



2024



Sustainability Report





Company Overview



A Message from Our CEO



This past year, we made measurable progress against our purpose of making products that are essential for today and tomorrow. We continued to grow the DINO brand and footprint, adding a net of 87 sites, and we continued to meet the diverse energy needs of our customers, whether for liquid transportation fuels, lubricants or specialty products. We are committed to supporting affordable energy while responsibly producing vital products, and how we operate is just as important to us as the products we make. We remain focused on delivering safe, compliant and reliable operations as we pursue our strategic priorities and create value for our shareholders.

■ Advancing Energy Innovation

In response to growing market demand for liquid cooling technologies for servers and computing components, INNOVATE™ is a series of three dielectric thermal management fluids formulated with proprietary, ultra-pure, Highly Refined Alkanes™ (HRA™) technology. HRA enables exceptional heat transfer capabilities while offering broad compatibility with materials required for immersed compute applications, supporting a more sustainable approach to data centers and crypto requirements. Engineered for superior oxidative stability, the fluids support reliable and consistent performance in service.

The launch of INNOVATE™ anticipates the growing demand for new thermal management technologies today and illustrates HF Sinclair Lubricants & Specialties business' commitment to providing the innovative solutions, such as liquid immersion cooling technologies, required for the future.

■ Building Resilience through Strategic Investments

We aim for sustainable growth and accessible energy. In 2024, we made significant investments in three renewable diesel projects, alternate fuels with up to 80% lower lifecycle emissions, in Artesia, New Mexico, and in Cheyenne and Sinclair, Wyoming.

■ Prioritizing Safety

We remain grounded in our "Goal Zero" vision, affirming our commitment to the belief that safe operations can be attained each and every day. Over the past five years, our total recordable incident rate has declined by 60.5%. We continue to enhance training opportunities for our front-line employees to help them better understand and prevent incidents in real time.

■ Success Driven by Our People

Our people are at the heart of our success and through our "One HF Sinclair Culture" program, we aim to instill integrity, teamwork and ownership at every level. In 2024, we invested over \$13 million in employee development initiatives to support leadership opportunities, professional and personal development and skill advancement.

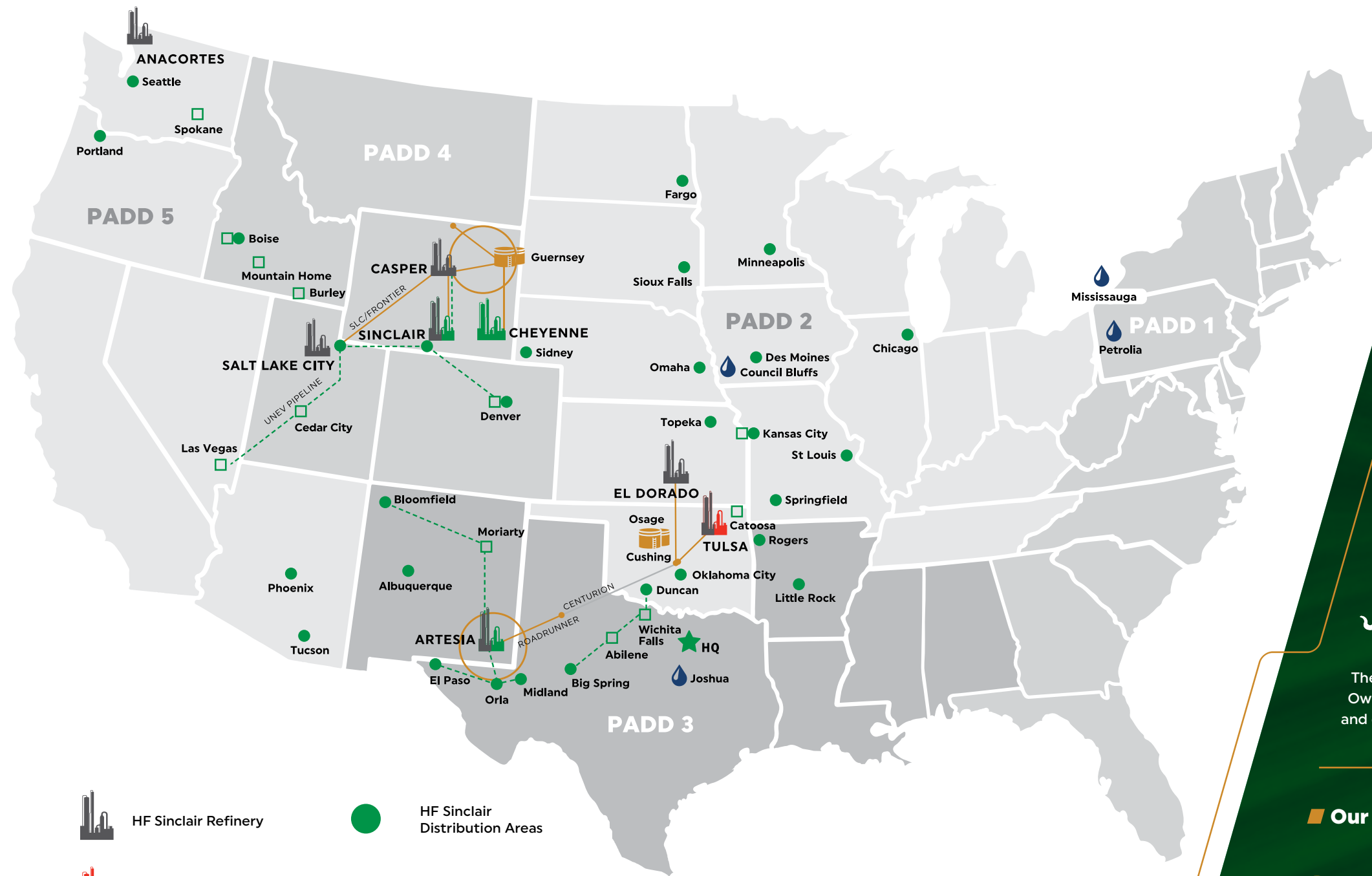
I am proud of what we accomplished this year and am confident in our ability to continue to provide sustainable value for our shareholders, customers and the communities we serve as we continue to fulfill essentials for today and tomorrow. This Sustainability Report reflects our ongoing commitment to operational safety, our communities, innovation and our people that make it happen.

Tim Go

Chief Executive Officer and President



We are committed to supporting affordable energy while responsibly producing vital products.



- HF Sinclair Refinery
- HF Sinclair Refinery + Lubricants Production
- Renewable Diesel Facility
- Lubricants & Specialties Facility
- HF Sinclair Terminals
- HF Sinclair Distribution Areas
- Midstream Product Pipeline
- Crude Hub
- Midstream Crude Pipelines
- Crude Gathering



About HF Sinclair

We are an evolving energy company with an enduring family of brands. From refining to renewables to midstream to marketing, we provide traditional and renewable fuels and lubricants for planes, trains, automobiles and beyond – plus other essential products such as components for medicines and cosmetics, food packaging, asphalt and roofing tar.

We're headquartered in Dallas, Texas, and operate seven complex refineries, three renewable diesel plants, three asphalt plants across the U.S., four lubricant and specialty production facilities in the U.S., Canada and the Netherlands, and provide refined product and crude oil transportation, terminalling, storage and throughput services to our facilities and the petroleum industry in the U.S. With nearly 5,300 employees as of Dec. 31, 2024, we export products to more than 80 countries.

Our Family of Brands



sonneborn



HF SINCLAIR BRANDS

The One HF Sinclair Culture is based on the core values of Safety, Integrity, Teamwork, Ownership and Inclusion. These values guide company actions, stakeholder engagement and employee empowerment.

Our Refineries, Facilities and Transportation Assets

678K barrels per day of crude oil processing capacity

34K barrels per day of lubricant and specialty production capacity

383M

gallons per year of renewable diesel capacity across three facilities

4.2K

miles of crude oil and petroleum product pipelines

17.8M

barrels of refined product and crude oil storage with 19 terminals and seven loading rack facilities

Construction materials 

Cosmetics 

Transportation fuels 

Cell phones 

Fibers for clothing 

Rubber and plastic for shoes 

Asphalt and roofing material 

**Fuel and specialty
products *essential*
to modern and future life.**

About this Report

We are committed to pursuing achievable emissions objectives in a manner that promotes both short- and long-term sustainability. Our organization continues to advance both our environmental performance and social responsibility initiatives.

Environment

-25.7%.

GHG net emissions intensity since 2020

+170%.

Renewable diesel annual production across three facilities since 2020

175K

Equivalent number of used passenger car tires recycled by our asphalt business in 2024

Social

-60.5%.

OSHA total recordable incident rate since 2020

-23%.

Tier 1 and 2 safety incident rate since 2020

6.4%.

Veterans and reservists in our workforce as of Dec. 31, 2024

Governance

**2 SILVER
2 BRONZE**

EcoVadis certifications for our businesses

>98%.

Employee ethics training and certification completion in 2024

45%.

Board refreshment in the past five years

**Corporate Stewardship,
Strategy & Oversight**



Our commitment to strong governance practices helps us manage risk effectively and deliver on our strategic goals.

Sustainability Oversight

Our Board and its committees oversee our approach to the environment, sustainability and governance topics impacting HF Sinclair and our stakeholders.

The Board

The Board oversees HF Sinclair's risk management, including its cybersecurity programs, and receives updates from management regarding enterprise risks and mitigation plans at least quarterly.

Compensation Committee

The Compensation Committee oversees and periodically reviews HF Sinclair's strategies, policies and practices related to human capital management, including those related to 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 developments that have the potential to impact HF Sinclair, such as the introduction of new carbon regulations and their potential direct and indirect costs.

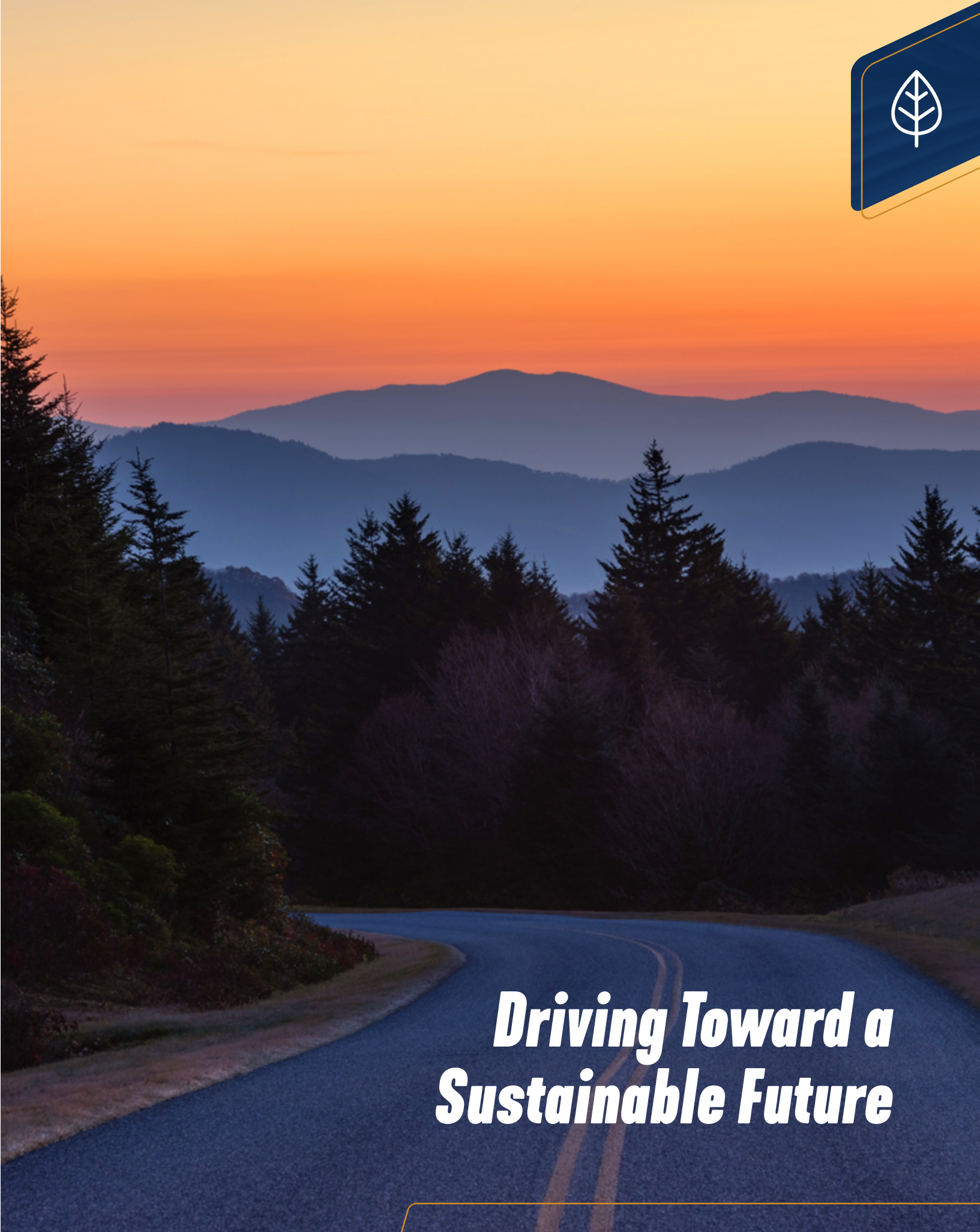
Nominating, Governance and Social Responsibility Committee

The Nominating, Governance and Social Responsibility Committee oversees HF Sinclair's governance, ethics and compliance programs. It supports the Board in recruitment and refreshment, so the Board is structured to meet the company's needs and strategy.

The committee also oversees policies and practices related to the environment and sustainability, as well as human rights in operations and the supply chain. It monitors charitable contributions and political spending when total spending exceeds or is expected to exceed 0.5 percent of HF Sinclair's pretax income.

Risk Management Oversight Committee

The Executive Leadership Team (ELT) oversees strategic risks and opportunities at the management level and leads the Risk Management Oversight Committee. This committee includes employees from across our business segments and functions and is responsible for identifying, assessing and managing enterprise risks. It assesses our risks annually and meets quarterly to review the risk assessment and adjust as appropriate.



Driving Toward a Sustainable Future

Environmental Stewardship and Approach

We're deeply committed to both the future and the immediate needs of people today. That's why we prioritize responsible operations and continuously work to reduce our environmental impact. One of our key goals is to lower our net greenhouse gas (GHG) intensity emissions from operations by 25% by 2030, using 2020 as our baseline. Our GHG emissions initiatives are linked to wider TCFD reporting.

Since setting this target, HF Sinclair has increased Renewable Diesel production by more than 170%, helping us achieve a net GHG intensity reduction of over 9,000 metric tons per million barrels of production. A specific area we identified for improvement was our winter operating performance. In 2023, we launched a company-wide initiative to enhance our preparedness and readiness ahead of the colder months. This effort led to measurable improvements in both safety and reliability compared to previous years.

Moving forward, our focus continues to be safe, reliable and compliant operations throughout our business. We will maintain our efforts to complete work effectively and efficiently with appropriate environmental considerations across the company.



-25%

GHG intensity reduction goal was achieved early



-25.7%

reduction in GHG intensity since 2020



We integrate strong governance and our operational excellence management system to improve how we identify and manage environmental risks across our operations. Environmental considerations are built into projects of all sizes and included in our five-year strategic plan.

Our corporate environmental team, led by the vice president of Environmental, Health and Safety, supports facilities in navigating complex regulations, tracking performance and managing our audit program. The team includes experts in areas such as air, water, waste, compliance and remediation.

Each refinery and Lubricants & Specialties facility has environmental managers and specialists who oversee compliance and drive site-specific improvements. Our environmental audit program is conducted by third-party assessors and guided by our corporate team to provide impartial reviews and continuous improvement.

We also provide environmental training to employees at operating facilities. Training topics include air and water regulations, waste management, spill response, hazardous material handling and ethical data reporting. This supports our commitment to integrity and compliance.

Additionally, we engage with industry organizations such as the American Fuel and Petrochemical Manufacturers Association (AFPM), the Western States Petroleum Association (WSPA) and the Canadian Fuel Association (CFA) to provide guidance and oversight on legislative and regulatory initiatives.



Environmental Impact and Risk Identification, Monitoring and Reporting

We integrate environmental considerations into projects of all sizes. Applicable regulatory requirements at the federal, provincial, state and local levels are identified, documented and monitored for potential changes. Environmental key performance indicators (KPIs) are established, tracked and shared with internal stakeholders across the organization.

Environmental Metrics

Emissions Data

HF Sinclair tracks emissions from its operations, including greenhouse gases (GHGs), nitrogen oxides (NOx), sulfur dioxide (SO₂), carbon monoxide (CO), particulate matter (PM₁₀) and volatile organic compounds (VOCs). Emission levels can fluctuate annually due to factors such as process unit downtime and throughput variations.

Group GHG Emissions¹

	2020	2021	2022	2023	2024
Scope 1 ²	5,156	4,508	8,364	8,179	8,198
Scope 2 ³	805	678	1,200	978	964
Total GHG emissions	5,961	5,186	9,564	9,157	9,162

Refinery Emissions Intensity⁴

	2020	2021	2022	2023	2024
NO _x	16	14	17	18	16
SO ₂	3	3	5	3	3
PM ₁₀	4	3	5	4	4
VOC _s	22	21	18	18	15
CO	19	17	16	18	15

Tons per million barrels.

Investing in Improved Efficiency

In 2023, our Tulsa refinery completed several improvements, including the Lube Extraction Unit (LEU) heater upgrade. This upgrade continued to contribute to annual overall site emission reductions in 2024, with approximately an 84% decrease in heater carbon monoxide emissions, 74% decrease in NOx and 99% decrease in SOx (based on 2023 comparison) from the heater.

¹ Puget Sound, Parco and Casper emissions included starting in 2022, and Midstream in 2024.
² HF Sinclair U.S. Scope 1 GHG data utilizes Global Warming Potential (GWP) values defined in the IPCC's Fourth Assessment Report (AR4).
³ Historical (2020-2023) Scope 2 GHG emissions were updated in 2024 report due to correction of a unit of measure conversion.
⁴ Puget Sound, Parco and Casper emissions included starting in 2022.



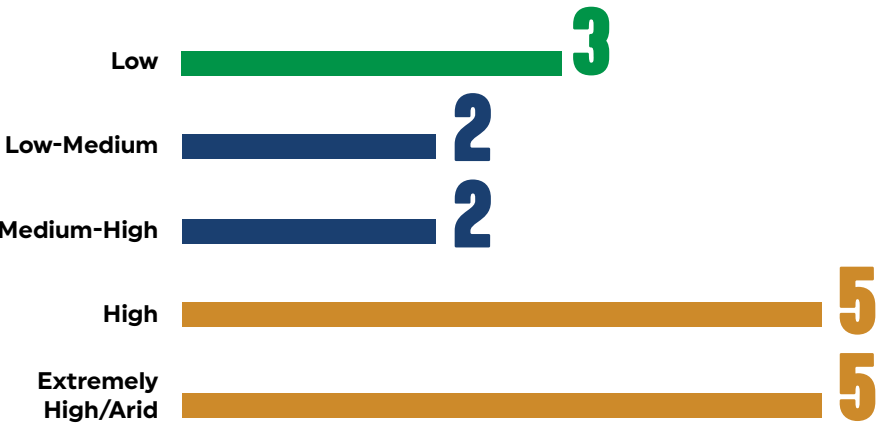
Identifying and Prioritizing Water Scarcity Risk

We regularly assess water scarcity and stress risks, both for our facilities and the communities where we operate.

Using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, we evaluated our exposure to water risk. The latest version 4.0 includes updated supply and demand models, climate data and more detailed geographic inputs. Based on this new data, we found that 60% of our freshwater withdrawals occur in extremely high-risk or arid regions, which is a higher share than previously reported using version 3.0, despite no major changes in water usage. Accordingly, we continue our efforts to prioritize responsible water management and actively pursue opportunities to reduce and recycle water across our operations.

Water risk monitoring is conducted through our environmental risk management process to ensure ongoing oversight and informed decision-making.

Water Scarcity Exposure⁵



Number of cities in which we operate in each water stress category.

⁵ Water scarcity exposure is not evaluated for the HF Sinclair Midstream segment.

Wastewater

We are committed to improving wastewater treatment plant (WWTP) operations, starting with targeted training for personnel. In addition to programs for WWTP operators, we've expanded training to include others who interact with these systems. Topics cover permitting, wastewater sources and characteristics, unit operations, process monitoring, data collection and interpretation and troubleshooting.

Refinery Wastewater Discharge Intensity⁶

	2020	2021	2022	2023	2024
Wastewater discharge (millions of gallons)	3,399	3,433	4,930	4,727	5,375
Wastewater discharge (gallons per barrel)	24	24	24	22	24

Refinery Solid and Hazardous Waste Intensity⁷

	2020	2021	2022	2023	2024
Hazardous waste	59	63	41	35	50
Non-hazardous waste	333	431	194	219	206
Total Waste Generation	392	494	235	254	256

Tons per million barrels.

Environmental Risk Management

Our Operational Excellence Management System (OEMS) provides the framework for implementing Environmental Management Systems (EMS) throughout the organization. These systems define the standards for compliance monitoring and performance evaluation. In addition to OEMS, four of our sites are certified to the ISO 14001:2015 Environmental Management System and ISO 9001:2015 Quality Management System standards, underscoring our dedication to environmental responsibility and quality assurance.

Good Manufacturing Practices (GMP) are a set of standards developed to support compliance with regulations established by food and pharmaceutical authorities, such as the U.S. Food and Drug Administration (FDA). These guidelines govern the approval, licensing and oversight of the production and distribution of food and beverages, cosmetics, pharmaceuticals, dietary supplements and medical devices.

At our Mississauga facility, we were the first manufacturer of white oils, specialty base oils and lubricants to obtain the ISO 14001:2015 Environmental Management System certification.

Certifications

				
	Amsterdam	Mississauga	Petrolia	Tulsa ⁸
Quality ISO 9001:2015	✓	✓	✓	✓
Environmental ISO 14001:2015	✓	✓	✓	✓
FSC 22000:2018 including GMP			✓	
EXCIPACT GMP	✓			
Automotive IATF 16949:2016		✓		

Auditing and Continuous Improvement

We monitor compliance through periodic reporting, internal audits and third-party evaluations, using feedback to support continuous improvement. To help manage compliance tasks more efficiently, we use a task management tool at each site. This tool is part of our operational excellence systems designed to support strong performance and regulatory compliance.

⁶ Includes data for the full year for the Casper, Parco and Puget Sound refineries beginning in 2022.

⁷ Includes data for the full year for the Casper, Parco and Puget Sound refineries beginning in 2022.

⁸ This certification applies to the Tulsa Lubricants facility only.

Third Party Assessments

The Lubricants & Specialties production facilities located in Mississauga, Petrolia, Tulsa and Amsterdam are ISO 14001 certified, undergoing rigorous external audits by our Registrar, as well as internal audits conducted by trained personnel. These assessments are used to assure ongoing conformance with ISO 14001 requirements and help identify opportunities for continual improvement.

Each year, our Lubricants & Specialties production facilities participate in third-party assessments to validate and strengthen our sustainability practices. These assessments cover key areas including safety, environmental performance, compliance, labor and human rights and training. Our participating facilities have made progress to date with EcoVadis, a trusted provider of business sustainability ratings. In 2024, our Mississauga (Petro-Canada Lubricants Inc.) and Amsterdam (Sonneborn Refined Products BV) sites received a silver sustainability rating (top 15% of suppliers), and our Petrolia (Sonneborn, LLC) and Tulsa (HF Sinclair Tulsa Refining, LLC) sites received a bronze sustainability rating (top 35% of suppliers) from EcoVadis. These designations reflect our strong compliance management system practices related to environmental practices, labor and human rights, ethics and sustainable procurement.



Innovation and Development

Innovation is central to our mission of delivering products that meet today's needs and anticipate tomorrow's demands. We regularly bring together cross-functional teams to identify opportunities that drive progress. Through collaboration, we develop innovative solutions that align with evolving consumer expectations.

Responsible and Sustainable Products

Governments around the world are adopting low-carbon fuel regulations to reduce greenhouse gas emissions and promote the use of cleaner fuels in transportation. Programs such as the Renewable Fuel Standard and Low Carbon Fuel Standard create opportunities to grow our renewable diesel business and support rising demand for low-carbon alternatives.

HF Sinclair produces renewable diesel by converting waste fats and oils. This fuel integrates seamlessly into existing petroleum infrastructure and can be transported by pipeline, rail or truck.

Renewable diesel fuels produced by HF Sinclair are up to 80% less emissions-intensive than traditional fuels. In 2024, HF Sinclair produced more than 237 million gallons of renewable diesel, providing customers with a reliable and sustainable alternative to traditional diesel. We believe that our ability to supply these low-carbon fuels can play an important role in helping achieve GHG emissions reduction targets in a reliable manner.

We also seek to evaluate ideas and responsibly deliver products to our customers, including those that feature renewable components, energy efficiency, and lubricants for alternative energy systems that are commercially viable and meet consumer preferences.

Our Lubricants & Specialties segment technology team encourages employees to dedicate part of their time to innovative thinking, aiming to create products that meet current and future demands.

Products with Reduced Environmental Influences

As an industry leader in finished lubricants and specialties ingredients, we formulate and produce numerous products designed to help customers reduce their environmental impact and meet strict industry regulations.

DURON™ Heavy Duty Diesel Engine Oil and SENTRON™ Stationary Natural Gas Engine Oils promote less used oil waste due to extended drain performance and longer lubricant life.

ENVIRON™ MV R hydraulic fluids, which contain no zinc or other metal-based additives, can be recycled and reclaimed, and are readily biodegradable.

ARDEE™ Rock Drill Oil product line underwent a meticulous reformulation process as part of our ongoing efforts to deliver products which are increasingly sustainable. This initiative underscores our commitment to delivering safer, more eco-friendly solutions.

CIRCOSOL™ 5100T rubber processing oil is a non-carcinogenic product that reduces environmental impact. It is engineered to meet the unique demands of electric vehicles' wear resistance, low rolling resistance and superior traction to optimize performance, efficiency and driving range.

SunSpray™ Ultra-Fine Spray Oil is designed to meet the growing need for an effective pesticide that does not add harmful chemicals to the environment.

PureSpray™ GREEN is an agricultural spray oil product listed for use in organic management.

CINAGRO™, Environmental Protection Agency (EPA) registered pesticides for formulation into end-use products, are agricultural spray oils and lawn care products for use in organic production.

CIVITAS™ TURF DEFENSE helps to reduce water usage by up to 25%.

SonneNatural™ includes a suite of innovative products based on naturally derived ingredients developed in response to the strictest industry regulations and highest standards of health and sustainability.

Driving Energy Efficiency

Our Lubricants & Specialties products are essential components in major industry and machinery operations. Many of our unique formulations are used by customers to achieve greater productivity and longevity in their operations.

INNOVATE™ Advanced Immersion Cooling Fluids: These products are designed to deliver performance benefits including exceptional heat transfer, broad materials compatibility and superior oxidative stability throughout their service life. They support higher efficiency liquid cooling technologies compared to traditional air-cooled systems used in modern computing and digital infrastructures. This product offers improved operational and energy efficiency over air-based cooling systems such as refrigerated air, fans and heatsinks. The result is reduced energy consumption at the computing facility.

TURBOFLO™ XL, TURBOFLO™ HTS turbine fluids, COMPRO™ XL S compressor fluids, HYDREX™ AW hydraulic fluids and Peerless™ LLG grease have oxidative and thermal stability that can significantly extend service life.

ACEA Launches E8/E11: Continuing our commitment to compliance and environmental stewardship, Petro-Canada Lubricants' DURON™ Heavy Duty Diesel Engine Oil ACEA products were reformulated to meet the latest European environmental emission requirements and regulations. By aligning with these stringent standards, we not only support regulatory compliance but also facilitate improved energy efficiency and reduced carbon emissions. This initiative underscores our dedication to sustainability while enhancing the performance and longevity of heavy-duty engines.

ENDURATEX™ XL Gear Oils: In line with our commitment to innovation and efficiency, we completed the reformulation of Petro-Canada Lubricants' ENDURATEX™ XL multi-grade industrial gear oils. These oils boast enhanced energy efficiency, improved EP (Extreme Pressure) performance and superior shear stability. These advancements not only help to contribute to reduced energy consumption but also facilitate extended drain intervals, optimizing operational efficiency while minimizing environmental impact.

PRODURO™ TO-4+ UHP: The launch of Petro-Canada Lubricants' brand PRODURO™ TO-4+ UHP represents another milestone in our sustainability journey. Engineered to maximize equipment durability and performance, this TO-4 fluid enables extended drain intervals, reducing resource consumption and operational downtime. By offering superior performance and longevity, this product contributes to enhanced efficiency and reduced adverse environmental footprint across diverse applications.



Supporting Alternative Energy Systems

Development and promotion of SENTRON™ stationary natural gas engine oils and TURBOFLO™ gas turbine fluids to support the use of cleaner-burning, low-emission natural gas in place of coal, fuel oil, diesel and other high-emission fuels. SENTRON™ natural gas engine oils also provide energy production from landfill gas and are also used in cogeneration applications.

Development and promotion of ammonia refrigeration compressor lubricants to support low/no Ozone Depletion Potential (ODP) and Global Warming Potential (GWP) refrigeration systems.

Petro-Canada Lubricants EVR Product Line helps us to support original equipment manufacturers (OEMs) to design optimal solutions to current electric vehicle (EV) challenges and drive innovation in the design of future high-performance EV technology. To help enable enhanced performance, protection and reliability for EVs, we introduced the following new product brands - EVR Driveline, EVR Thermal Management and EVR Motor Greases. EVR fluids and greases help to provide OEMs with improved material compatibility, efficient power transfer and improved equipment performance to enable the development of advanced driveline, axle and battery technologies for use across a range of sectors, including automotive, heavy- and medium-duty transportation.

SENTRON™ LD 5000 and LD 8000 were approved to meet MAN's truck and bus M3271-5 specifications following the latest emission legislation impacting the new installation of stationary engines equipped with exhaust gas after-treatment catalysts for both natural gas and non-natural gas applications such as biogas, sewage gas or landfill gas.

Environmental Partnerships

We continued key partnerships that support progress toward a lower carbon future. As a member of the Advanced Fluids for Electrified Vehicles (AFEV) Consortium at Southwest Research Institute, HF Sinclair contributes to research focused on optimizing lubricants for electric and hybrid vehicles. Through collaboration with industry stakeholders, we apply our expertise to advance product development in this evolving space.

Additionally, we actively participate in the Asphalt Institute's Health, Safety and Environment Committee, which promotes the safe use and benefits of asphalt through collaboration and research. The committee is developing industry tools to support Life Cycle Assessments and Environmental Product Declarations, helping advance Buy Clean procurement policies in government construction projects.

Technology at the Pumps

Through Sinclair-branded retail stations, we provide a TOP TIER™ gasoline that satisfies the requirements of today's most advanced engines. Using a high-quality additive called DINOCARE®, this fuel cleans harmful deposits from engines and fuel systems, which in turn helps to provide better gas mileage and reduce maintenance costs.



***Powered by Purpose,
Driven by People***

At HF Sinclair, we recognize that our people are our most valuable asset. In 2024, we invested over \$13 million in employee development initiatives, demonstrating our commitment to growth and continuous learning. This investment was met with a notable increase in participation across our programs, reflecting our employees' engagement and desire to advance their skills and careers.

These efforts support leadership growth, professional development and a culture where employees are empowered to take ownership of their careers. We believe investing in our people is essential to our success.

Hiring and Development

Our leadership is dedicated to attracting, retaining and nurturing a talented and engaged workforce while fostering an inclusive environment where every employee is valued and feels a sense of belonging.

Organizational Development

We focus on key business priorities to help HF Sinclair navigate a changing industry and move forward successfully. One of these priorities is organizational development. Our efforts include placing the right talent in the right roles, preparing leaders to support our culture and inspire their teams, guiding employees in their growth through training and resources and fostering a culture that values performance and supports well-being and career development.

Employee Development

We offer a variety of educational and leadership development programs to support career growth. We offer a formal employee review process that takes place at the end of the performance year as part of the annual review cycle. Managers are encouraged to hold more frequent and ongoing development conversations, and the company provides training and resources to support leaders throughout this process.

Our available resources include:

myCareer: An online resource that helps employees explore paths, build skills and take charge of their development. The platform includes a four-step journey and features stories from team members highlighting their career experiences.

Career Pathing Model Grows: This offers employees valuable information on the education, skills and competencies necessary to progress within a specific job family. With this knowledge, employees and their managers can work together to create meaningful professional development opportunities for team members at all our locations.

Leadership Development Programs: We offer a variety of learning and development opportunities to support professional growth at every stage of a career. Accelerate, our online platform powered by LinkedIn Learning, gives employees on-demand access to expert-led content in business, technology and creative fields. Through Accelerate, users can explore personalized course recommendations, follow curated learning paths, join live Q&A sessions, prepare for certifications and earn continuing education or academic credit. In addition to self-paced learning, we provide interactive instructor-led workshops that focus on building professional skills for employees at all levels. We encourage everyone to take advantage of these resources to support their development and career advancement.

Early Career & Internship Program: HF Sinclair's internship program, Velocity, gives current college students the opportunity to experience a career in the energy industry. In 2024, HF Sinclair welcomed more than 40 summer interns to its refineries across the U.S. and its corporate headquarters in Dallas, TX. During the 10- to 12-week program, interns take

part in a two-day symposium at the corporate office which offers opportunities for learning and networking. They also have the chance to interact with corporate staff and executive leaders and build connections with fellow interns.

Rotational Development Program: Each year, HF Sinclair offers recent graduates an opportunity to launch their careers through the Rotational Development Program. This program helps develop future leaders by giving associates hands-on experience across various departments. Each rotation lasts six months, forming a two-year journey. After completing the program, associates move into permanent roles within the company, equipped with a broad skill set that supports their teams.

Education Assistance Program: HF Sinclair fosters a culture of continuous learning. Employees are encouraged to grow their expertise, pursue career development and take advantage of education, training and external learning opportunities. Financial support is available to help employees reach

their educational goals. In 2024, the company contributed more than \$714,659 toward continuing education, professional licensing and memberships.

Employee Resource Groups: Our Employee Resource Groups are available to all employees, and provide spaces for connection, growth and networking experiences. Our groups include Veterans in Energy, Women in Energy, Cultural Awareness in Energy and Family Caregivers in Energy.



Employee Wellness

HF Sinclair regularly reviews its employee benefits to stay competitive, attract top talent and support the well-being of its workforce.

In the United States, we saw increased participation in our health incentive program, contributing to improved member health and stronger plan performance. We highlighted mental health resources available to employees and their families, and promoted tools that support physical wellness, including digital resources for pregnancy, nutrition and annual checkups. To support financial well-being, we launched a targeted campaign to educate employees about HF Sinclair's retirement benefits. Our enhanced mental health offerings are designed to support healthy lifestyles for employees and their covered dependents, no matter where they work, and from the comfort of their home.

HF Sinclair provides Total Rewards Statements for all employees. These personalized summaries outline each employee's compensation, including base pay, cash bonuses and equity awards where applicable, along with the value of benefits such as health coverage and retirement contributions. To complement the statements, employees and supervisors hold one-on-one conversations to review details, express appreciation and recognize annual achievements. This comprehensive approach reflects our commitment to supporting employees and acknowledging the skills and contributions that drive our evolving business.

In addition to providing the Total Rewards Statements, our leaders play a key role by recognizing strong performance and helping strengthen retention efforts. Our current voluntary turnover is at 6.1%. See the appendix for more details on our workforce composition.

Additional initiatives that support our employees include:

Dependent Scholarship Program: HF Sinclair offers a Scholarship Program for the dependents of our U.S. and Canadian employees and retirees pursuing higher education. In 2024, we awarded 30 new and 62 renewed scholarships, totaling more than \$164,500 to dependents of our employees.

Employee Recognition: The Fueling Our Culture Recognition program allows employees to give peer-to-peer recognition when demonstrating our cultural values. In 2024, a total of 14,239 awards were granted. HF Sinclair also recognizes career milestones and anniversaries by providing employees with a custom award and personalized yearbook.



Labor Practices

HF Sinclair is committed to building strong working relationships with local unions and their members. We focus on collaborating to support a positive and productive work environment. As of Dec. 31, 2024, approximately 27% of our workforce was represented by labor unions under collective bargaining agreements.

Safety and Risk Management

Safety is one of our core values and our top priority. Our goal is to make sure every employee and contractor returns home safely each day.

Our Operational Excellence Management System (OEMS) helps us identify, monitor, mitigate and manage risks and drive consistency in our practices across the fleet. We continue to evaluate and enhance our OEMS governance framework so that it remains aligned with the evolving needs and structure of our company.

We are committed to protecting our people and communities. Our Sustainability, Environment, Health and Safety policy forms the foundation of our OEMS. It reflects our commitment to complying with environmental laws, supporting workplace and process safety and maintaining emergency preparedness. This policy applies to all operations and is available on our website.

The Environmental, Health, Safety and Public Policy (EHSP) Committee of the Board provides oversight of our health, environmental and safety performance and compliance. At the management level, the Environmental, Health and Safety (EHS) Leadership Council oversees the Company's EHS strategy and performance. This cross-functional group includes senior leaders from environmental, safety, operations, finance, human resources and legal and meets quarterly.

Over the past five years ended Dec. 31, 2024, our OSHA⁹ combined Total Recordable Incident Rate (TRIR) declined by **-60.5%.**



⁹ OSHA: U.S. Occupational Safety and Health Act.



2024 Highlights



Big Safety Wins at the AFPM Awards

Several of our facilities were selected for the prestigious American Fuel & Petrochemical Manufacturers (AFPM) 2024 Safety Awards—an incredible recognition of our teams' unwavering commitment to safety excellence. Our Petrolia facility earned the Elite Gold Award, placing it among the top 5% of industry performers. Meanwhile, our Casper, Cheyenne, Tulsa and Woods Cross sites were honored with Elite Silver Awards, recognizing their place in the top 10%. This achievement reflects the culture of safety, care and leadership across our workforce.



Amsterdam Celebrates Safety Achievement

In August 2024, the HF Sinclair facility in Amsterdam achieved 1,000 days without a lost time injury. This was an impressive accomplishment for the segment and a testament to the site's priority of safety.

Improved Flare Monitoring

A new high-resolution closed-circuit television (CCTV) system was installed to enable real-time monitoring of plant flares. This enhancement empowers operators and engineers to more precisely observe visible flaring activity and respond swiftly, helping to mitigate potential impacts on the surrounding community during flaring events.

¹⁰ API 754 categorizes unplanned or uncontrolled releases of material from chemical and refinery processes (referred to as loss of primary containment or LOPC events) into tiers based on the quantity, type of material and consequences of the release. Tier 1 is the most consequential, with Tier 2 having lower release amounts or consequences. API and AFPM provide annual industry benchmarking of Tier 1 and Tier 2 events both by count and rate (normalized by working hours) by site for participating companies.

Enhancing Our Safety Operations

The Operational Excellence Management System (OEMS) is a structured framework we follow to support operational improvement, including safety, environmental performance and reliability. In essence, OEMS is a robust approach to the application of the Plan-Do-Check-Act (PDCA) Model. We are organized, structured and disciplined in meeting the requirements of each element of our management system. We are disciplined in our planning, doing, checking and acting activities.

Key elements of our OEMs include:

Setting Goals for Environmental Performance, such as Perfect Environmental Days:

A perfect environmental day is achieved when there are no deviations from environmental regulations or a site's environmental permits, irrespective of the duration of the deviation or exceedance.

Rigorous and Regular Training: We promote understanding of our Life-Saving Principles, hazard identification, emergency preparedness and regulatory requirements through ongoing education and training. In addition to mandatory safety and environmental training for new hires, employees and contractors complete role-specific training such as annual workplace and process safety courses. Each site identifies safety-critical topics for in-person and hands-on training. Additional topics may be added based on lessons learned, historical trends or regulatory changes. In 2024, we continued training front-line employees in root cause analysis techniques to help them better understand incidents and develop solutions to prevent recurrence.

In 2023, we launched the OEMS Assurance Pilot Program focused on design and field effectiveness, beginning with our Safety Management Systems. In 2024, we expanded the program to support continuous improvement across our Operations Management Systems. As part of this effort, we developed a Field Leadership Tool to help front-line leaders lead effective field discussions around critical safety systems such as energy isolation, stop work authority and joint job site visits. This tool helps leaders reinforce the importance of these systems and clearly communicate their expectations.

Contractor Safety: We apply detailed selection criteria, contractual requirements, third-party evaluations and scoring to improve and maintain contractor safety performance. Our safety policies, programs and standards apply equally to contractors working at our sites. We also participate in local contractor safety councils to explore additional ways to strengthen safety performance.

We use technology to support job site safety through assessment tools available to both company and contract safety professionals. Data from these joint hazard assessments is captured in an analytics tool that tracks trends and identifies potential incident precursors. Safety teams meet weekly to review findings and recommend actions to help prevent future incidents.

Contractors and vendors play a vital role at HF Sinclair. Many are closely integrated with our safety management systems. In response to industry-wide declines in contractor performance and rising incident rates, we developed initiatives to improve safety outcomes. One example is our Contractor Safety Summit, which brings leaders and contractors together outside of project or turnaround timelines to share best practices and explore new ways to improve safety across our sites and the industry.

Defining Safe Work Procedures: We apply controls and safeguards to support the safe execution of work at our facilities. Each site must have a process to inspect the facility, identify hazards and track mitigation efforts. Safe work procedures for critical tasks are provided to all employees, outlining clear expectations and requirements for performing work safely.

Emergency Management and Response Planning: Emergency management and response plans are defined at both the corporate and facility levels. Employees are trained to carry out their responsibilities in line with applicable laws, with a focus on protecting people, the environment and property. Emergency drills are conducted at least once a year to support learning, improvement and collaboration with local emergency response agencies.



Emergency Preparedness

HF Sinclair drives the Plan, Do, Check and Act process for each of our refineries to support emergency preparedness. Assessments on these programs are completed every three years. Recent enhancements to our corporate Crisis Management Team have aligned with our site Emergency Operations Centers to improve coordination and resource allocation during incidents, helping protect our people and the communities where we operate.

Our annual Corporate Fire School has also undergone improvements to better accommodate Beginner, Advanced and ER Leaders to ensure our Emergency Responders' skills are continually challenged and improved upon.

A formal training program for the corporate Crisis Management Team was developed in 2024, and training has been conducted. The training included equipment deployment and tabletop exercises. Across our sites, our teams continue to conduct joint tabletop exercises with our corporate Crisis Management Team and local response agencies, focusing on scenarios that may require collaborative coordination.

Integration of Local Response Agencies into Emergency Drills:

Each refinery has a dedicated Emergency Operations Center (EOC) that can host local and federal emergency response groups to support stronger collaboration with agencies. As these EOC locations were created or upgraded, we also improved Incident Command training to help employees respond effectively to operational and environmental issues that could affect the site or surrounding community. Advancements in technology and incident management software have been introduced to support better communication, transparency and organizational efficiency during emergencies.

Emergency Response Teams (ERT) Routinely Collaborate: Every year, emergency response experts from all sites come together to exchange best practices and identify areas for improvement. They collaborate on training plans, discuss equipment upgrades and coordinate group training for the year ahead.

Across HF Sinclair, more than 540 individuals are trained as firefighters and emergency responders. Their training includes classroom instruction, field exercises and travel to specialized facilities. Topics range from industrial firefighting and hazardous materials response to high-angle rope rescue and medical emergencies.

Our emergency response teams are made up of volunteers who serve on fire, medical and rescue, HAZMAT, oil spill and drone teams. These individuals dedicate personal time to train and respond when needed. Teams also work closely with local response agencies and are ready to support mutual aid requests. Regular joint drills help test equipment, communication and skills in preparation for real emergencies.

We are committed to safe operations and work with local, state and federal agencies along with community-based groups. In 2024, refineries actively partnered with local agencies and stakeholders to update and test their facility response plans.

On Apr. 3, 2024, we conducted a full-scale emergency response exercise simulating a release during unloading operations at one of our Alky Units. The exercise tested critical response capabilities and interagency coordination to support community safety and environmental protection.



Supporting Our Communities

In 2024, we maintained strong support for initiatives and organizations in the communities where we operate, guided by five key areas outlined in our Corporate Social Responsibility Policy. Building on that foundation, we refreshed our community investment strategy in 2025 to better reflect our corporate values, business priorities and the changing needs of those we serve. The updated approach focuses on three refined areas, allowing us to deepen our impact and align more closely with our long-term vision for meaningful community engagement.

Our categories include:

STEM and Skilled Trades: We continue to support organizations that promote learning and intellectual development, with a focus on skilled trades and science, technology, engineering and math (STEM).

Urgent Times of Need: We support organizations that respond to urgent challenges and crises requiring immediate action.

Safety and Environment: Our commitment to sustainability remains strong, and we support organizations that work to preserve and protect the environment and enhance community safety.

You can read more about our approach to philanthropy in our [Corporate Social Responsibility Policy](#).

In addition to providing monetary contributions, our employees volunteered their time to support local communities. Through active service, our teams continue to make a meaningful impact where they live and work. The following examples, listed by category, highlight how they generously shared their time, skills and compassion throughout 2024.

Strengthening Community Connections

Parco

Parco's Centennial Celebration

On Aug. 17, 2024, the town of Sinclair, Wyoming, and the Parco refinery came together for a centennial celebration! The site was honored to be a part of and serve the Sinclair community. In celebration, citizens of Sinclair and the greater Carbon County area attended a parade, enjoyed activities at the carnival featuring live music, face painting, a street magician, door prize drawings and much more.



Cheyenne

Cheyenne participates in Military Appreciation barbecue

The Cheyenne Renewables team proudly participated in the Military Appreciation barbecue put on by the Military Affairs Committee, which is part of the Greater Cheyenne Chamber of Commerce, where team members cooked for the veterans and active-duty military and families as a gesture of gratitude for their service. It was an honor to support and connect with those who serve through a shared meal and community spirit.



Tulsa

Tulsa receives "Star Tulsan" award

The refinery received this award in recognition of their community involvement and support of the Route 66 Historical Village.



El Dorado

■ El Dorado raises funds for local United Way chapter

Employees at the El Dorado refinery came together to raise \$449,522 to help United Way of El Dorado's mission to advance the common good by creating opportunities for a better life for all by improving aspects of health, education and income stability.

Mississauga

■ Mississauga raises funds for Community Connect

The Mississauga facility's Community Connect campaign raised over \$136,000 in support of five local charities, including Ian Anderson House, The Compass, Credit Valley Conservation, Embrave and Armagh House. The team's commitment to initiatives that brought together volunteers and fundraising opportunities greatly impacted the lives of those in their community.



Dallas

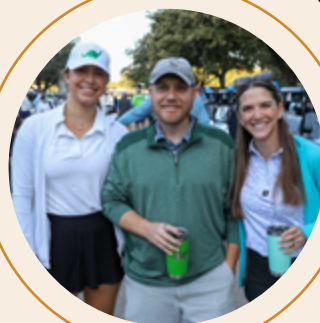
■ HF Sinclair supports Folds of Honor

Employees came together to once again support this initiative by our Sinclair Oil brand, which launched a campaign supporting Folds of Honor. This non-profit organization helps provide educational scholarships to the families of fallen and disabled service members and first responders. Together, we raised more than \$660,000 throughout the campaign period.



■ 2024 annual HF Sinclair Charity Golf Invitational

In November 2024, HF Sinclair hosted more than 300 guests, including employees, executive sponsors and charitable partners, to attend and play in the 2024 annual HF Sinclair Charity Golf Invitational. Together, we raised more than \$735,000 for Ronald McDonald House Charities (RMHC), Susan G. Komen, USO and The Stewpot.



Dallas

Dallas

■ Veterans in Energy participate in the 2024 Memorial March

The Veterans in Energy ERG participated in Carry The Load's annual Memorial March in Dallas, TX, over Memorial Day weekend with more than 30 volunteers at the event. Carry The Load is a non-profit organization that provides an active way to connect Americans to the sacrifices made daily by our military, veterans, first responders and their families. Additionally, we were proud to donate \$15,000 to the organization, which helps offer programs to raise awareness and provide a continuum of care and education.



Navajo

■ Navajo refinery empowers students from classroom to career

For more than 13 years, the Navajo refinery has served as an educational partner with the Lovington Municipal School system in support of their STEM programs and initiatives. Throughout the years, we have made a financial investment of approximately \$500,000 in the programs and provided an additional \$100,000 in in-kind donations to students to support their STEM needs. Many students participate in the First Tech Challenge Robotics and the BEST of Texas Robotics programs. These programs help them develop STEM skills, inspire them to help their communities, try out new ideas in engineering and grow their confidence to pursue attending college to study mechanical, chemical, electrical, aerospace, architectural engineering and more.

Puget Sound

■ Puget Sound fuels education

Puget Sound refinery employees partnered with Anacortes Schools Foundation to host the 10th annual Fueling Education Fun Run. This event raised more than \$40,000 to support various STEM, Career and Technical Education (CTE), environmental stewardship and safety programs in local schools.



Tulsa

■ Tulsa supports Junior Achievement of Oklahoma

A small team of employees from the Tulsa refinery participated in the Annual Junior Achievement of Oklahoma Corporate Golf Challenge to continue supporting the organization's goal of creating boundless possibilities for students across Oklahoma.



Amsterdam

■ Amsterdam offers "Learn to Work" program

For the last decade, the Amsterdam facility has led a "learn to work" program, which brings in three students from a local technical school each year who are trained to become operators and can transition directly into the operations workstream.

Parco

■ Parco supports children's literacy

The Parco refinery donated \$26,400 to the Carbon County School District's No. 1 elementary school, to be used to purchase books for children's reading programs.



Petrolia

■ Petrolia celebrates Earth Day

Once again, this year, volunteers from HF Sinclair's Petrolia facility joined the Pennsylvania Resources Council to host a #HardtoRecycle event, collecting household hazardous waste, tires and more. The event saw more than 100 participants, some of whom made multiple trips, bringing 400 tires and an estimated total of 12,000 lbs. of waste.

Woods Cross

■ Community lake clean up

Each year, volunteers from the Woods Cross refinery dedicate a day to restoring a local community lake. They remove debris, plant trees purchased by the facility, and contribute to a cleaner, greener space that benefits residents and wildlife alike.

Urgent Times of Need

Cheyenne

■ Cheyenne makes care packages for kids

On their annual community day, the Cheyenne Renewables team made NICU and pediatric care packages for children and their parents or guardians at Cheyenne Regional Medical Center. The packages included coloring pages, crafts, games, books, blankets, toys, toiletries and other in-kind donations. These packages were curated and donated to families with children in the hospital.

Casper

■ Casper employees cook for community members

Employees from the Casper refinery volunteered their time to cook and serve meals for residents at the Casper Housing Authority, offering warm food and heartfelt connection to members of the local community.

Dallas

■ Dallas volunteers monthly at The Stewpot

Throughout the year, HF Sinclair employees volunteer monthly and serve meals during various shifts at The Bridge Homeless Recovery Center through The Stewpot to help and feed those experiencing homelessness. The Stewpot is the sole provider of meal services for The Bridge Homeless Recovery Center, offering a safe haven for homeless and at-risk individuals in Dallas.

Woods Cross

■ Woods Cross employees clean up local food pantry

Each year, volunteers from the Woods Cross refinery dedicate a day to revitalizing a local food pantry, rolling up their sleeves to clean, paint and thoughtfully organize the space. Their efforts not only enhance the facility's functionality but also reflect a deep commitment to supporting the community with care and pride.

Doing Business & Operating Responsibly

Ethical Standards

Guided by Values, Driven by Ethics

Integrity is a core value that guides how we do business around the world. It helps us make a positive impact on employees, communities and shareholders while staying responsive to the changing needs of our customers.

In 2024, we continued to strengthen our Global Ethics and Compliance program. In November, our Board of Directors approved a newly designed Code of Business Conduct and Ethics.

Our Global Ethics and Compliance program includes written policies and procedures that outline our expectations for operating with integrity. The HF Sinclair Code of Business Conduct and Ethics provides the foundation for these expectations. The Code outlines our policies in key areas and encourages our directors, officers and employees to use an ethical decision-making model. We reinforce the Code through annual mandatory training and require all employees to certify their compliance with it.

In addition to our Code, we reinforce our ethical standards through a policy framework that includes the Global Anti-Corruption Policy, Gifts Meals and Entertainment Policy, Global Privacy Policy, Global Trade Compliance Policy, Human Rights and Modern Slavery Policy and Third-Party Due Diligence Policy, among others. We also extend our ethical expectations to distributors and suppliers through our Distributor Code of Business Conduct and Ethics and our Supplier Code of Business Conduct and Ethics.

Training and communication are key parts of our global compliance framework. We offer employees a risk-based and role-based training curriculum that includes both computer-based and in-person sessions. All employees received global training on our Code and our Global Privacy Policy. Additionally, our internal communication efforts support key topics such as reporting misconduct, following our conflicts of interest policy and our gifts policy and promoting integrity in daily operations.

More information about our key policies and governance documents is available on the HF Sinclair website under the Corporate Governance section of the Investor Relations tab or the Ethics section of the Sustainability tab.



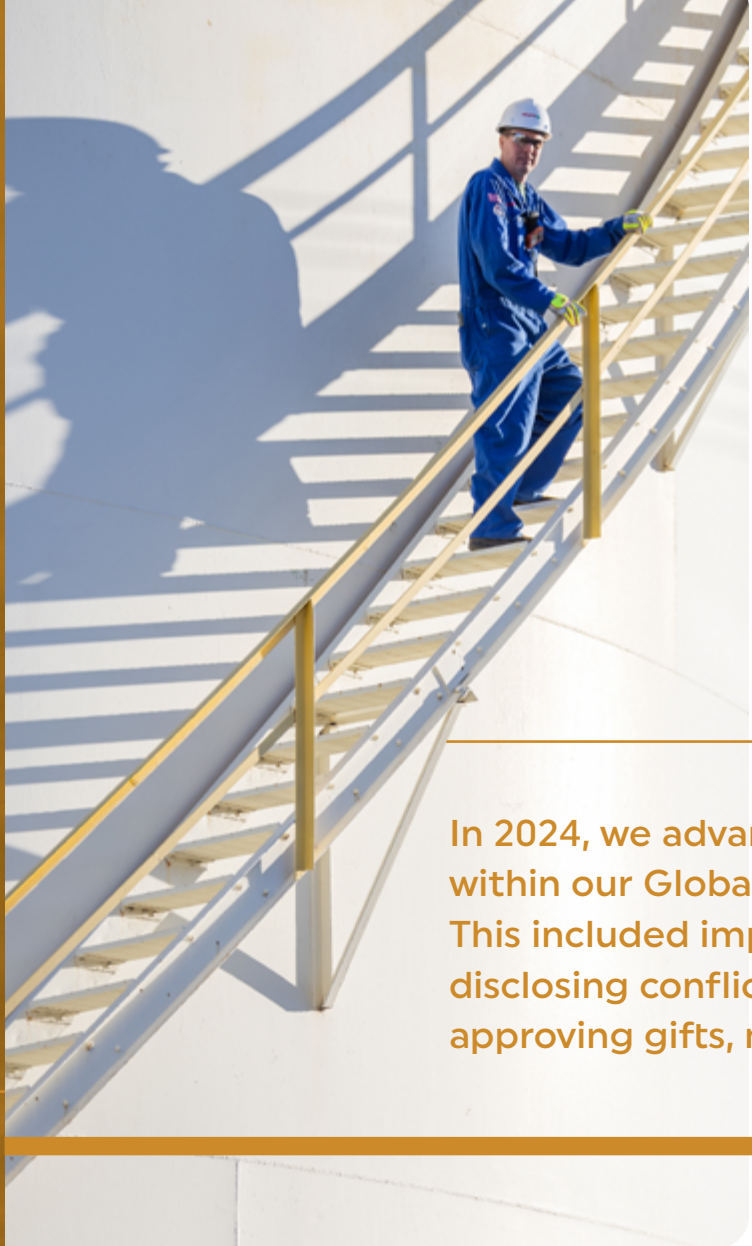
98.3%

In 2024, 98.3% of our active employees completed the Code of Business Conduct and Ethics training and certification within the training cycle.



98%

More than 98% of our active employees completed other compliance training modules, such as Harassment and Discrimination and Privacy and Confidential Information.



Disclosing and Managing Conflicts of Interest

Conflicts of interest, whether actual or perceived, can create risk for the company and affect our ability to operate with integrity. Our disclosure process helps employees identify, report and manage potential conflicts. Employees must disclose actual or potential conflicts to their manager, supervisor, local Human Resources representative or the legal and compliance department. These disclosures are reviewed and approved by line management and the Chief Compliance Officer.

In 2024, we advanced several automation initiatives within our Global Ethics and Compliance program. This included implementing electronic forms for disclosing conflicts of interest and for reviewing and approving gifts, meals and entertainment requests.

Managing Risks in Our Supply Chain

Supplier and Distributor Codes of Conduct: We extend our commitment to ethical business practices to our third-party partners. Our Supplier Code of Business Conduct and Ethics and Distributor Code of Business Conduct and Ethics outline expectations in areas such as conflicts of interest, gifts, travel and entertainment, fair competition, bribery and corruption and human rights. These standards reflect the same principles we apply to ourselves.

We expect our partners to follow these codes and comply with all applicable laws, rules and regulations. This requirement is included in our contracts. Non-compliance may result in corrective action, including immediate termination of the business relationship, and we may pursue legal remedies if necessary. These codes are available on our website and communicated to our partners.

Anti-Corruption and Trade Compliance: Our Global Anti-Corruption Policy prohibits all forms of bribery and facilitation payments. It requires the Chief Compliance Officer to review and pre-approve certain transactions involving government officials or state-owned entities. This policy is available on our website.

Our Global Trade Compliance Policy provides a framework for complying with applicable sanctions, import and export control laws and related regulations. Both policies are supported by our Third-Party Due Diligence Policy, which outlines procedures employees must follow to identify, assess and manage compliance and legal risks when engaging new business partners.

Encouraging a Speak-up Culture

Reporting concerns of misconduct is essential. These reports provide valuable insights that help us improve processes and policies and reflect the strength of our open feedback culture. We offer the Speak and Be Heard reporting line to support this effort. It allows employees, vendors, customers and other business partners to ask questions or report suspected violations of the law, the Code or company policies. The line is confidential, available globally in multiple languages and operates 24 hours a day, seven days a week.

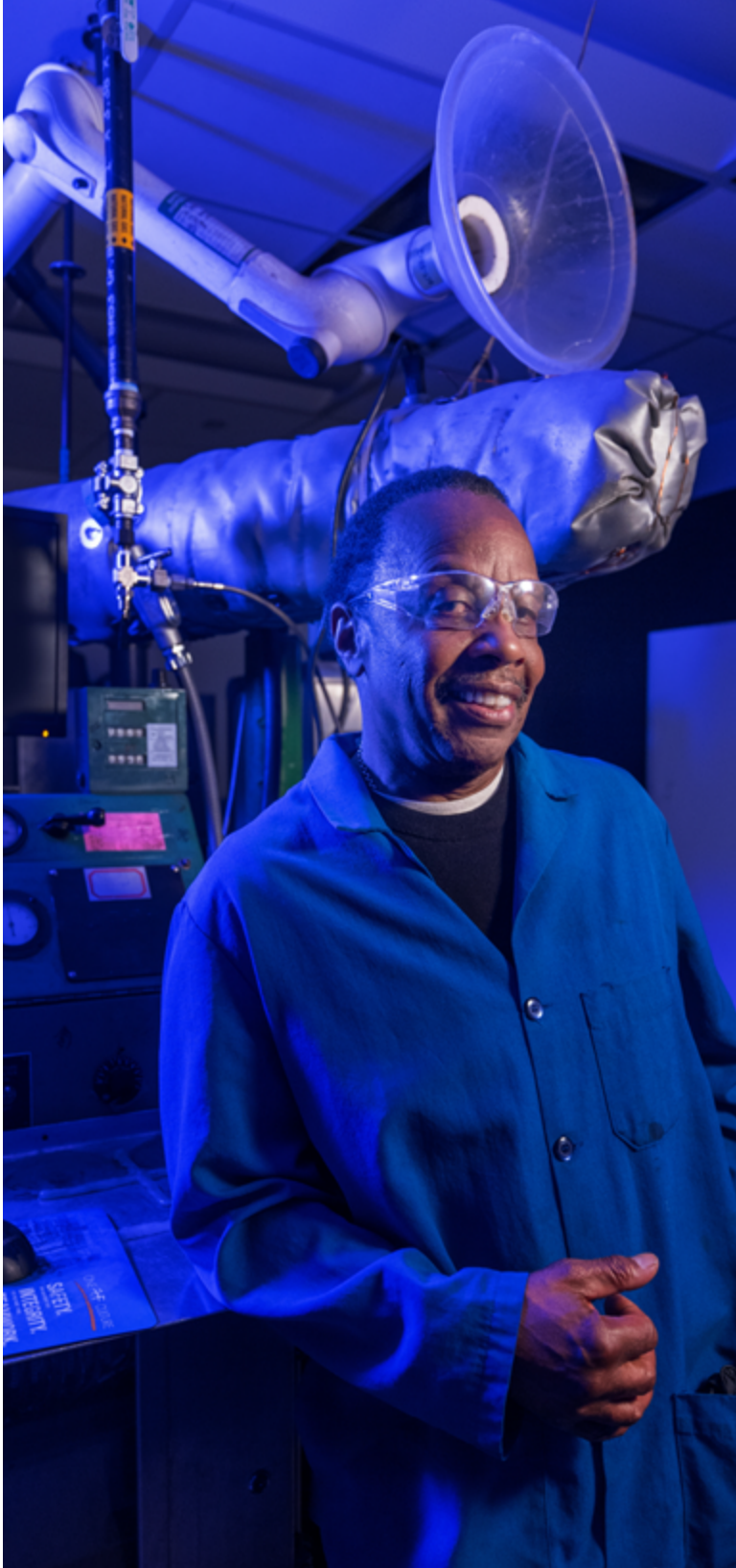
Every report is reviewed and followed according to HF Sinclair's policies, including the Corporate Investigation Policy and applicable law. Each quarter, the Nominating, Governance and Social Responsibility Committee of the Board receives a summary of these reports. Our investigation process is designed to understand what happened and why, identify opportunities to improve controls and policies and take appropriate action when needed. We aim to resolve all matters promptly and thoroughly.

We do not tolerate retaliation against anyone who raises concerns or participates in investigations in good faith. Anyone found to have retaliated may face disciplinary action, including termination.

Human Rights

Our Human Rights and Modern Slavery Policy reflects our commitment to respecting human rights across all areas of our business. It outlines a risk-based due diligence approach to help reduce the risk of human rights abuses in our supply chain. The policy aligns with internationally recognized principles, including the United Nations Universal Declaration of Human Rights and the International Labour Organization's core conventions. Anyone within or outside the Company can report human rights concerns through our Speak and Be Heard reporting line. The policy is available on our website.

Additionally, a Modern Slavery Statement is required for some of the countries where we operate. This statement is available on our website and describes an assessment of our modern slavery risks and the steps we have taken to prevent human rights violations in HF Sinclair and in our supply chain.



Data Protection & Cybersecurity

Data Protection: We are committed to handling personal information responsibly and in compliance with applicable laws. Our Global Privacy Policy outlines how we hold ourselves and any third party who manages personal data on our behalf accountable to this standard.

We aim to collect and process personal information transparently and only for specific legitimate purposes. Management of data securely is a focus area and changes to critical systems are assessed for risk and compliance concerns. Our Privacy Statement is available on our website.

Cybersecurity: Our Information Security Program (ISP) outlines the administrative, technical and physical safeguards we use to protect our information technology systems and the personal data they contain and transmit. The ISP includes a Cyber Risk Committee, a multidisciplinary group with members from information security, technology, legal and compliance that meets quarterly to assess risks.

The ISP also details our incident response process in case of unauthorized access to systems or data. Our Incident Response Team includes representatives from IT, information security, operations, legal, compliance and finance. The Board of Directors oversees the ISP.

For more information about our data security programs and procedures, please refer to the Cybersecurity section of our 10-K Annual Report.

Managing Cyber Risk: Our Cyber Risk Committee advises the Risk Management Oversight Committee on the adequacy and effectiveness of HF Sinclair's strategies and controls for identifying, managing and mitigating cybersecurity risks. Oversight of these risks is provided by our Board with input from the Audit Committee, which reviews results from internal audit assessments and cybersecurity tests.

As part of this oversight, the Board and Audit Committee meet regularly to review progress on cybersecurity initiatives and coordinate with enterprise stakeholders. During these meetings, they receive updates from our Chief Information Officer, Chief Information Security Officer and other subject matter experts as needed.

HF Sinclair has adopted an integrated incident response plan that outlines procedures for addressing events that may compromise the confidentiality, integrity or availability of our information and systems. This includes referring matters to our Incident Response Team and, when appropriate, to our Chief Executive Officer and the Board for further evaluation and oversight.

Cybersecurity risks are assessed periodically through internal audits and regularly by independent consultants. We use these insights to update our risk matrices. We also engage third-party security consultants to evaluate our information and operational technology environments, conduct penetration testing, recommend mitigation strategies and perform vulnerability scans to identify internal and external risks.

All employees are required to complete annual cybersecurity training. We also use exercises and communications throughout the year to reinforce key cybersecurity messages. In addition, we regularly meet with federal, state and local agencies and industry experts to exchange security and intelligence information that helps us detect and prevent cyberattacks and conduct tabletop training exercises internally.

In 2025, we continued to launch various long-standing initiatives to address opportunities for improvements within the cybersecurity function. Additionally, our enterprise cybersecurity strategic plan will improve our ability to execute security enhancements comprehensively and objectively to secure innovation to improve the resiliency of our operations.

Stakeholder Engagement

Government Engagement

HF Sinclair plays an active role in shaping public policy and supports a balanced energy transition in a world where liquid fuels will remain essential for years to come. We advocate for policies that reduce carbon emissions while maintaining access to affordable and reliable energy. Our approach promotes domestic energy security, encourages innovation and supports the development of more sustainable fuels.

We engage in regulatory, legislative and political processes at all levels of government. Participation in trade and business associations helps amplify our voice in key regulatory discussions. HF Sinclair is a member of organizations such as the Western States Petroleum Association, American Fuels and Petrochemical Manufacturers and Canadian Fuels Association. While we value these partnerships, we may take independent positions when association views do not align with our strategy or priorities.

We also support the HF Sinclair's Political Action Committee, the "DINO PAC," which is a nonpartisan 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.

Additional Stakeholder Initiatives

Several refineries have established Community Advisory Panels (CAPs) to update community members about refinery news and progress. CAPs generally include members from various stakeholder groups within the community, including local officials, local business partners and non-profits. In 2024, the El Dorado refinery hosted its inaugural CAP meeting and continued to meet regularly throughout the year. The Artesia and Tulsa facilities have similar groups in place and continued to engage throughout 2024.

We also prioritize engagement with local government as a key stakeholder to our business. In 2024, we hosted the Wyoming Energy Board at our facility in Casper, Wyoming. Additionally, in fall of 2024, bipartisan members of the Washington State Legislature toured our refinery in Puget Sound, Washington and met with members of the Refinery Leadership Team.

In Mississauga, the Public Liaison Committee meets throughout the year with facility leadership to review ongoing operational projects and plans. The committee includes representatives from local and provincial governments, ratepayer associations and communication organizations. These meetings provide a forum for open dialogue and help address topics that matter most to the community.

In Tulsa, our Neighborhood Partners group meets regularly with refinery leadership to discuss topics such as community investment, safety performance and updates on refinery operations. The group includes state and local officials, residents, business owners and nonprofit representatives, offering a broad range of perspectives from across the community. Meetings are held quarterly to foster ongoing dialogue and collaboration.

Appendix & Reports

In Closing + Summary

Task Force on Climate-Related Financial Disclosures (TCFD): The TCFD framework is one of the most widely used frameworks by companies that report on their climate-related risks and opportunities. According to the TCFD 2021 Status Report, TCFD-aligned official reporting requirements have been adopted in eight countries. Additionally, SB 261 in California requires subject companies to provide TCFD or equivalent disclosures by Jan. 1, 2026. Although we are still working toward further alignment with the TCFD Recommendations, we include the following disclosures informed by the TCFD to demonstrate our commitment to transparency and to enable our stakeholders to evaluate our disclosures in the context of our peers.

Governance

Board Oversight

While our full Board has ultimate responsibility for the oversight of the climate-related risks and opportunities, additional oversight is provided by our Board Committees. The Nominating, Governance and Social Responsibility Committee oversees HF Sinclair's ethics and compliance programs, policies and practices regarding human rights in HF Sinclair's operations and supply chain, policies, practices and procedures regarding environmentally sustainable practices, and strategy and performance in assessing and responding to climate-related risks and opportunities. The Environmental, Health, Safety and Public Policy Committee reviews information provided by management and consultants including information on safety, health and environmental matters, and monitors public policy trends that impact HF Sinclair, such as the risk associated with new carbon regulations and their potential direct or indirect costs.

Transition risks such as the impact of current and potential federal and state regulation of carbon emissions are a regular topic of discussion by our Board.

Our ELT oversees strategic risks and opportunities at the management level. The Risk Management Oversight Committee identifies and monitors such risks and opportunities to the Company and regularly provides input to the Board on such matters. In addition, the Risk Management Oversight Committee monitors and evaluates guidelines and policies governing the Company's risk assessment and management. The Risk Management Oversight Committee includes the Climate-Related Risks Working Group, which is responsible for identifying, assessing and managing climate-related risks over a short, medium and long-term horizon. The Climate-Related Risks Working Group provides updates to our Risk Management Oversight Committee as necessary.

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 and ensure our Company is meeting the evolving needs of our consumers and society. As part of our commitment to and planning for this transition, we have established a GHG emissions intensity reduction target and a realistic timeline for achieving it.

Climate-Related Risks and Opportunities¹¹

a) Demand Risks

Increases in required fuel economy and regulation of GHG emissions from transportation may reduce demand for petroleum-based transportation fuels. Additionally, compliance with, or developments with respect to, renewable and low-carbon fuel blending programs, and other regulations, policies and standards impacting the demand for low-carbon fuels could have an adverse effect on our financial condition and results of operations.

b) Regulatory Risks

We are subject to existing, and may in the future be subject to new or changing, domestic and international energy policy legislation. For example, in the United States, the Energy Independence and Security Act mandates annually increasing levels for the use of renewable fuels such as ethanol and increasing energy efficiency goals, among other steps. Dutch policy also aims to increase the share of renewable energy used in transportation and reduce GHG emissions from transportation fuels. These statutory mandates may have the impact over time of counteracting projected increases in the demand for refined petroleum products, particularly gasoline, in certain markets.

c) Physical Risks

Physical impacts of climate could have an adverse effect on our financial condition and results of operations. Weather events, including, but not limited to, drought, winter storms, wildfire, tornados, extreme temperatures, extreme precipitation or flooding, may become more intense or more frequent and could have an adverse effect on our continued operations as well as the operations of our suppliers and customers.

d) Financial Risks

Increasing attention to climate-related matters may adversely impact our business, financial results, stock price or price of debt securities. Financial institutions may be limited in investing or financing operations such as ours, reducing our access to capital.

e) Operating Costs and Litigation Risks

Numerous proposals have been made and could continue to be made at the international, national, regional and state levels of government to monitor and limit existing emissions of GHGs, to limit or eliminate future emissions, and to require or incentivize the use of lower carbon or renewable alternatives, including through accounting and risk disclosures. As a result, our operations, and those of our customers, are subject to a series of regulatory, political, litigation and financial risks associated with the refining, transportation and use of petroleum products and emission of GHGs. There are increasing risks of litigation related to climate impact, including shareholder derivative suits, suits alleging "greenwashing," and other types of government or private suits.

¹¹ For additional information on these risks, see the Risk Factors section of this report.





Risk Management

Our leadership team and Board are focused on managing the risks to our business, including climate-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 Management Oversight Committee reviews each of the enterprise risks to confirm their significance and evaluate any changes in risk to the Company or related risk mitigation activity. Risks from the risk register are presented to the Board at least annually. These risks are managed by each segment with corporate oversight.

Workforce Metrics

Workforce Composition (as of Dec. 31, 2024)	Details
Total Employees	5,297
Gender	18% identified as women, 82% identified as men
Ethnic Diversity	25% identified as Hispanic or Latino, Black or African American, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or two or more races
Veterans / Reservists	6.4%
Union Status	27% Union (1,433 employees), 73% Non-union (3,864 employees)

Safety Performance Data	2020	2021	2022	2023 ¹³	2024
Total Recordable Incident Rate ¹² (Per 200,000 hours worked) We continue to strive to be better than the AFPM-calculated industry mean and work toward an internal target of <0.2 combined total recordable incident rate (TRIR).					
Combined Total Recordable Incident Rate	0.43	0.27	0.40	0.29	0.17
Employees	0.31	0.24	0.35	0.28	0.13
Contractors	0.64	0.31	0.47	0.30	0.22
Worker Fatality Incident Data					
Employees	0	0	0	1	0
Contractors	0	0	0	0	0
Process Safety Incidents ¹⁴					
Tier 1 incident rate ¹⁵	0.11	0.09	0.20	0.08	0.10
Tier 1 incident count	5	8	17	8	10
Tier 2 incident rate	0.33	0.33	0.27	0.19	0.23
Tier 2 incident count	15	30	22	20	23

12 Historical incident rates are re-stated to reflect changes resulting from a true-up of the data. Data includes Refining, Renewables, Lubricants and Specialties, Asphalt and Midstream. Puget Sound refinery data included beginning November 2021 and Parco refinery and Casper refinery data included beginning March 2022.

13 In January 2023, a driver in our trucking business tragically lost their life in a vehicle accident while on route. This loss deeply affected our organization and served as a powerful reminder of the value of life. Although the accident was not the fault of the driver, we continue to reinforce safety across all areas of our business through extensive training. This was the first employee or contractor fatality within our organization since 2019.

14 Historical incident rates are re-stated to reflect changes resulting from a true-up of the data. Data includes Refining, Renewables, Lubricants and Specialties, and Asphalt. Puget Sound refinery data included beginning November 2021 and Parco refinery and Casper refinery data included beginning March 2022. Midstream is only included in the 2024 data.

15 Tier 1 and 2 incident rates per 200,000 hours worked.

Metrics and Targets

- a) Metrics
- We monitor absolute energy use and Scope 1 and Scope 2 GHG emissions and intensity per barrel.
- b) Scope 1 and Scope 2 GHG Emissions
- Scope 1 GHG emissions (2024) 8,198 thousand metric tons of CO₂ equivalent
- Scope 2 GHG emissions (2024) 964 thousand metric tons of CO₂ equivalent
- c) Target
- In 2021, we established a goal of decreasing our net emissions intensity by 25% by 2030 versus 2020 levels. We are taking a structured approach to achieve this target through a combination of reducing our direct operations emission intensity, producing low-carbon renewable fuels and blending ethanol and biodiesel.

Performance Data

Sustainability Accounting Standards Board (SASB) Index

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

Accounting Metric	Code	Unit of Measure	Disclosure
Greenhouse Gas Emissions			
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-RM-110a.1	Metric tons (t) CO ₂ -e, percentage	See Sustainability Report table
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	Discussion and analysis	Please see the <i>Energy Stewardship & Reducing Emissions</i> section
Air Quality			
Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO ₂ , (3) particulate matter (PM ₁₀), (4) H ₂ S, and (5) volatile organic compounds (VOCs)	EM-RM-120a.1	Metric tons	(1, 2, 3, 5) See Sustainability Report table (4) Not reported
Number of refineries in or near areas of dense population	EM-RM-120a.2	Number	Not reported
Water Management			
(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	Thousand Cubic meters (m3), percentage (%)	(1) See Sustainability Report table (2) Not reported (3) 60% of water withdrawn from high or extremely high/arid regions For more information, please see the section: <i>Energy Stewardship & Reducing Emissions</i>
Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-RM-140a.2	Number	Not reported
Hazardous Materials Management			
Amount of hazardous waste generated, percentage recycled	EM-RM-150a.1	Metric tons (t), percentage (%)	See Sustainability Report table
(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	Number, percentage (%)	Not reported
Workforce Health & Safety			
(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	Rate	(a) Employees (1, 2) See Sustainability Report table (3) Not reported (b) Contractors (1, 2) See Sustainability Report table (3) Not reported



HF Sinclair Group Performance Data¹⁶

Metric	2020	2021	2022	2023	2024
Greenhouse Gas Emissions					
Total Scope 1 and Scope 2 GHG emissions (kt CO ₂ e)	5,961	5,186	9,564	9,157	9,162
GHG Scope 1 emission (kt CO ₂ e)	5,156	4,508	8,364	8,179	8,198
GHG Scope 2 emissions (kt CO ₂ e)	805	678	1,200	978	964
Air Quality					
NO _x (tons)	3,088	2,843	4,768	4,673	4,413
SO ₂ (tons)	989	1,212	2,072	1,456	1,165
PM ₁₀ (tons)	528	477	1,178	895	832
VOCs (tons)	3,308	3,183	4,368	4,029	3,810
CO (tons)	2,809	2,522	3,808	3,872	3,546
Water Management					
Fresh Water withdrawal (million gallons)	17,381	17,668	17,083	17,993	18,486
Wastewater discharge (million gallons)	11,821	11,434	12,690	12,169	13,232
Waste Management					
Total Waste Generation (tons)	78,035	92,975	96,236	104,162	108,852
Hazardous waste (tons)	25,102	26,654	28,015	24,263	27,183
Non-hazardous waste (tons)	52,933	66,321	68,221	79,899	81,669
Workforce Health & Safety					
Combined Total Recordable Incident Rate (per 200,000 hours worked)	0.43	0.27	0.40	0.29	0.17
Employees per (200,000 hours worked)	0.31	0.24	0.35	0.28	0.13
Contractors (per 200,000 hours worked)	0.64	0.31	0.47	0.30	0.22
Fatalities total	0	0	0	0	0
Employees (#)	0	0	0	1	0
Contractors (#)	0	0	0	0	0
Critical Incident Risk Management					
Tier 1 incident rate (per 200,000 hours worked)	0.11	0.09	0.20	0.08	0.10
Tier 1 incident count (#)	5	8	17	8	10
Tier 2 incident rate (per 200,000 hours worked)	0.33	0.33	0.27	0.19	0.23
Tier 2 incident count (#)	15	30	22	20	23
Spills >1 barrel (barrels) ¹⁷	2,426	1,211	20,045	2,543	1,475
Spills >1 barrel (#)	54	78	87	56	58

16 HF Sinclair Group Performance Data includes full-year data for Puget Sound, Casper and Parco facilities beginning in 2022, and Midstream beginning in 2024.

17 HF Sinclair Spills Data includes full-year hydrocarbon spill data for Puget Sound, Casper and Parco facilities beginning in 2022, and Midstream beginning in 2024.

HF Sinclair Environmental Performance Data—by Operating Unit¹⁸

Metric	2020	2021	2022	2023	2024
Greenhouse Gas – Refinery Operations					
Total Scope 1 and Scope 2 GHG emissions (kt CO ₂ e)	5,367	4,565	8,711	8,373	8,178
GHG Scope 1 emissions (kMT CO ₂ e)	4,589	3,917	7,570	7,448	7,325
GHG Scope 2 emissions (kMT CO ₂ e)	778	648	1,141	925	853
Air Quality – Refinery Operations					
NO _x (tons)	2,264	1,998	3,811	3,786	3,517
SO _x (tons)	413	445	1,162	680	678
PM ₁₀ (tons)	497	446	1,130	847	795
VOCs (tons)	3,136	3,008	4,109	3,791	3,364
CO (tons)	2,650	2,364	3,615	3,710	3,366
Refinery Intensity					
NO _x intensity (tons per MMBBL)	16	14	17	18	16
SO _x intensity (tons per MMBBL)	3	3	5	3	3
PM ₁₀ intensity (tons per MMBBL)	4	3	5	4	4
VOCs intensity (tons per MMBBL)	22	21	18	18	15
CO intensity (tons per MMBBL)	19	17	16	18	15
Water Management – Refinery Operations					
Fresh Water withdrawal (million gallons)	5,884	5,224	9,028	10,375	10,270
Wastewater discharge (million gallons)	3,399	3,433	4,930	4,727	5,375
Refinery Intensity					
Fresh Water withdrawal (gallons per BBL)	41	37	40	49	46
Wastewater discharge (gallons per BBL)	24	24	24	22	24
Waste Management – Refinery Operations					
Total Waste Generation (tons)	55,788	69,502	53,793	53,733	56,799
Hazardous waste (tons)	8,362	8,849	9,399	7,386	11,091
Non-hazardous waste (tons)	47,426	60,653	44,394	46,347	45,708
Refinery Intensity					
Total Waste Generation (tons/MMBBL)	392	494	235	254	256
Hazardous waste (tons/MMBBL)	59	63	41	35	50
Non-hazardous waste (tons/MMBBL)	333	431	194	219	206
Activity Metric – Refinery Operations					
Refining Throughput (MMBBL)	142	141	228	212	222
Refining operating capacity (MBPD)	405	554	678	678	678

18 HF Sinclair Operating Unit Data includes full-year data for Puget Sound, Casper and Parco facilities beginning in 2022.

■ 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.

References herein to HF Sinclair Corporation (HF Sinclair) include HF Sinclair and its consolidated subsidiaries. In this document, the words “we,” “our,” “ours” and “us” refer only to HF Sinclair and its consolidated subsidiaries or to HF Sinclair or an individual subsidiary and not to any other person, with certain exceptions. References herein to Holly Energy Partners, L.P. (HEP) with respect to time periods prior to the completion of the merger of HEP with a wholly owned subsidiary of HF Sinclair on Dec. 1, 2023, refer to HEP and its consolidated subsidiaries.

Statements made in and any oral statements made in connection with 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 and necessarily involve risks that may affect our business prospects and performance, and actual results may differ materially from those discussed in this report. Assumptions, standards, statistics, metrics and measurements used in preparing this report continue to evolve and 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 conduct of our activities, including the development, implementation or continuation of any goals, strategies, priorities and initiatives, 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 not limited to:

- the demand for and supply of feedstocks, crude oil and refined products, including uncertainty regarding the increasing societal expectations that companies address climate impact and greenhouse gas emissions;
- 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 our markets;
- the spread between market prices for refined products and market prices for crude oil;
- the possibility of constraints on the transportation of crude oil, refined products or lubricant and specialty products;
- the possibility of inefficiencies, curtailments or shutdowns in refinery operations or pipelines, whether due to reductions in demand, accidents, unexpected leaks or spills, unscheduled shutdowns, infection in the workforce, weather events, global health events, civil unrest, expropriation of assets and other economic, diplomatic, legislative, or political events or developments, terrorism, cyberattacks, vandalism or other catastrophes or disruptions affecting our operations, production facilities, machinery, pipelines and other logistics assets, equipment, or information systems, or any of the foregoing at our suppliers, customers or third-party providers, and any potential asset impairments resulting from, or the failure to have adequate insurance coverage for or receive insurance recoveries from, such actions;
- risks related to the Company’s public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities or the subject of evolving global legal and reporting requirements related to the risk of potential “greenwashing,” i.e., misleading information or false claims overstating potential sustainability-related benefits, which could lead to increased litigation risk from private parties and governmental authorities or regulatory bodies related to the Company’s sustainability-related efforts or disclosures of such efforts;
- the effects of current and/or future governmental and environmental regulations and policies, including compliance with existing, new and changing environmental, health and safety laws and regulations, related reporting requirements and pipeline integrity programs;
- the availability and cost of our financing;
- the effectiveness of our capital investments and marketing strategies;
- our efficiency in carrying out and consummating construction projects, including our ability to complete announced capital projects on time and within capital guidance;

- our ability to timely obtain or maintain permits, including those necessary for operations or capital projects;
- our ability to acquire complementary assets or businesses to our existing assets and businesses on acceptable terms and to integrate any existing or future acquired operations and realize the expected synergies of any such transaction on the expected timeline;
- the possibility of vandalism or other disruptive activity, or terrorist or cyberattacks, and the consequences of any such activities or attacks;
- uncertainty regarding the effects and duration of global hostilities, including shipping disruptions in the Red Sea, the ongoing conflicts in the Middle East, the Russia-Ukraine war, 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 uncertainties regarding trade policies, such as the imposition or implementation of tariffs, or economic slowdowns caused by a local or national recession or other adverse economic condition, such as periods of increased or prolonged inflation;
- limitations on our ability to make future dividend payments or effectuate share repurchases due to market conditions and corporate, tax, regulatory and other considerations; and
- other business, financial, operational and legal risks and uncertainties detailed from time to time in our SEC filings.

Additional information on risks and uncertainties that could affect our business prospects and performance is provided in our most recent reports filed with the SEC.

Moreover, while we have provided information on several sustainability topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring and analyzing sustainability data. While we anticipate continuing to monitor and report on certain sustainability information, we cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. The Company makes efforts to collect reliable, comprehensive environmental data, but given the novelty of collecting and verifying environmental data from disparate sources, geographies and over various time frames using differing methodologies, our assumptions are subject to change, which may impact our historical goals, targets, aspirations, commitments or estimates. The diligence, internal controls and processes that we or our business use continues to evolve, and data, certifications or representations provided or reviewed by third parties, including information from acquired entities may be incomplete or subject to ongoing review, or has not yet been integrated into our reporting processes. Some of the data provided in this Report may be estimated or reliant on estimated information, which is inherently imprecise. The Company cannot guarantee that estimated data is identified as such in every instance. Not all data relating to sustainability-related metrics reported herein is available, applicable or comparable for all geographies in which we operate in – or may operate in – and methodologies for collecting, measuring, calculating, analyzing, as well as requirements for reporting, sustainability-related metrics may differ or not yet be fully developed for industries or geographies depending on various facts and circumstances or third-party contractors may not provide requisite sustainability-related data with respect to all metrics. We hereby expressly disclaim any obligation or duty not otherwise required by legal, contractual and other regulatory requirements to update, correct, provide additional details regarding, supplement, or continue providing such data, in any form, in future. Furthermore, there are sources of uncertainty and limitations that exist that are beyond our control and could impact HF Sinclair’s plans and timelines, including the reliance on technological and regulatory advancements and market participants’ behaviors and preferences.

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 undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

This information may be modified, updated, changed, deleted or supplemented from time-to-time without notice and we reserve the right to make any such modifications in our sole discretion. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of HF Sinclair made with the SEC, or any other filing, report, application or statement made by HF Sinclair to any federal, state, tribal or local governmental authority.



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 SEC.



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