to identify and mitigate cyber threats. Our incident response plan defines our response to any medium to high impact technology intrusion. In 2021, we had no such technology breaches.







## Safety and Environmental Management and Oversight Through Operational Excellence Management Systems (OEMS)

Our Sustainability, Environment, Health and Safety policy outlines our commitment to workplace and process safety and emergency preparedness, and our compliance with applicable environmental laws and regulations. The policy highlights our guiding principles, including monitoring, inspecting and endlessly improving our environmental, health and safety performance and management systems. The Sustainability, Environment, Health and Safety policy, which is applicable to all of our operations, is available on our company website. The Environmental, Health, Safety, and Public Policy (EHSP) Committee of the HF Sinclair Board of Directors provides board-level oversight of our environmental and safety performance and compliance. The Environmental, Health and Safety (EHS) Leadership Council provides management level oversight of the company's EHS strategy and performance. The EHS Leadership Council meets quarterly.

Our Operational Excellence Management System (OEMS) provides our refinery segment the infrastructure through which we identify, monitor and manage risks. Our OEMS contains nine elements which allow us to focus the development of standards and governance around Refinery Leadership and Management; Process Safety and Risk Management, Safety, Security and Emergency Response, Environmental, Operations, Asset Reliability, Process Reliability and Optimization, Maintenance and Turnarounds, Project Development and Execution. Key elements of our approach include:

### ► **Setting and monitoring goals.**

We establish a worker injury rate goal to make our operations better than industry average based on American Fuel and Petrochemical Manufacturers (AFPM) benchmarks, and we monitor key performance indicators to drive performance.

We set goals for environmental performance, such as Perfect Environment Days with a target for number of days where the site was in full compliance with all applicable rules and regulations. We respond to those times when we were not with corrective action and a focus to prevent repeats.

### ► **Rigorous and regular training.**

We promote understanding and adherence to our Life-Saving Principles, Hazard Identification, Emergency Preparedness and regulatory requirements through ongoing education and training. In addition to mandatory new hire safety and environmental training, all employees and contractors are required to undergo environmental and safety training relevant to their roles such as annual workplace and process safety training. Each site designates certain safety-critical topics for in-person training. Additional safety topics may be driven by lessons learned, historical trends or regulatory change. Environmental staff participate in our internal OEMS Network, industry seminars and conferences to stay abreast of changing rules.

### ► **Contractor safety.**

We utilize in-depth selection criteria, contractual requirements, third party evaluations and scoring to improve and sustain contractor safety performance. Additionally, all safety policies, programs and minimum safety standards apply equally to contractors. We also participate in local contractor safety councils to identify other ways to enhance performance.

### ► **Defining safe work procedures.**

Controls and safeguards are implemented to guide the safe execution of work. Sites must have a process in place to inspect the facility and identify, record and track mitigations for hazards identified. Safe work procedures for critical tasks are provided, offering clear expectations and requirements that must be met to perform the work safely.

### ► **Emergency management and response planning.**

Emergency Management and Response Plans and Processes are defined at the corporate and facility level. Employees are trained to perform their responsibilities, emphasizing the hierarchy of protection of people, the environment and property. Drills are conducted regularly for experience, critique and continuous improvement.



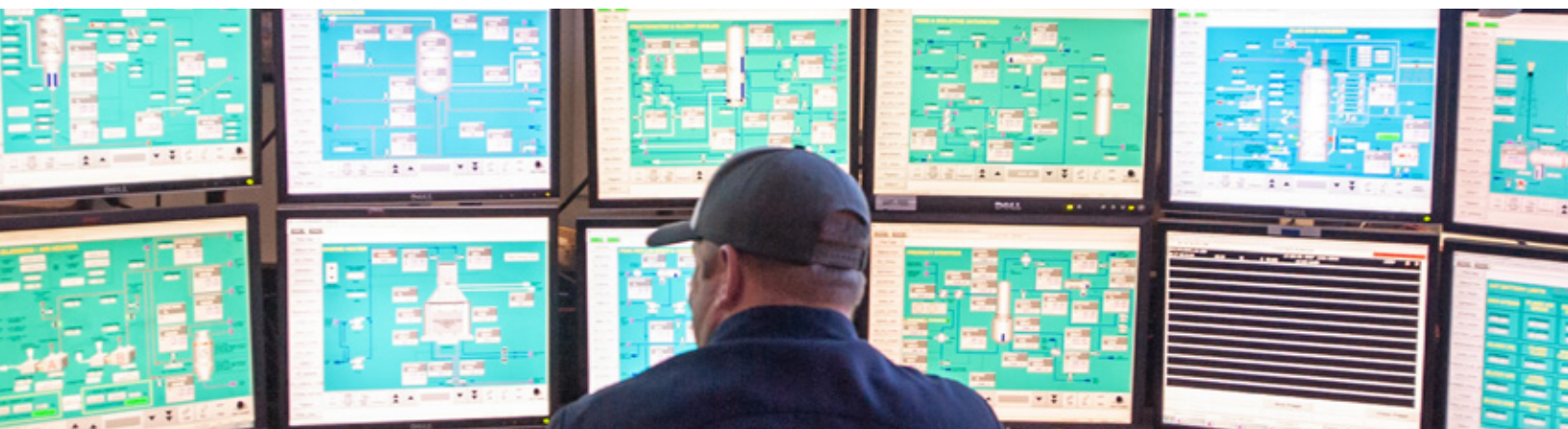
### ► **Environmental impact and risk identification, monitoring and reporting.**

We incorporate environmental considerations into projects of all sizes. All environmental regulatory requirements are identified and documented at a federal, state and local level and monitored for potential rule changes. Environmental Key Performance Indicators (KPIs) are established, monitored and communicated to stakeholders internally at all levels of the organization and externally through our public reporting.

### ► **Auditing and continuous improvement.**

We check for effective compliance through periodic reporting, self-audits and third-party compliance audits. We use the feedback gained for continuous improvement.

In 2021, we continued to mature our OEMS to move our safety culture forward. Our teams implemented over 35 new initiatives, each emphasizing team communication, root cause analysis and risk mitigation to enhance our safety culture. One such initiative related to revising the safety audit process utilizing a "teach and train approach," which enables us to share learnings across our operations to avoid similar issues from arising in other parts of our operations.



## **Management System Certifications in Our Operations**

A management system is a tool to help management achieve its goals through structured collection of policies, procedures and sequential interaction of processes. It is used by the entire organization to achieve business objectives such as safe reliable operations, environmental sustainability, consistent product quality, exceeding customer expectations and ultimately, financial success. Facilities participate in certification processes based on the products manufactured and the industries they serve.

Certifications <sup>2</sup>	Amsterdam	Koog	Mississauga	Petrolia	Tulsa
Quality ISO 9001:2015	●	●	●	●	
Environmental ISO 14001:2015	●	●	●		●
FSSC 22000:2018	●	●	●	●	
Automotive IATF 16949:2016			●		

# ***Safety Culture***



# Safety Culture

In 2021, we continued to drive our safety culture forward. We continue to aspire towards "Goal Zero," our commitment to operating our facilities in a safe manner each and every day. Guided by our cultural value of Safety, and with an emphasis on improved communication, root cause analysis and continuous improvement, we significantly improved the rate of total recordable injuries.



Our combined Total Recordable Incident Rate for 2021 was 0.27 versus an industry benchmark of 0.41. This represents a record best rate for our company. Read more about our Operational Excellence Management System and how it supports our culture of safety in the Governance section of this report.

**The following are key initiatives we implemented to enhance our safety performance in our operations and in our communities.**

- ▶ We leveraged data analytics to help us identify the leading indicators related to safety in our operations to anticipate and mitigate risk. Our successful hand injury prevention standard was one example.
- ▶ We prioritized being a "learning organization" as it relates to safety, which included talking about safety incidents in the field when feasible, then capturing and sharing lessons learned to prevent such injuries in the future.
- ▶ We hired a new emergency response leader and implemented a safety alert system to enhance the governance and response time as it relates to our safety incidents.
- ▶ We updated over 35 of our OEMS standards to reflect enhancements in our processes and controls.
- ▶ At our Puget Sound refinery, in partnership with the Anacortes, WA community and other local refineries in the area, we participated in the Community Awareness Emergency Response Program (CAER), which enables a coordinated response among stakeholders in the event of an emergency.





### Woods Cross Reaches Safety Milestone

On Oct. 16, 2021, employees at the Woods Cross refinery reached a significant milestone of three years since the last employee recordable injury. The Woods Cross team makes safety a priority so all employees return home safely each day.

Behaving safely is everyone's responsibility. Safety procedures and best practices are reinforced by everyone on site and everyone on site has stop-work authority.

Woods Cross employees look to continuously identify opportunities for improvement and are committed to maintaining the culture of safety at the refinery.

**BE A SAFETY  
CHAMPION  
TODAY**

### Communication at El Dorado Leads to Improved Safety

**Contractor and HollyFrontier in Partnership for Safety (C.H.I.P.S.)** is a contractor safety team located at the El Dorado refinery. The team of on-site contractors and members of the refinery safety team meets daily to keep a consistent line of communication between contractors and refinery employees, with the goal of improving safety and efficient operations.

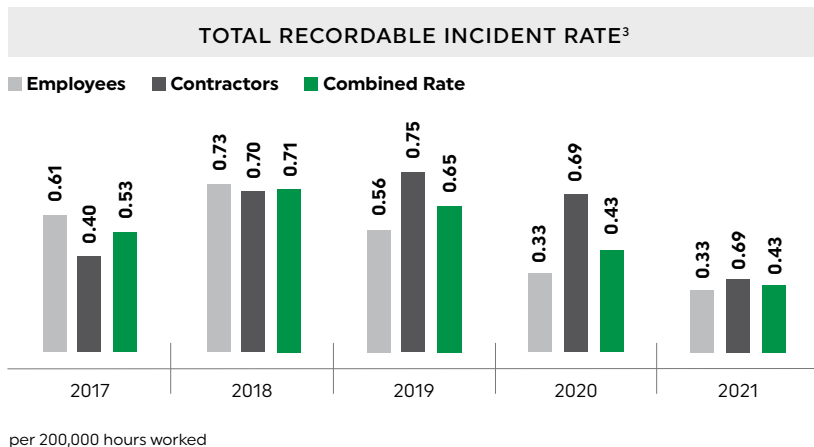
The daily meeting provides an overview of what tasks or projects work crews are focusing on and how their efforts may impact others. The meeting also provides a chance for contractors to receive safety training and metrics from the refinery safety team. These training opportunities have led to improved safety performance among contractors at the El Dorado refinery.

The positive working relationships and open lines of communication supported by the C.H.I.P.S. team will continue to keep Safety and Teamwork top priorities at the El Dorado refinery.





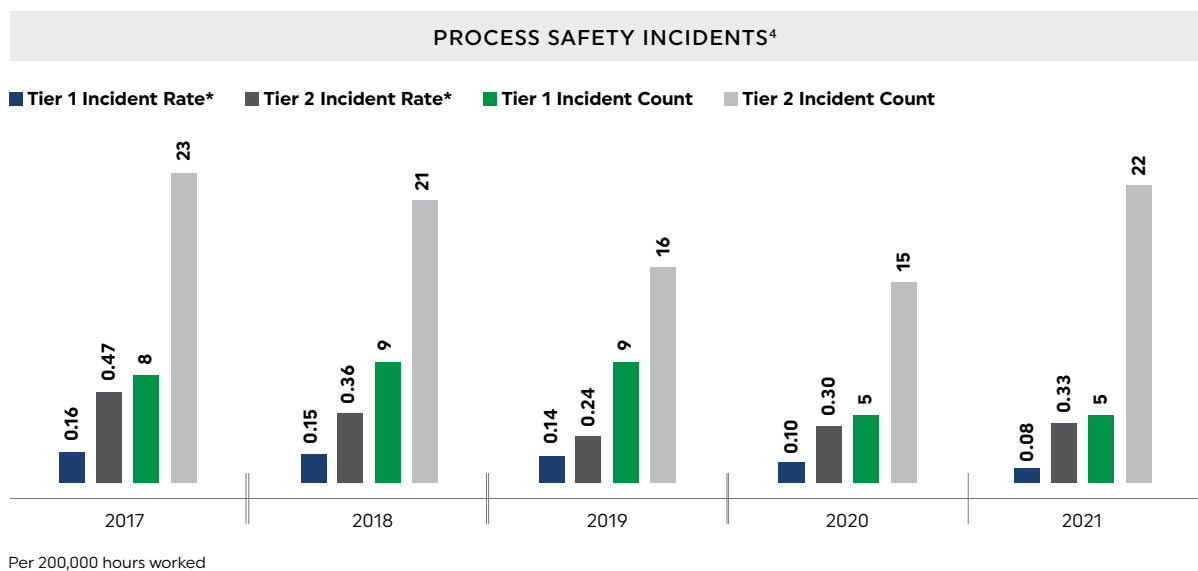
## Record Year of Safety Performance



## Process Safety

Process safety management is key to our ability to prevent significant events that could threaten the safety of our employees and our communities. We have implemented core elements of process safety across our operations, including management of change, mechanical integrity assurance, incident investigation and learnings, process hazard operating procedures analysis and making process information available to the workforce.

We classify process safety events in accordance with the American Petroleum Institute's (API) Recommended Practice 754, Process Safety Performance Indicators for the Refining and Petrochemical Industries. We monitor and report process safety events that have potentially high consequences as defined by API as either a Tier 1 or Tier 2 Process Safety Event.



***Operating with Integrity:  
Business Ethics at HF Sinclair***



# *Operating with Integrity: Business Ethics at HF Sinclair*

One HF Sinclair culture, living our values, delivering excellence. HF Sinclair remains dedicated to operating in an ethical and legally compliant manner.



## **Our Code of Business Conduct and Ethics: The Foundation of Our Global Ethics and Compliance Program**

Our Global Ethics and Compliance program, led by our Chief Compliance Officer, provides the framework for enabling the company to deter, detect and prevent non-compliance and conduct that is not consistent with our values. Through our Code of Business Conduct and Ethics, we establish expectations with our employees on living our value of Integrity in the workplace and when representing HF Sinclair in our communities. The Code encourages employees to utilize an ethical decision making model at all times. All directors, officers and employees must adhere to our Code. We reinforce the Code through annual mandatory training and require all employees to certify their compliance with our Code. In 2021, 96% of active employees completed the training and certification within the training cycle.

Because operating with integrity is fundamental to how we do business, we expect our partners to share our commitment to doing business ethically. Our Supplier Code of Business Conduct and Ethics and our Distributor Code of Business Conduct and Ethics reflect the same standards to which we hold ourselves. The codes set forth our expectations in areas such as conflicts of interest, gifts, travel and entertainment, fair competition, bribery and corruption and human rights. We expect that these partners will comply with these codes, as well as applicable laws, rules and regulations, as a part of our business relationship. These codes are accessible on our website, and we provide periodic training to our business partners on these principles.



In addition to our Code, we reinforce our ethical standards through a policy framework, which includes our:

- ▶ **Antitrust and Competition Law Policy**
- ▶ **Global Trade Compliance Policy**
- ▶ **Acceptable Use of Technology Assets Policy**
- ▶ **Corporate Delegation of Authority Policy**
- ▶ **Third Party Due Diligence Policy**
- ▶ **Social Media Policy**
- ▶ **External Communications Policy**
- ▶ **Lobbying and External Engagement Policy**
- ▶ **Records Management Policy**
- ▶ **RPT Policy**
- ▶ **Clawback Policy**
- ▶ **Stock Ownership Policy**
- ▶ **Distributor Code of Business Conduct & Ethics**
- ▶ **Insider Trading Policy**
- ▶ **Conflict Minerals Policy**

Training and communications with employees are an important aspect of our global compliance program. Our global compliance training curriculum is a risk-based approach to providing relevant training to employees based upon their roles in the company. We offer a combination of computer based training and live training to our employees. In 2021, we provided global training to all employees on our Code of Conduct and data privacy. Additionally, we targeted training on insider trading and anti-corruption to employees based on their roles. Also, our Chief Compliance Officer provided training sessions via web to our global sales teams on competition law, third party risk and sanctions compliance.

In order to keep key compliance topics top of mind for employees, Legal and Compliance provides a regular compliance column in our global employee newsletter, One Voice. These columns reinforce topics such as compliance with our delegation of authority policy, how to manage company records and speaking up to raise ethics and compliance questions or concerns.

## **Speak and Be Heard—Protecting our Reputation, Together**

The Speak and Be Heard reporting line provides a means for stakeholders (including employees, vendors, customers and other business partners) to ask a question or report suspected violations of the law or company policies. Speak and Be Heard is confidential and allows stakeholders to report anonymously to the reporting avenues of management, Human Resources and Legal and Compliance. The reporting line is available in multiple languages as applicable for the company's operations.

Every report received is reviewed and all allegations are investigated, consistent with the company's Corporate Investigation policy. Our investigation process is designed to enable us to understand both to understand what happened and why it happened. In each investigation, we look for opportunities to improve our controls, policies and procedures, and implement discipline as warranted. Because it is important that matters be resolved in a timely fashion, our goal is to resolve all matters within 90 days. For 2021, our average time to resolution was 47 days.

We do not tolerate retaliation against anyone who raises questions or concerns; anyone who promptly and in good faith reports an alleged violation of the Code, the company's policies and procedures or the applicable laws or regulations; or anyone who participates or cooperates honestly in the investigation of a report. For 2021, we received no reports of retaliation for utilizing the Speak and Be Heard process.

**Together.**

 [speakandbeheard.ethicspoint.com](https://speakandbeheard.ethicspoint.com)

 **844.893.1072**

Confidential, Easy-to-Use and Always Available



## Other Ethics and Compliance Policies

### ► Managing Third Party Risk: Our Global Anticorruption, Global Trade Compliance and Third Party Due Diligence Policies

We are committed to complying with the law wherever we operate globally. Our Global Anticorruption Policy prohibits bribery in all forms and facilitating payments. Under the Policy, certain transactions involving either government officials or state owned entities must be reviewed and pre-approved by the Chief Compliance Officer. Our Global Trade Compliance Policy provides the framework for promoting effective compliance with applicable sanctions, import and export control laws and regulations. Both policies are supported by our Third Party Due Diligence Policy, which defines the procedures and actions to be followed by all of our employees to identify, assess and mitigate compliance and legal risk with respect to new business partners.

### ► Respecting Human Rights

Our Modern Slavery Policy describes the risk-based approach we take to mitigating the risk of human rights abuses in our supply chain. This policy reflects our commitment to respecting human rights in all aspects of our business. Our policies are aligned with the core principles of internationally recognized codes and conventions on human rights, including the United Nation's Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work's core conventions.

Anyone inside or outside of the company can report any concerns related to modern slavery through our Speak and Be Heard Reporting line. In 2021, we received no reports of such abuses.

This policy is available on [hfsinclair.com](https://hfsinclair.com).



### ► Data Protection

Our Global Privacy Policy explains how we hold ourselves, and any third parties who manage personal information on our behalf, accountable for meeting this commitment. We are committed to collecting and processing personal information responsibly and in compliance with applicable federal, state and international laws and regulations. We only collect and process personal information in a transparent manner and only for specific, legitimate purposes. We manage personal information securely and respect the rights of the owners of personal information we process and collect.

Our Information Security Program (ISP) defines the administrative, technical and physical safeguards we have established for protecting HF Sinclair's information technology systems, and the personal data maintained therein. The ISP also describes our incident response process when the company is subject to an unauthorized access to its systems or data.

# ***Renewable Fuels***



# Renewable Fuels

## Moving Forward Towards an Energy Transitioned Future

Our renewable energy business supports HF Sinclair's commitment to establishing sustainable practices and preparing for a future in which there is increased demand for low carbon fuels.



Renewable diesel is chemically identical to regular petroleum diesel. It is manufactured through hydro treating of renewable feedstock such as vegetable oils or animal fat as opposed to petroleum. Renewable diesel conforms to all ASTM Diesel standards and is a direct replacement to Petroleum diesel. The world's existing diesel engine fleet can run 100% renewable diesel with no modification or risk to engine operations.

Renewable diesel is produced through hydro-treating and is chemically identical to conventional diesel meeting the ASTM D975 diesel standard. Renewable diesel can be more readily deployed as it is fully compatible with the existing infrastructure and the existing diesel engine fleet which can run 100% renewable diesel with no modification or risk to engine operation.

Renewable diesel is a cleaner burning fuel and, depending on the feedstock, can have 50% to 80% lower lifecycle GHG emissions compared to conventional diesel. The climate benefit results from the biological stocks, which sequester carbon dioxide as they grow, or would otherwise release more potent GHGs (such as methane) as they decompose.

After the completion of the Artesia, NM renewable diesel unit, HF Sinclair will be a leading U.S. producer of renewable diesel with three production facilities located in Artesia, NM, Cheyenne, WY and Sinclair, WY which combined will have approximately 380 million gallons of annual renewable diesel

production capacity. These facilities will also produce a modest amount of renewable Naphtha, which can be used to produce "greener" blends of gasoline.

In addition to the renewable diesel facilities, we have a pre-treatment unit (PTU) that supports our renewables business. The PTU will allow our plants to process a wider variety of feedstock, which mitigates single feedstock risk and enables the company to generate value through the use of lower priced more difficult to process feedstock such as unrefined soybean oil, animal fats and distillers corn oil.

Our facilities can replace a significant portion of natural gas with produced renewable off-gas, primarily propane, further reducing our facilities GHG emissions.

Our significant investment in renewable diesel demonstrates our commitment to reducing our environmental footprint while continuing to provide safe, reliable low carbon energy alternatives that society increasingly demands.

# ***Environment***





# Environment

We are committed to managing our operations in a manner that minimizes our impact on the environment. Through strong governance and our Operational Excellence Management System, we identify, monitor and manage environmental risks. We incorporate environmental considerations into projects of all sizes and our five-year strategic planning process.



## Our Commitment to Environmental Stewardship

Our corporate environmental team provides oversight and support to our facilities as they navigate complex environmental regulations. The corporate team is also responsible for tracking key performance indicators, engaging industry experts when appropriate and leading the environmental audit program.

With oversight by our vice president of Environment, Health & Safety, each of our facilities has an environmental manager and team of specialists who actively evaluate our environmental performance. These teams work

with the local operations to lead compliance and improvement initiatives for each site.

We recognize the importance of engaging with our stakeholders to advance these environmental objectives. For this reason, we coordinate with regulatory agencies on municipal, state/provincial and federal levels to address short-term and long-term environmental compliance needs. We also participate with industry groups, such as the AFPM, the Western States Petroleum Association (WSPA) and Canadian Fuel Association (CFA), to guide and monitor legislative and regulatory activities.



## Commitment to Good Manufacturing Practices

Good manufacturing practices (GMP) are the practices required in order to meet the guidelines recommended by agencies that control the authorization and licensing of the manufacture and sale of food and beverages, cosmetics, pharmaceutical products, dietary supplements and medical devices, including the U.S. Food and Drug Administration. We were the first white oils, specialty base oils and lubricants manufacturer in the world to attain International Organization for Standardization (ISO) 14001:2015 Environmental Management System (EMS) certification, through our Petro-Canada Lubricants business. Today, our four lubricants and specialty facilities hold a Quality ISO 9001:2015 certification.

## Third-Party Certifications

As part of our ongoing commitment to transparent social and environmentally responsible business practices, our facilities participate in annual third-party compliance and risk assessment surveys. Through these assessments, we aim to reinforce and validate our sustainability practices including, but not limited to, safety, environmental compliance, labor and human rights and training.

Our participating facilities have made remarkable progress to date with EcoVadis, a third-party provider of business sustainability ratings. In 2021, our Mississauga facility achieved an EcoVadis gold sustainability rating (Top 5% of suppliers with EcoVadis) for the second year in a row. This designation reflects our strong compliance management system practices in the areas of environmental practices, labor and human rights, ethics and sustainable procurement.

In addition, our Petrolia and Amsterdam facilities received a silver sustainability rating (Top 25% of suppliers with EcoVadis) for the second year in a row.





## Air Emissions

We understand that our communities place their trust in us as a good neighbor. We incorporate environmental, health and safety requirements in the design phase of our projects. We also develop and follow standard operating and maintenance procedures for safe and reliable operations.

We have installed a myriad of control technologies to help decrease emissions from our operations, such as:

- ▶ Wet gas scrubbers are installed on most of our fluid catalytic cracking units. These scrubbers significantly reduce SO<sub>2</sub> and particulate matter emissions.
- ▶ Many of our units also have NO<sub>x</sub> control technologies, which reduce pollutants 80–95% over uncontrolled levels.
- ▶ Flare gas recovery units have been installed at four of our refineries to recover waste gases, which are then treated and recycled for use as fuel gas in our combustion units.
- ▶ We have undertaken energy reduction activities at our lubricants facilities, including dewax exchanger cleaning, cooling tower upgrades and boiler cleaning and chemistry changes.
- ▶ We have installed a flue gas recirculation system at our Petrolia facility, reducing emissions from our boiler operations.



### Reduction in Pollutants

HF Sinclair measures emissions from our operations, including nitrogen oxide (NO<sub>x</sub>), sulfur dioxide (SO<sub>2</sub>), carbon monoxide (CO), particulate matter (PM<sub>2.5</sub>) and volatile organic compounds (VOCs). Emissions vary year-to-year depending upon many factors, including process unit downtime and throughputs.



## Criteria Pollutants

REFINERY EMISSIONS INTENSITY <sup>5</sup>					
	2017	2018	2019	2020	2021
<b>NO<sub>x</sub></b>	16	15	15	16	14
<b>SO<sub>x</sub></b>	4	4	4	3	3
<b>PM<sub>2.5</sub></b>	2	3	3	3	2
<b>VOC</b>	24	23	25	22	21
<b>CO</b>	15	16	16	18	17

Tons per million barrels

## Greenhouse Gas Emissions (GHG)

We are pleased to announce our target to decrease our net emissions intensity by 25% by 2030, through offsets and reductions versus 2020 levels. We will achieve this target through a combination of reductions in our direct operations emission intensity, and offsets from producing low carbon renewable fuels and blending of ethanol and biodiesel.

**25%**  
Reduction

GROUP GHG EMISSIONS <sup>6</sup>					
	2017	2018	2019	2020	2021
<b>Scope 1 GHG emissions</b>	5,410	5,482	5,607	5,371	4,735
<b>Scope 2 GHG emissions</b>	901	804	794	681	562
<b>Total GHG emissions</b>	6,310	6,286	6,401	6,052	5,296

Thousand metric tons of CO<sub>2</sub>e

## Mississauga Executes Multi-Year Project to Reduce Emissions

The Mississauga facility successfully eliminated the production and emission of over six metric tonnes per year of isopropyl alcohol as a by-product of aluminum complex grease production. This is the result of a joint ISO 14001 Environmental Program involving the Lubplex (packaging warehouse) Production team and Environmental Health & Safety (EH&S) that was spearheaded by the Research & Development (R&D) team. This was a multi-year project that involved reformulating the entire aluminum complex grease line to use an alternative source of aluminum that does not generate isopropyl alcohol in the chemical reaction, which occurs in the grease making process. The grease production team worked closely with the R&D team to scale up revised grease formulations to achieve consistent and reliable production, while the EH&S team verified the elimination of isopropyl alcohol by spot checking production batches.





## Recycling

We are committed to identifying opportunities to recycle products we use in our operations to drive efficiency. Below we describe some of our key projects related to recycling.



- ▶ Our Mississauga facility uses recycled materials in the manufacturing plant to reduce overall waste. In 2021, greater than 40% of our packaged, bottled, product uses brown kraft material boxes designed with 100% recyclable material. The transition to brown kraft boxes also includes a label on the bottom to indicate that it is made from all recyclable materials. Additionally, Mississauga launched a new bulk grease package style using the Fluid Bag, combined with a roller system which reduces residual grease left in the bags, resulting in a decrease of overall waste.



- ▶ In 2021, our Asphalt business helped prevent 258,000 rubber tires from going to landfills by repurposing them for use in making asphalt binder. This enhances efforts by the states of Arizona and New Mexico to address the problem of scrap tires that contribute to rodent and mosquito infestations. Additional benefits include quieter, longer lasting roads, making our roads more sustainable.



- ▶ Our Tulsa refinery and Mississauga facility participate in the California pesticide container recycling program, which requires pesticide registrants of any production agricultural-use or structural-use pesticide product (including adjuvants) packaged in rigid non-refillable High Density Polyethylene (HDPE  $\leq$  55 gallons) to be registered in a recycling program.



- ▶ Our Navajo refinery is implementing a project to sell wastewater from operations to upstream operators. This reduces the amount of freshwater that is needed in upstream operations in Artesia, which is a high-risk region for water scarcity and contributes to the circular economy.



- ▶ In another project, our Mississauga facility underwent a change from using plywood grating in scaffolding projects (a one-time use material, lasting 1 year or until the following turnaround) to metal grating in 2020 which have a longer life-span (appx. 30 years). This is an equivalent reduction of 120 sheets of plywood on a shutdown project basis that would avoid disposal due to the substitute purchase of metal grating. We had turnarounds in 2020 and 2021 which equates to a savings of 240 sheets of plywood thus far.



- ▶ The Mississauga facility also implemented an oil cube return program that increases the reuse and return of steel totes, reducing steel waste. In 2021 there were greater than 300 steel totes in circulation.

In addition, the facility constructed a dedicated marine line to receive imported product that allows it to substitute rail car shipments or trucking with more carbon efficient marine delivery. In 2021, this marine line resulted in a reduction of approximately 345 tons of CO<sub>2</sub> emissions.



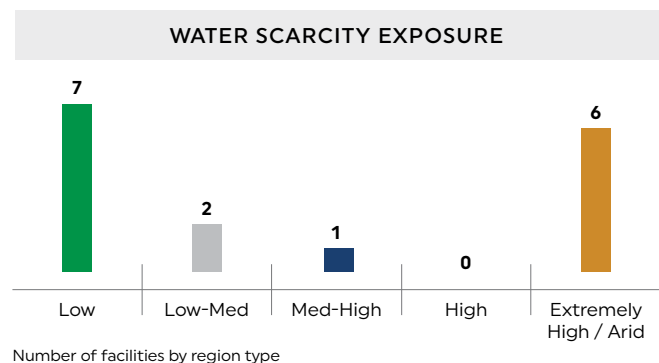
## Water Use

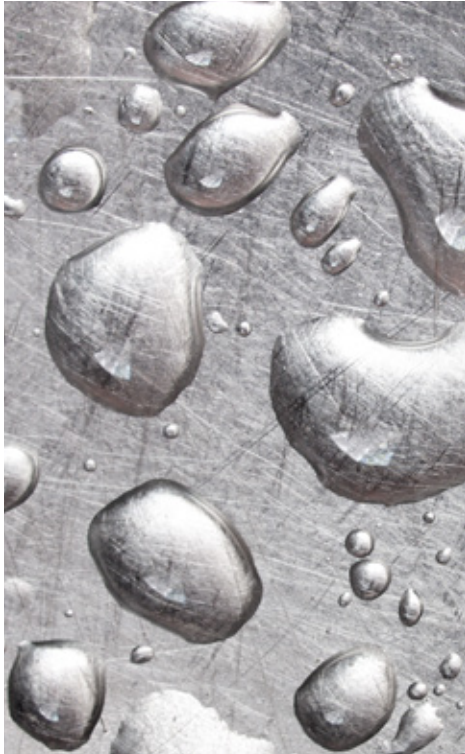
We appreciate the importance of managing water use from our operations and continue to explore short- and long-term opportunities to reduce and recycle water. Sites identify opportunities to reduce water use at their specific location.



### Identifying and Prioritizing Water Scarcity Risk

We regularly monitor the risks water scarcity may pose to our operations and our communities. We have analyzed our water risk exposure through the WRI Aqueduct Water Risk Atlas. In 2021, 96% of water was withdrawn from med-high and lower water scarcity risk regions. The assessment and monitoring of water scarcity risk falls under our standard environmental risk management process.





## Saving Water Through Conservation Focus

Conserving water, especially at our high water risk exposure sites, is a priority.

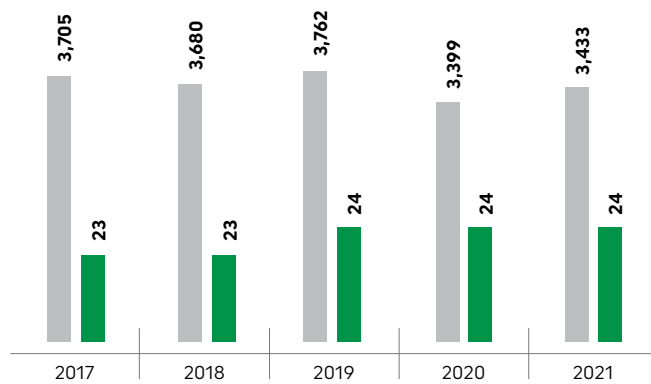
Our Woods Cross refinery has implemented a program, through a series of projects, to recapture water condensate for re-use in our operations. These projects included a new flash drum that allows condensate streams that were previously hydraulically locked to be recovered, and the installation of additional condensate collection pots. In addition to the condensate recovery, several once-through cooling water streams have been routed for reuse in our cooling water system. Through this program, the refinery has reduced its reliance on fresh water by roughly 10,000 to 170,000 gallons per day.

## Wastewater

We are committed to improving wastewater treatment plant operations by providing in-depth training to our wastewater treatment operators. We also provide training on wastewater treatment to other operations staff so they understand how their activities can impact our ability to effectively treat our wastewater.

### REFINERY WASTEWATER DISCHARGE INTENSITY

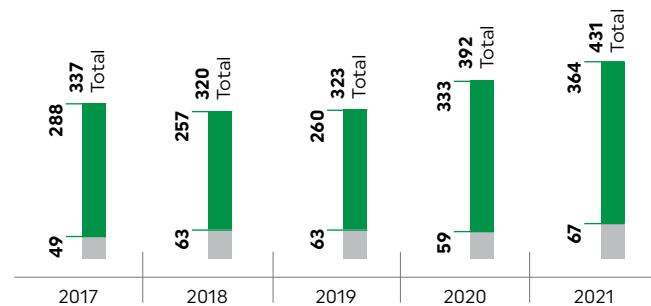
- Wastewater discharge (millions of gallons)
- Wastewater discharge (gallons per barrel)



## Solid and Hazardous Waste

### REFINERY WASTE INTENSITY

- Hazardous waste
- Non-hazardous waste



Tons per million barrels



## Cheyenne Decommissioning Update

In 2021, we continued converting our Cheyenne refinery from a traditional petroleum fuels refinery into a renewable diesel facility. The decommissioning process involved eliminating the petroleum product in our tanks to de minimis levels. Our local operations team and environmental managers developed a plan that prioritized limiting the environmental impact of the decommissioning in the local community, recycling when feasible and minimizing energy consumption in the process.

To the right are the amounts of waste disposed of and materials recycled or reused as a part of the decommissioning in 2021.

WASTE		
Reporting Categories	Disposition Type	2021 Weights
<b>Hazardous</b>	Energy Recovery	4,185.8 tons
<b>Other Hazardous</b>	Disposal	584.10 tons
<b>Non-Hazardous</b>	Disposal	14,719.51 tons

RECYCLE/REUSE		
Reporting Categories	Disposition Type	2021 Weights
<b>Iron and Metals (Non-Haz)</b>	Metal Recycling	1,029.58 tons
<b>Soil (Non-Haz)</b>	Cover landfill	1,618.10 tons
<b>Waste water treatment plant oil</b>	Oil Recovery	2,110.05 bbls



## Working Together for a Greener Future

Through our longstanding partnership with CIRCON Environmental, we safely and efficiently recycle and repurpose waste materials from our operations. Some of this waste is converted into a fuel product which is used to safely provide energy to cement kiln operators. Through this collaboration we accomplished the following in 2021:

**3,972**

**Tons of hazardous waste recovered**

**1,986**

**Tons of landfill avoidance**

**663,324**

**Gallons of waste derived fuel generated**

**835,449**

**Gallons of water safely treated and discharged back into the ecosystem**

# ***Climate and Innovation***



## Climate and Innovation

Our commitment to the environment is reflected in our approach to innovation and in the products we produce. In our refining business, we implemented a project in 2020 to reduce the average Sulphur content in our gasoline products produced by our Woods Cross refinery. As of October 2021, these products were averaging a Sulphur content of 7-8ppm, well below the 10ppm level of some traditional gasoline products.





Our research and development department in our Lubricants & Specialty product segment encourages all employees to spend a portion of their time thinking outside the box to develop products that meet current and future demands for environmentally responsible products. The team has a governance process for vetting these ideas based on their impact and consumer preferences, and prioritized the focus areas of biodegradability/renewable components, energy efficiency and lubricants for alternative energy systems. Below are some of the products that have been identified and developed through these projects.

### Renewable Components

- ▶ SonneNatural, a full line of unique, 100% natural plant-based products.
- ▶ Undertook formulation studies to improve the performance of renewable components (triglyceride-based waxes) used in candles.
- ▶ Developed formulations to use sustainably sourced palm ingredients (meeting RSPO - Roundtable on Sustainable Palm Oil).
- ▶ Research, blending and testing of renewable components in various product applications.

### Products With Reduced Environmental Impacts

- ▶ Research, development and launch of lubricants that are readily biodegradable to reduce environmental impact and protect our natural ecosystems. Launch of ENVIRON™ MV R 32 and MV R 46, readily biodegradable hydraulic oils.
- ▶ CINAGRO™, PureSpray™ and CIVITAS™, which are agricultural spray oils and lawn care products for use in organic production for the protection of crops and plants.
- ▶ Manufacture and market a mosquito larvicide oil (MLO) used to eliminate the larvae and pupae thereby decreasing the development of adult mosquitos.
- ▶ Rubber processing oils for the rubber and tire industry with significantly lower levels of regulated compounds.

### Energy Efficiency/Improvement

- ▶ Development and promotion of passenger motor oils meeting ILSAC GF-6A and GF-6B, designed to impart improved fuel economy.
- ▶ Lower viscosity grade SENTRON™ Stationary Natural Gas Engine Oils (SAE 30 viscosity grade versus traditional SAE 40 viscosity grade) in order to achieve higher energy efficiency.
- ▶ Lower viscosity TRAXON™ 75W-90 and 75W-85 axle fluids to promote energy efficiency.
- ▶ HYDREX™ Hydraulic multi-grade fluids with proven energy efficiency.

### Lubricants For Alternative Energy Systems

- ▶ Development and promotion of lubricants used to support renewable power such as our HARNEX™ 320 Wind Turbine Fluid.
- ▶ Development and promotion of long life SENTRON™ stationary natural gas engine oils and TURBOFLO™ gas turbine fluids to support use of clean burning, low emission natural gas in place of coal, fuel oil, diesel and other high emission fuels. SENTRON™ natural gas engine oils also allow energy production from landfill gas.
- ▶ Development and promotion of ammonia refrigeration compressor lubricants to support low/no Ozone Depletion Potential (ODP) and Global Warming Potential (GWP) refrigeration systems.



## Partnerships to Meet the Demand for Reduced Climate Impact

We recognize the importance of key partnerships in advancing a greener future for our company and our communities. We participate in organizations where we believe we can add value in achieving these goals.

The Advanced Fluids for Electrified Vehicles (AFEV) Consortium at Southwest Research Institute was formed to focus on increasing the understanding of the lubricant needs for electric and hybrid vehicles and to partner with the industry to optimize fluids for these applications. As a member of the consortium, we will apply our knowledge of hardware and fluid requirements to product development in collaboration with other stakeholders.

The Asphalt Institute seeks to promote the safe use and benefits of asphalt through partnerships and research. We are active participants in the Health, Safety and Environment Committee which collaborates globally to address health and safety issues associated with asphalt products.



***Advancing Our People***



# Our People

In 2021, we continued to invest in our people as a means of moving our company forward, together. These efforts included assessing our values, supporting our employee resource groups, creating development opportunities for our team members and addressing each employee through our benefits programs.



Safety



Integrity



Teamwork



Ownership



Inclusion

## Leading with our One HF Sinclair Culture

In 2021, we embarked on a review of our core values to assess if they were still in line with who we are and who we want to be as an organization, along with our wider operational goals for the future. Our review led us to introduce an important new cultural value. While it is already present in our organization, we acknowledge there is always room for growth and improvement.

The addition of **Inclusion** to our values of **Safety, Integrity, Teamwork** and **Ownership** reflects our desire to foster a work environment in which employees feel valued and included in decisions, opportunities and challenges. Adding this value supports our belief that, as an organization, what makes each of us different, together makes us stronger.

Inclusion starts with welcoming and encouraging diversity of thoughts, backgrounds, ideas and perspectives from across the business. In the spirit of this sentiment, all employees will have a responsibility in how we embed inclusion as a core value and build it into our One HF Sinclair Culture.

## Employee Resource Groups and Diversity

Our leadership is committed to attracting, retaining and developing a highly engaged, high-performing, diverse workforce and cultivating an inclusive workplace where all employees feel valued and have a sense of belonging. Increasing our diversity and inclusion efforts is an organizational priority and strategic oversight of our efforts is provided by our Compensation Committee.

We have established an Inclusion and Diversity Working Group in order to seek additional feedback from employees on their experiences at HF Sinclair. This group includes representation across our site locations and functions, and from traditionally underrepresented groups. The feedback from this working team will enable HF Sinclair to further refine its vision for inclusion and diversity within the company.



Our WiE employee resource group (ERG) reworked itself with an updated mission and vision to achieve its goal of fostering dialogue related to subjects that matter to our employees and to foster relationships through education, networking and leadership development opportunities. Its name, WiE, reflects that "We can accomplish more than I." This group hosts speakers and social events that allow employees who share common interests and concerns to connect.

Our Veteran's ERG includes veterans, active duty military members and their allies across our enterprise. Local groups support veterans in the communities where we have operations through charitable activities including:



- ▶ Building a greenhouse at a local veterans' hospital in Cheyenne, WY;
- ▶ Sponsoring a 5K and 10K run in Artesia, NM; and
- ▶ Holding a national day of service at the Dallas, TX National Cemetery.

On November 4, 2021, the Veterans ERG hosted a ceremony in the Dallas, TX office in honor of Veterans Day in the U.S. and Remembrance Day in Canada and the U.K. The event provided an opportunity to honor our employees who have served or who have family members who have served in the armed forces. During the event, we signed an Employer Statement of Support of the Guard and Reserve to formalize its commitment to supporting employees who serve in the Guard and Reserve.

Our university recruiting team has partnered with historically Black colleges and universities to offer full-time and summer internship opportunities. We also support external resource groups and our employees are active members in organizations such as the North Texas Women's Energy Network and the National Society of Black Engineers Convention.

## Employee Development

Developing our employees is one of the ways in which we support our culture of ownership. In 2021, we invested more than \$6 million in our development programs, which enabled employees at all levels to enhance their skills and grow professionally. Our development programs target future leaders, front line leaders and leaders who are new to our company.

We also continued our rotational development program, which provides opportunities for recent graduates to rotate through four functional areas (Internal Audit, Global Logistics, Renewables and Procurement) while exploring careers in our industry. To date, two-thirds of eligible individuals have accepted full-time roles in the company.

### ▶ Scholarship Program

HF Sinclair offers a Scholarship Program for the dependents of our U.S. and Canadian employees and retirees pursuing higher education. Our U.S. and Canadian scholarship program awards \$1,800 to \$2,000 to help pay for post-secondary education. In 2021, we awarded more than \$114,000 to deserving students.

# \$114,000

### ▶ Education Assistance Program

HF Sinclair encourages employees to continue to learn, become subject matter experts and further their career goals through ongoing education, trainings and external education opportunities. To help employees pursue their educational goals, we offer financial assistance. We committed more than \$525,000 in 2021 to support continued education, professional licenses and memberships.

# \$525,000



## HF Sinclair Introduces Career Pathing Model



To further support the development of our people, we began a new career pathing initiative. These career paths inform employees of the education, skills and competencies needed to progress within a specific job family. With this knowledge, employees and their managers can partner to plan meaningful professional development experiences for employees in all of our locations. This project was piloted in 2021 with approximately 13% of the employee population and will be further expanded in 2022. This is one of the many ways we encourage and empower our employees to take ownership of their careers.

## Supporting Employee Well-Being

We regularly review the benefits we offer our employees to make sure they remain competitive, support the attraction of top talent and enable our employees to feel supported in their lives. For our U.S. employees, in 2021 we added new benefits including pet insurance, adoption reimbursement and financial planning assistance. We have also enhanced our health benefits to include additional health advocacy solutions related to diabetes, pre-diabetes, weight loss and depression.

### ▶ Living Well Health Center, Artesia, NM

In an effort to provide better access to primary healthcare in Artesia, NM for employees and their families, we launched the Living Well Health Center in partnership with ProActive MD. The clinic is staffed by a primary care physician, one medical assistant and one health care advocate. The clinic opened in October 2021 and in its first week, it treated 36 patients. By the end of 2021, over 150 people had visited the clinic.

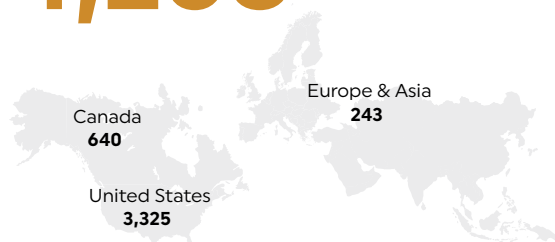


## Labor Practices

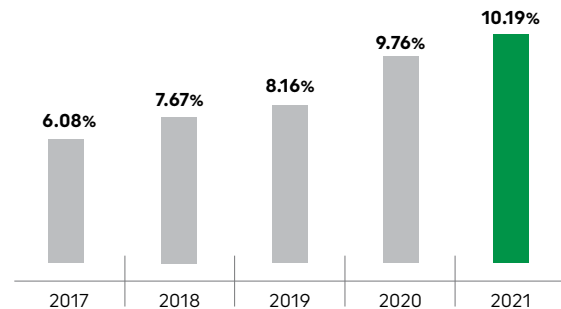
HF Sinclair is committed to maintaining a positive working relationship with our local unions and their members. We believe it is in the best interest of both the employees and the company to work together in order to create a collaborative working environment. As of December 31, 2021, approximately 32% of our employees were represented by labor unions under collective bargaining agreements.

### 2021 EMPLOYMENT NUMBERS

**4,208** Total Employees



### EMPLOYEE TURNOVER PERFORMANCE



\*In 2020, HollyFrontier began the process of converting the Cheyenne refinery into a Renewable Diesel production facility and completed a corporate restructuring, resulting in reduced headcount.

# ***Stakeholder Engagement***



# Stakeholder Engagement

Being connected and engaged in the communities where we operate is an important priority for HF Sinclair. Through listening sessions, engaging in the political process and philanthropy, we connect with our neighbors to develop relationships of trust.



## Listening to our stakeholders

When we make significant changes in our operations, we not only consider the impact on the local communities, but we reach out to these communities to share our plans and hear their feedback. For example, we hosted a community breakfast in Anacortes, Washington prior to acquiring Puget Sound refinery, during which we introduced our leadership team and our plans for PSR post close. Prior to implementing a turnaround in Artesia, we held a community session in which we explained our expectations of how the influx of a significant number of contractors might impact the community.

## Influencing Public Policy

HF Sinclair's public policy efforts are managed by our Government Affairs Department. These efforts include participation in the regulatory, legislative and political processes at the state, federal and local levels. HF Sinclair is a member of trade associations such as Western States Petroleum Association, American Fuels and Petrochemical Manufacturers and Fuels Canada.

Part of HF Sinclair's advocacy efforts include the HF Sinclair Political Action Committee (DINO PAC). The DINO PAC is a bipartisan political action committee that supports candidates and elected officials who believe in a strong liquid fuels industry at the state, federal, and local levels. For additional information on the DINO PAC please visit [fec.gov](https://fec.gov).

When addressing carbon emissions from the transportation sector, a variety of policy options must be considered. In particular, HF Sinclair believes that liquid fuels, which includes petroleum products, must and will continue to play a vital role in the clean energy transition occurring around the globe. HF Sinclair supports policies that lower carbon emissions while providing affordable fuels to consumers. In addition, HF Sinclair supports a diverse approach to the modern mobility needs of U.S. consumers, one that promotes domestic energy security, encourages innovation, and reduces the environmental impact of the transportation sector by bringing new generations of increasingly sustainable fuels to market.



## Honoring our Social Responsibility

In 2021, we continued to support initiatives and organizations in the communities where we operate. Our Corporate Social Responsibility Policy sets forth five areas of focus where we target our financial and in-kind giving. These categories include:

### Education/STEM

Organizations that promote learning and intellectual development or organizations focused on science, technology, engineering and math (STEM).

### Veterans' Causes and Local Communities

Organizations that provide services to veterans' causes and the local communities in which we operate, contribute to economic stability or help communities thrive and stay safe.

### Environment

Organizations that work to preserve and protect the environment for the benefit of the public or other nonprofits that support an environmental effort, such as tree planting or preserving wetlands.

### Human Needs

Organizations or causes that support people in times of need.

### Diversity, Equity and Inclusion

Organizations that promote diversity, equity and inclusion.

You can read more about our approach to philanthropy in our Corporate Social Responsibility Policy on [HFSinclair.com](https://HFSinclair.com).



Consistent with these areas of focus, the following are examples of where our teams gave their time, talent and treasure in 2021.



## Navajo Refinery

ARTESIA, NM



### Lovington Quest Center—Robocats

Our Navajo refinery proudly presented the Lovington Quest Center with a check for \$50,000 to help provide equipment and supplies for the new STEM Lab. A separate \$10,000 donation was given to the Lovington High School robotics team to fund regional competitions, travel expenses, equipment and supplies.



### Artesia Community Chest

Employees in Artesia presented a \$10,000 check to Artesia Community Chest (ACC). ACC (formally North Eddy United Way) is a local nonprofit that helps fund other nonprofit organizations who provide direct services to Artesia. ACC fundraises through local businesses to provide these funding opportunities.



### Navajo Presents Funds for STEM in Artesia Public Schools

As part of our efforts to support science, technology, engineering and mathematics (STEM) initiatives, \$52,000 in funds were presented to Artesia Public Schools to support the ongoing multiphase project of providing all five local elementary schools with new Discovery Centers.

Discovery Centers will be a dedicated space for access to advanced technology that inspires students, empowers innovation and engages them in high-level thinking that is essential for student development. In addition, educators will be offered professional development in STEM concepts to help enhance core curriculum, build and sustain a culture of STEM teaching and bring STEM to life inside the classroom.

We believe teachers are the key to improving students' understanding of STEM and nurturing their interest in STEM career fields, ultimately resulting in the development of professionals who are critical to the future of our workforce and our industry.



ARTESIA, NM

## Navajo Refinery



### Navajo Shows Appreciation for Patient Care Staff

Our Navajo refinery employees provided Artesia General Hospital submarine sandwiches, chips, coolers full of drinks and loads of grab-and-go snacks for the ER, Medical Surgical Unit, O.R. and administration staff. A small gesture to say thank you for their efforts during the COVID-19 pandemic and their dedication to our community.



### Navajo Supports Community Clean Up

Our Navajo refinery hosted the annual Navajo Nature Trail Clean-Up. Employees and the Artesia High School boys' basketball team volunteered to clean up the nature trail by replacing dead trees and shrubs, pulling weeds and picking up trash.



### My Sister's Keeper

In honor of Breast Cancer Awareness Month, our Navajo refinery teamed up with Presbyterian Medical Services, a nonprofit rural community health center, to sponsor their "My Sister's Keeper Woman's Health Day." As part of the sponsorship, Navajo provided healthy snacks, a gift basket full of goodies and \$2,500 to help pay for mammograms for uninsured women.

AMSTERDAM, NETHERLANDS

## Amsterdam Facility



### Amsterdam Supports Youth

We were pleased to make a donation to the National Youth Breakfast Foundation in Amsterdam. This foundation is committed to making sure all children start each day with breakfast.





## Cheyenne Facility

CHEYENNE, WY



### Cheyenne Builds Greenhouse for Veterans

Our Renewable Fuels employees in Cheyenne partnered with the Cheyenne Veterans Affairs (VA) to construct a new greenhouse on the grounds of the Cheyenne VA Medical Center. After months of planning, designing and purchasing materials, several employees volunteered their time in July to build the greenhouse. The greenhouse will be used by long-term residents of the VA medical center as a recreational and therapeutic resource. The VA plans to allow residents to grow flowers in the greenhouse that will be replanted throughout the facility. To show their appreciation, our employees cooked and served a barbecue lunch for all the volunteers and other VA employees who helped out.



### Cheyenne Hosts Neighborhood Night Out

In July 2021, our Cheyenne facility hosted the annual Neighborhood Night Out. The event is designed to bring neighbors, businesses and police officers together to build relationships and decrease crime. The local staff coordinates the event for the neighborhood surrounding the facility, including purchasing and serving food and drinks to about 600 community members.



## Petrolia Facility

PETROLIA, PA



### Petrolia Provides Safety Education

Our Petrolia facility's Emergency Response Team Fire Chiefs Jake Daily and Mike Turner delighted visitors by displaying one of the company fire trucks at the 2021 Chicora Community Family Fun Day. Children enjoyed learning about how we prepare for emergencies and even tried on uniforms and equipment. Our participation allowed us to showcase what we do to keep employees and the community safe.





## El Dorado Refinery

EL DORADO, KS



### Supporting YMCA Splash Program

Our El Dorado refinery proudly donated \$16,000 to the El Dorado-based Young Men's Christian Association (YMCA) to expand their Swim, Play and Learn Aquatic Safety Habits (SPLASH) Program.



### El Dorado Refinery Sponsors Kids Week for the City's 150th

Our El Dorado refinery sponsored a week full of activities for children in the community to celebrate the city of El Dorado's 150th anniversary. The week included events such as a free movie, pool and museum admissions, a community park cleanup, a fishing derby and a field day at a local stadium. Our El Dorado refinery employees, their spouses and our summer interns volunteered to make the week memorable.



### El Dorado Contributes to Kansas Oil Museum TV Series

Our El Dorado refinery fully funded the new projector and screen for the Kansas Oil Museum and contributed to making an educational, 11-week TV series possible through the museum.



### Aiding Those Impacted by Covid-19

Our employees in El Dorado pledged \$71,314 to United Way of El Dorado. HF Sinclair matched the contribution for a total of \$142,629, making us the top contributor to United Way of El Dorado's campaign. Donations will be allocated to 20 local partnering agencies to support the health, education and income stability for those in the community who were impacted by the pandemic.





## Tulsa Refinery

TULSA, OK



### Tulsa Sponsors Fourth of July Event

Our Tulsa refinery sponsored the 2021 Folds of Honor Freedom Fest, Tulsa's longest running July Fourth fireworks display. HollyFrontier Tulsa was the official Kid Zone sponsor and donated \$10,000 to the event.



### Tulsa Cleans up School Grounds

In support of Tulsa Area United Way's 2021 Annual Day of Caring, employees at our Tulsa refinery assisted Global Gardens, an embedded nonprofit at Eugene Field Elementary School, with general cleanup and maintenance of their garden area.



### Tulsa Supports Local YMCA Summer Camp

Our Tulsa refinery continued its support of the Herman and Kate Kaiser YMCA of Greater Tulsa with a \$5,000 donation that will give 30 children the opportunity to attend day camp this summer.



## HF Sinclair

**\$280K** Raised

### HF Sinclair Sponsors Charitable Golf Tournament

In 2021, HollyFrontier hosted a charitable golf tournament benefiting four charities in Dallas. These organizations, the American Heart Association, Community Partners of Dallas, Habitat for Humanity and the Ronald McDonald House of Dallas, were selected as beneficiaries in recognition of their impact in the Dallas community. Over 160 persons participated in the event which raised more than \$280,000; all proceeds benefited the charities directly.



## Mississauga Facility

MISSISSAUGA, ONTARIO



### Mississauga Supports Critical Commodity Programs

Our Mississauga facility donated \$5,000 to The Compass Food Bank in support of their Critical Commodity Program, an initiative that aims to keep a regular and predictable supply of items. The funds have been used to purchase baby formula for the Food Bank's clients and their families.



### Rattray Marsh Receives Funding from Mississauga

Our Mississauga facility donated \$21,100 to Rattray Marsh, the last remaining lakefront marsh of its kind between Toronto and Burlington. The marsh is nestled along Mississauga's Lake Ontario shoreline and features a shale beach and pedestrian boardwalk overlooking an environmentally sensitive wetland that receives hundreds of thousands of visitors annually. Rattray Marsh is also home to a variety of wildlife and plants.

With our support, Credit Valley Conservation (CVC) raised the existing bridge to a safe level above lake flooding and created a new, elevated boardwalk protected by a new climate-resilient stone armoring solution. The new entrance is fully accessible and provides a safe and attractive welcome to Rattray Marsh, while maintaining natural coastal processes.

In September 2021, CVC and our Mississauga facility celebrated the official opening of the Rattray Marsh Boardwalk with a ribbon cutting ceremony. During the ceremony, our Mississauga employees announced an additional \$7,000 donation towards current boardwalk renovations that will protect the conservation area from further damage.

In addition to investing in the environment, we regularly get our hands dirty by participating in staff workdays, helping CVC maintain the natural beauty of Rattray Marsh and taking part in additional conservation efforts.

DALLAS, TX



# 103 Backpacks

### Dallas Helps with Back to School

Employees in Dallas filled 103 backpacks with donated school supplies to give to local children in need. This annual support provides children in Dallas with the school supplies necessary to succeed.

# Appendix

## Task Force on Climate-related Financial Disclosures

The Task Force on Climate-Related Financial Disclosures (TCFD) framework is one of the most widely used frameworks by companies who report on their climate related risks and opportunities. According to the Task Force on Climate-related Financial Disclosures 2021 Status Report, TCFD-aligned official reporting requirements have been adopted in eight countries. We include disclosures informed by the TCFD in this Sustainability Report because of our commitment to transparency and to enable our stakeholders to evaluate our disclosures in the context of our peers.

### Governance

#### a) Board Oversight

While our full Board of Directors has ultimate oversight responsibility for climate-related risks and opportunities, additional oversight is provided by our Board Committees. The Nominating, Governance and Social Responsibility Committee discusses with management HF Sinclair's policies, practices and procedures relating to environmental sustainability and our strategies and performance in assessing and responding to climate-related risks and opportunities. The Environmental, Health, Safety, and Public Policy Committee monitors public policy trends that impact HF Sinclair, such as the risk of future carbon regulations and their potential direct or indirect costs. Issues such as the impact of current and potential federal and state regulation of carbon emissions are a regular topic of discussion by our Board.

#### b) Management Role

Our Executive Leadership Team (ELT) has oversight of strategic risks and opportunities at the management level. Such risks are identified and monitored by the Risk Management committee.

### Strategy

As the world prepares for a lower carbon future, all companies, including HF Sinclair, face a number of risks and opportunities. In this section we will describe our climate related risks and opportunities.

While we do expect continued demand for gasoline and diesel products in the future, we are prudently investing in lower carbon alternatives to diversify our business. To respond to requirements that we reduce our carbon footprint, we have established an achievable net emissions intensity decrease and a reasonable timeline for achieving it.

### Climate-Related Risks and Opportunities

#### Transitional Risks

##### a) Regulatory Risks

The availability and cost of renewable identification numbers and other required credits could have an adverse effect on our financial condition and results of operations.

The EPA's Renewable Fuel Standard (RFS) regulations require refiners to add annually increasing amounts of "renewable fuels" to their petroleum products or purchase credits, known as RINs, in lieu of such blending. We currently purchase RINs for some fuel categories on the open market, however, the price of RINs has been extremely volatile. While we cannot predict the future prices of RINs, the costs to obtain the necessary number of RINs could be material. If we are unable to pass the costs of compliance with the RFS regulations on to our customers, if sufficient RINs are unavailable for purchase, if we have to pay a significantly higher price for RINs or if we are otherwise unable to meet the RFS mandates, our financial condition and results of operations could be adversely affected.

- **There are various risks associated with greenhouse gases and climate change, including increased regulation of CO<sub>2</sub> emissions that could result in increased operating costs and litigation, reduced demand for the refined products we produce and investment in our industry.**

Numerous proposals have been made and could continue to be made to monitor and limit existing emissions of greenhouse gases, or "GHGs," to limit or eliminate future emissions, and to require or incentivize the use of lower-carbon or renewable alternatives. As a result, our operations are subject to a series of regulatory, political, litigation and financial risks associated with the refining of petroleum products and emission of GHGs.

- **Increases in required fuel economy and regulation of CO<sub>2</sub> emissions from motor vehicles may reduce demand for transportation fuels.**

Federal, state or international requirements regarding fuel economy, such as the Corporate Average Fuel Economy ("CAFE") may be amended to contain stricter GHG or fuel economy standards, resulting in decreasing demand for petroleum fuels. Decreasing demand for petroleum fuels could have a material adverse effect on our financial condition and results of operation.



- **Compliance with and changes in tax laws could materially and adversely impact our financial condition, results of operations and cash flows.**

The U.S. federal tax law provides various tax credits to producers, which may be repealed, modified or amended by governmental action resulting in a loss of, or reduction in, tax credits for producers of renewable fuels, increasing our production costs or decreasing our revenues.

#### **b) Demand Risks**

We compete with other industries that provide alternative means to satisfy the energy and fuel requirements of our industrial, commercial and individual consumers. The more successful these alternatives become as a result of governmental regulations, technological advances, consumer demand, improved pricing or otherwise, the greater the impact on pricing and demand for our products and our profitability. There are presently significant governmental and consumer pressures to increase the use of alternative fuels.

#### **c) Financial Risks**

Our share price could be adversely impacted if existing shareholders, including institutional investors, elect in the future to shift some or all of their investments into renewable energy or non-energy related sectors based on social and environmental considerations. In recent years institutional lenders have become more attentive to sustainable lending practices and have been lobbied intensively, and often publicly, by environmental activists, proponents of the international Paris Agreement, and foreign citizenry concerned about climate change not to provide funding for fossil fuel energy companies. Limitation of investments in and financings for fossil fuel energy companies could result in the restriction, delay or cancellation of drilling programs or development or production activities, could result in a reduction of available capital funding for potential development projects and could also adversely affect demand for our services and refined petroleum products, all of which could adversely impact our future financial results.

#### **d) Reputational Risks**

Increasing societal expectations for companies to address environmental issues, including climate change, and increased consumer use of substitutes to energy commodities may result in increased costs, reduced demand for our products and our services, reduced profits, increased investigations and litigation, and negative impacts on our stock price and access to capital markets. To the extent that societal pressures or political or other factors are involved, it is possible that such liability could be imposed without regard to our causation of or contribution to the asserted damage, or to other mitigating factors.

#### **e) Litigation Risks**

There are increasing risks of litigation related to climate change effects. Governments and third parties have brought suit against some fossil fuel companies.

These cases allege, among other things, that such companies created public and private nuisances by producing fuels that contributed to climate change, such as rising sea levels, and therefore are responsible for roadway and infrastructure damages as a result, or alleging that the companies have been aware of the adverse effects of climate change for some time but defrauded their investors or customers by failing to adequately disclose those impacts. While we are not party to such suits at this time, we may become subject to such litigation in the future. Such cases could also adversely impact public perception and the demand for fossil fuels and petroleum products, which could subsequently result in decreased demand for our services and refined products and a drop in our share price.

#### **Physical Risks**

Scientists have noted that changes in the environment may produce climate changes that have significant effects on the weather. These events, including but not limited to drought, winter storms, wildfire, extreme temperatures, extreme precipitation or flooding, may become more intense or more frequent as a result of climate change and could have an adverse effect on our continued operations as well as the operations of our suppliers and customers. Additionally, changing meteorological conditions, particularly temperature, may result in changes to demand for our products. Our customers or suppliers may also be subject to similar risks, any of which may adversely impact our business, financial condition or operations.

#### **Risk Management**

Our leadership team and Board of Directors are focused on managing the risks to our business, including climate change-related risks. We rely on our Risk Management process and OEMS framework to identify climate-related risks, including those resulting from regulatory change. Climate-related risks are in our company enterprise risk register. On a quarterly basis, the Risk Committee reviews each of these risks, along with the other enterprises risks to confirm their significance and evaluate any changes in the risk rating or risk controls. These risks are managed by each segment with corporate oversight.



## Metrics and Targets

### a) Metrics

We monitor absolute energy use and Scope 1 + Scope 2 emissions, and intensity per barrel.

### b) Scope 1 and Scope 2 GHG Emissions

Scope 1 emissions (2021) 4,735 thousand metric tons of CO<sub>2</sub>e

Scope 2 emissions (2021) 562 thousand metric tons of CO<sub>2</sub>e

### c) Target

We have set a target to decrease our net emissions intensity by 25% by 2030, through offsets and reductions versus 2020 levels. We will achieve this target through a combination of reductions in our direct operations emission intensity, and offsets from producing low carbon renewable fuels and blending of ethanol and biodiesel.

## Sustainability Accounting Standards Board (SASB) Index

Accounting Metric	Code	Disclosure
<b>Greenhouse Gas Emissions</b>		
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-RM-110a.1	See table below
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	Please see the Environment and Climate and Innovation sections
<b>Air Quality</b>		
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) particulate matter (PM <sub>10</sub> ), (4) H <sub>2</sub> S, and (5) volatile organic compounds (VOCs)	EM-RM-120a.1	(1, 2, 3, 4, 5) See table below
Number of refineries in or near areas of dense population	EM-RM-120a.2	Please see the section: Our Facilities
<b>Water Management</b>		
(1) Total volume of fresh water handled in operations, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	EM-RM-140a.1	(1) See table below (2) Not reported (3) 4% of water withdrawn from extremely high/arid regions  For more information, please see the section: Water Use
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-RM-140a.2	Not reported
<b>Hazardous Materials Management</b>		
Amount of hazardous waste generated, percentage recycled	EM-RM-150a.1	See table below
(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with UST financial assurance funds	EM-RM-150a.2	Not reported
<b>Workforce Health &amp; Safety</b>		
(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR) for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-RM-320a.1	a) Employees (1, 2) See table below (3) Not reported b) Contractors (1, 2) See table below (3) Not reported
Description of management systems used to integrate a culture of safety	EM-RM-320a.2	Please see the section: Safety Culture



Accounting Metric	Code	Disclosure
<b>Pricing Integrity &amp; Transparency</b>		
Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	EM-RM-520a.1	Any material monetary losses would be reported on our 10-K and 10-Q
<b>Management of the Legal &amp; Regulatory Environment</b>		
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-RM-530a.1	Please see the section: Stakeholder Engagement
<b>Critical Incident Risk Management</b>		
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	EM-RM-540a.1	See table below
Challenges to Safety Systems indicator rate (Tier 3)	EM-RM-540a.2	Not reported.  Our employees and contractors report any unintended operational, process or occupational safety events through an EHS data management platform. The EHS data management system is designed for tracking and reporting Tier 3 metrics, which include any challenges to safety systems.
Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	EM-RM-540a.3	Tier 4 metrics, or leading indicators, are used to monitor the health of various programs including management of change, pre-startup safety review, work permitting and action item closure. Each event is reviewed by subject matter experts to determine the need for additional investigation or corrective action.
<b>Activity Metrics</b>		
Refining throughput of crude oil and other feedstocks	EM-RM-000.A	See table below
Refining operating capacity	EM-RM-000.B	See table below

## About our Data

On March 14, 2022, HollyFrontier announced the completion of acquisition of certain assets of Sinclair Oil and the establishment of HF Sinclair Corporation as the new parent holding company of HollyFrontier Corporation. Environmental, safety and social governance data for the legacy Sinclair Oil facilities is not included in this year's report and will be included in next year's report.

We only include data in this report that was completed by the end of May 2022. In some instances, we use estimates for our environmental data in accordance with good industry practices. Any significant changes in data after this date will be incorporated into next year's report.

We utilize a process of internal review and controls to maintain data integrity and may update historically reported values based on these reviews.

Some of our HF Sinclair refinery operations are co-located with Holly Energy Partner assets, which are associated with refinery operations, such as processing units, terminals and material transfer racks. For purposes of this report, refinery environmental data includes data from these HEP assets.

Unless otherwise noted, environmental data does not include Puget Sound Refinery or legacy Sinclair Oil facilities. Data from PCLI is included starting in 2017, Sonneborn in 2019, and Red Giant Oil in 2020. Data from Holly Frontier Asphalt is included for Albuquerque and Glendale starting in 2017, and Artesia starting in 2020.

## HollyFrontier Group Performance Data

Metric	2017	2018	2019	2020	2021
<b>Greenhouse Gas Emissions</b>					
Total Scope 1 and Scope 2 Greenhouse Gas emissions (kMT CO <sub>2</sub> e)	6,310	6,286	6,401	6,052	5,296
GHG Scope 1 emission (kMT CO <sub>2</sub> e)	5,410	5,482	5,607	5,371	4,735
GHG Scope 2 emissions (kMT CO <sub>2</sub> e)	901	804	794	681	562
<b>Energy Management</b>					
Energy Consumption (GWh)	25,747	25,111	25,422	23,217	23,686
Grid Electricity (GWh)	1,670	1,636	1,645	1,539	1,405
<b>Air Quality</b>					
NO <sub>x</sub> (tons)	3,217	3,067	3,216	3,088	2,846
SO <sub>2</sub> (tons)	1,391	1,406	1,405	1,027	1,212
PM <sub>2.5</sub> (tons)	359	458	450	460	374
VOCs (tons)	3,980	3,803	4,063	3,309	3,212
CO (tons)	2,552	2,584	2,690	2,759	2,525
<b>Water Management<sup>7</sup></b>					
Fresh Water withdrawal (million gallons)	19,451	18,957	18,895	17,411	17,693
Wastewater discharge (million gallons)	10,923	11,197	12,472	11,818	11,431
<b>Waste Management<sup>8</sup></b>					
Total Waste Generation (tons)	68,293	55,665	77,953	76,960	92,810
Hazardous waste (tons)	8,678	11,488	27,270	24,874	27,138
Non-hazardous waste (tons)	59,615	44,177	50,683	52,086	65,672
<b>Workforce Health &amp; Safety</b>					
Combined Total Recordable Incident Rate (per 200,000 hours worked)	0.50	0.68	0.61	0.43	0.27
Employees per (200,000 hours worked)	0.57	0.67	0.51	0.33	0.24
Contractors (per 200,000 hours worked)	0.40	0.70	0.75	0.69	0.31
Fatalities total	1	0	0	0	0
Employees (#)	1	0	0	0	0
Contractors (#)	0	0	0	0	0
<b>Critical Incident Risk Management</b>					
Tier 1 incident rate (per 200,000 hours worked)	0.16	0.15	0.14	0.10	0.08
Tier 1 incident count (#)	8	9	9	5	5
Tier 2 incident rate (per 200,000 hours worked)	0.47	0.36	0.24	0.30	0.33
Tier 2 incident count (#)	23	21	16	15	22
Spills >1 barrel (barrels) <sup>9</sup>	690	981	3,899	2,427	1,135
Spills >1 barrel (#)	71	60	41	52	74

Based on the SASB "Oil & Gas-Refining & Marketing" standard



## HollyFrontier Refinery Environmental Performance Data

Metric	2017	2018	2019	2020	2021
<b>Greenhouse Gas Emissions</b>					
Total Greenhouse gas emissions (kMT CO <sub>2</sub> e)	5,859	5,818	5,786	5,458	4,683
GHG Scope 1 emissions (kMT CO <sub>2</sub> e)	4,962	5,018	5,011	4,799	4,148
GHG Scope 2 emissions (kMT CO <sub>2</sub> e)	896	800	775	659	535
Refinery GHG intensity Scope 1 and Scope 2 (kMT CO <sub>2</sub> e/ MMBBL)	37	37	37	38	33
<b>Energy Management</b>					
Energy Consumption (GWh)	23,101	22,475	22,267	19,983	20,629
Grid Electricity (GWh)	1,516	1,492	1,454	1,350	1,207
<b>Air Quality</b>					
NO <sub>x</sub> (tons)	2,497	2,342	2,370	2,260	1,998
SO <sub>x</sub> (tons)	715	633	554	415	446
PM <sub>2.5</sub> (tons)	306	432	416	427	349
VOCs (tons)	3,834	3,652	3,930	3,136	3,009
CO (tons)	2,462	2,498	2,525	2,610	2,336
<b>Refinery Intensity</b>					
NO <sub>x</sub> intensity (tons per MMBBL)	16	15	15	16	14
SO <sub>x</sub> intensity (tons per MMBBL)	4	4	4	3	3
PM <sub>2.5</sub> intensity (tons per MMBBL)	2	3	3	3	2
VOCs intensity (tons per MMBBL)	24	23	25	22	21
CO intensity (tons per MMBBL)	15	16	16	18	17
<b>Water Management</b>					
Fresh Water withdrawal (million gallons)	6,998	6,477	6,010	5,884	5,225
Wastewater discharge (million gallons)	3,705	3,680	3,762	3,399	3,433
<b>Refinery Intensity</b>					
Fresh Water withdrawal (gallons per BBL)	44	41	38	41	37
Wastewater discharge (gallons per BBL)	23	23	24	24	24
<b>Waste Management</b>					
Total Waste Generation (tons)	54,063	50,453	50,414	55,789	70,038
Hazardous waste (tons)	7,885	9,912	9,773	8,363	9,385
Non-hazardous waste (tons)	46,178	40,541	40,641	47,426	60,653
<b>Refinery Intensity</b>					
Total Waste Generation (tons/MMBBL)	337	320	323	392	497
Hazardous waste (tons/MMBBL)	49	63	63	59	67
Non-hazardous waste (tons/MMBBL)	288	257	260	333	431
<b>Activity</b>					
Refining Throughput (MMBBL)	160.09	157.53	156.25	142.46	140.79
Refining operating capacity (MBPD)	457	457	457	405*	554



## Cautionary Statements

While we believe all historical calculations presented herein were completed consistent with current industry standards, the numbers provided have not been audited by a third party audit firm.

Statements made in this report that are not historical facts are "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Words such as "anticipate," "project," "will," "expect," "plan," "goal," "forecast," "strategy," "intend," "should," "would," "could," "believe," "may," and similar expressions and statements regarding our plans and objectives for future operations are intended to identify forward-looking statements. Forward-looking statements are inherently uncertain, including statements regarding ESG goals and targets, and necessarily involve risks that may affect the business prospects and performance of HF Sinclair Corporation ("HF Sinclair") and/or Holly Energy Partners, L.P. ("HEP"), and actual results may differ materially from those discussed during the presentation. These statements are based on management's beliefs and assumptions using currently available information and expectations as of the date thereof, are not guarantees of future performance and involve certain risks and uncertainties. All statements concerning HF Sinclair's expectations for future results of operations are based on forecasts for our existing operations and do not include the potential impact of any future acquisitions. Although we believe that the expectations reflected in these forward-looking statements are reasonable, we cannot assure you that our expectations will prove correct. Therefore, actual outcomes and results could materially differ from what is expressed, implied or forecast in such statements.

Any differences could be caused by a number of factors including, but are not limited to:

- The ability of HF Sinclair and HEP to successfully integrate the operations of Sinclair with their existing operations and fully realize the expected synergies of the Sinclair transactions or on the expected timeline,
- Risks relating to the value of HF Sinclair common stock and the value of HEP's common units from sales by the Sinclair holders following the closing of the Sinclair transactions;
- The ability of HF Sinclair to successfully integrate the operation of the Puget Sound refinery with its existing operations,
- The demand for and supply of crude oil and refined products, including uncertainty regarding the effects of the continuing coronavirus ("COVID-19") pandemic on future demand and increasing societal expectations that companies address climate change,
- Risks and uncertainties with respect to the actions of actual or potential competitive suppliers and transporters of refined petroleum products or lubricant and specialty products in HF Sinclair's markets and HEP's markets;
- The spread between market prices for refined products and market prices for crude oil;
- The possibility of constraints on the transportation of refined products or lubricant and specialty products;
- The possibility of inefficiencies, curtailments or shutdowns in refinery operations or pipelines, whether due to infection in the workforce or in response to reductions in demand;
- The effects of current and/or future governmental and environmental regulations and policies, including the effects of current and/or future restrictions on various commercial and economic activities in response to the COVID-19 pandemic;
- The availability and cost of financing to HF Sinclair and HEP;
- Price, ability and acceptance of alternative fuels and alternative fuel vehicles and laws mandating such fuels and vehicles
- Political pressure of environmental groups and other stakeholders on policies related to our industry. The effectiveness of HF Sinclair's and HEP's capital investments and marketing strategies;
- HF Sinclair's and HEP's efficiency in carrying out and consummating construction projects, including HF Sinclair's and HEP's ability to complete announced capital projects, such as the construction of the Artesia renewable diesel unit, on time and within capital guidance;
- HF Sinclair's and HEP's ability to timely obtain or maintain permits, including those necessary for operations or capital projects;
- The ability of HF Sinclair to acquire refined or lubricant product operations or pipeline and terminal operations on acceptable terms and to integrate any existing or future acquired operations;
- The possibility of terrorist or cyberattacks and the consequences of any such attacks;
- Uncertainty regarding the effects and duration of global hostilities and any associated military campaigns which may disrupt crude oil supplies and markets for our refined products and create instability in the financial markets that could restrict our ability to raise capital,
- General economic conditions, including uncertainty regarding the timing, pace and extent of economic recovery in the United States; and
- A prolonged economic slowdown due to the COVID-19 pandemic, which could result in an impairment of goodwill and/or long-lived asset impairments and
- Other financial, operational and legal risks.

Additional information on risks and uncertainties that could affect the business prospects and performance of HF Sinclair and HEP is provided in the most recent reports of HF Sinclair and HEP filed with the Securities and Exchange Commission. All forward-looking statements included in this report are expressly qualified in their entirety by the foregoing cautionary statements. The forward-looking statements speak only as of the date made and, other than as required by law, HF Sinclair and HEP undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

### Endnotes

- 1 Net Intensity GHG data includes GHG emissions from the refineries (including PSR), renewables, and lubricant and specialties production facilities, excluding legacy Sinclair Oil facilities.
- 2 ISO 14001 Certification for operations related to production of lubricants and waxes only.
- 3 Historical incident rates are re-stated to reflect non-material changes resulting from a true up of the data; PCLI data included beginning 2017; Sonneborn and Red Giant Oil data included beginning 2019. The 2021 rates include all legacy-HollyFrontier entities, including the Puget Sound refinery beginning on November 1, 2021.
- 4 PCLI data included beginning 2017; Sonneborn and Red Giant Oil included as of 2019. The 2021 rates include all business units and company entities, including the Puget Sound refinery beginning on November 1, 2021.
- 5 PSR not included.
- 6 PCLI data included beginning 2017; Sonneborn and Red Giant Oil included beginning 2019.
- 7 Water values do not include Holly Frontier Asphalt.
- 8 Waste values do not include Holly Asphalt or Red Giant Oil.
- 9 Spills data are reported only for refining, asphalt, and renewables facilities.



This report contains statements based on hypothetical or severely adverse scenarios and assumptions, and these statements should not necessarily be viewed as being representative of current or actual risk or forecasts of expected risk. While future events discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality of certain disclosures included in our filings with the Securities and Exchange Commission which can be found at [investor.hfsinclair.com](http://investor.hfsinclair.com) and [sec.gov](http://sec.gov).



2828 North Harwood, Suite 1300 • Dallas TX, 75201-1507

