

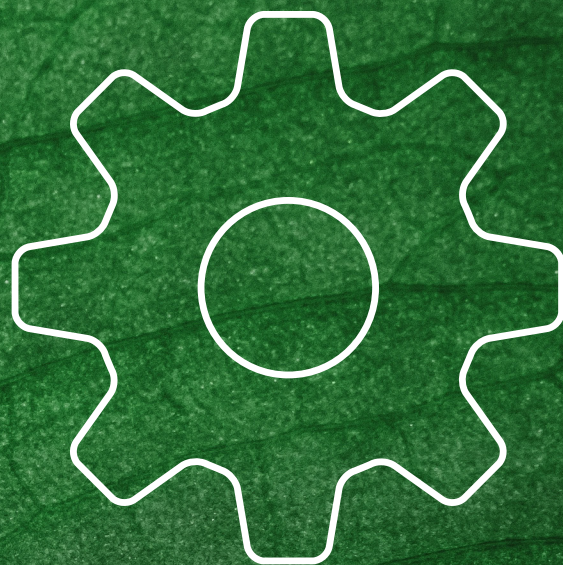


SUSTAINABILITY

20

25

REPORT



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A Message from Our CEO

In 2025, HF Sinclair continued to advance its strategic priorities while remaining focused on our mission to provide affordable energy responsibly and safely. Across our company, we are working to create long-term value by delivering the products our customers depend on, operating with integrity, investing in our people and communities, and strengthening the resilience of our business. I am proud of the contributions our employees make every day to support these objectives and help power modern life.

In my current role as CEO, I am focused on executing our strategy to further strengthen our operational reliability, enhance connectivity across our value chain and position our business for long-term growth. In 2025, we expanded our footprint through the acquisition of Industrial Oils Unlimited and the formation of Green Trail Fuels LLC, a joint venture that broadens our reach and ability to serve customers in key markets.

Responsible operations remain fundamental to how we grow and evolve our business. In 2025, HF Sinclair produced more than 208 million gallons of renewable diesel, providing customers with a sustainable alternative to traditional fuel. We believe meeting the world's energy needs requires practical solutions that balance reliability, affordability and environmental responsibility.

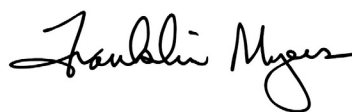
Innovation is central to that effort. Through our Lubricants & Specialties portfolio, we develop solutions that improve energy efficiency, support equipment durability, reduce resource use and help our customers achieve their performance and sustainability objectives. To further strengthen these capabilities, we established an integrated

sustainability team in 2025 and expanded our in-house Product Life Cycle Assessment and Product Carbon Footprint expertise, providing deeper insights into the environmental attributes of our products and supporting informed decision-making.

We also took important steps to strengthen environmental stewardship across our operations. Through our Environmental Excellence initiative, we are driving greater consistency, accountability and transparency in environmental management. This work included the launch of a centralized environmental emissions calculation database, enhancing data visibility and improving our environmental performance.

Above all, safety remains our highest priority. We continue to invest in the training, tools and processes that help identify risks, prevent incidents and protect our employees. In 2025, several HF Sinclair facilities were recognized by the American Fuel and Petrochemical Manufacturers for exceptional safety performance, reflecting the dedication of our employees and the strength of our safety culture.

As we look ahead, we are committed to creating long-term value through operating responsibly and empowering our people to contribute to a reliable and sustainable energy future.



Franklin Myers
Chairperson, Chief Executive Officer



HF Sinclair is committed to supporting affordable energy while responsibly producing vital products.

80%

Lower emissions intensity than traditional fossil fuels

+140%

Renewable diesel annual production across three facilities since 2020

5

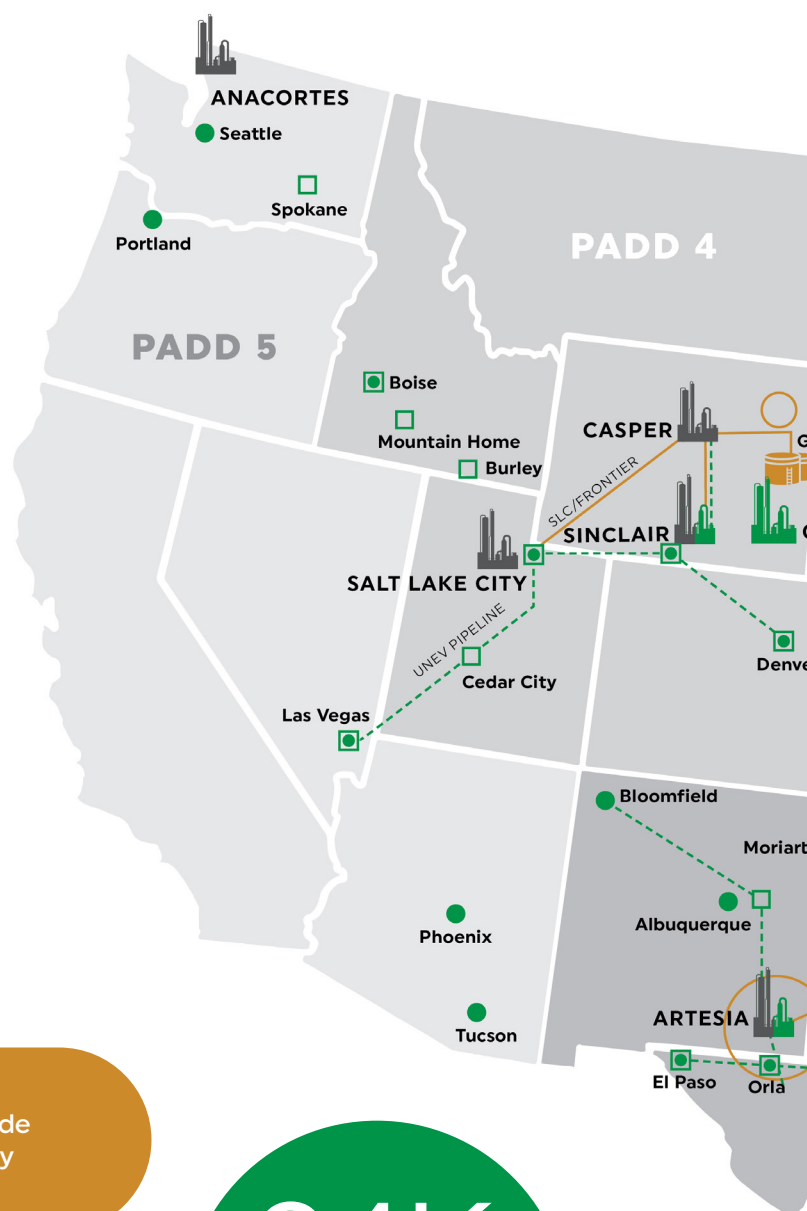
HF Sinclair facilities recognized by the AFPM for exceptional safety performance



About HF Sinclair

HF Sinclair is an evolving energy company built on an enduring family of brands. Across our refining, renewables, marketing, Lubricants & Specialties and Midstream segments, we deliver traditional and renewable fuels and lubricants for planes, trains, automobiles and beyond – as well as essential products that touch everyday life, from components used in medicines and cosmetics to food packaging, asphalt and roofing materials.

Headquartered in Dallas, Texas, our operations span seven complex refineries, three renewable diesel plants, three asphalt plants across the U.S., and four lubricant and specialty production facilities in the U.S., Canada and the Netherlands. We also provide refined product and crude oil transportation, terminalling, storage and throughput services to our facilities and the broader petroleum industry in the U.S. With nearly 5,165 employees as of December 31, 2025, our products reach customers in more than 80 countries around the world.



678K

barrels per day of crude oil processing capacity

378M

gallons per year of renewable diesel capacity across three facilities

34K

barrels per day of lubricant and specialty production capacity

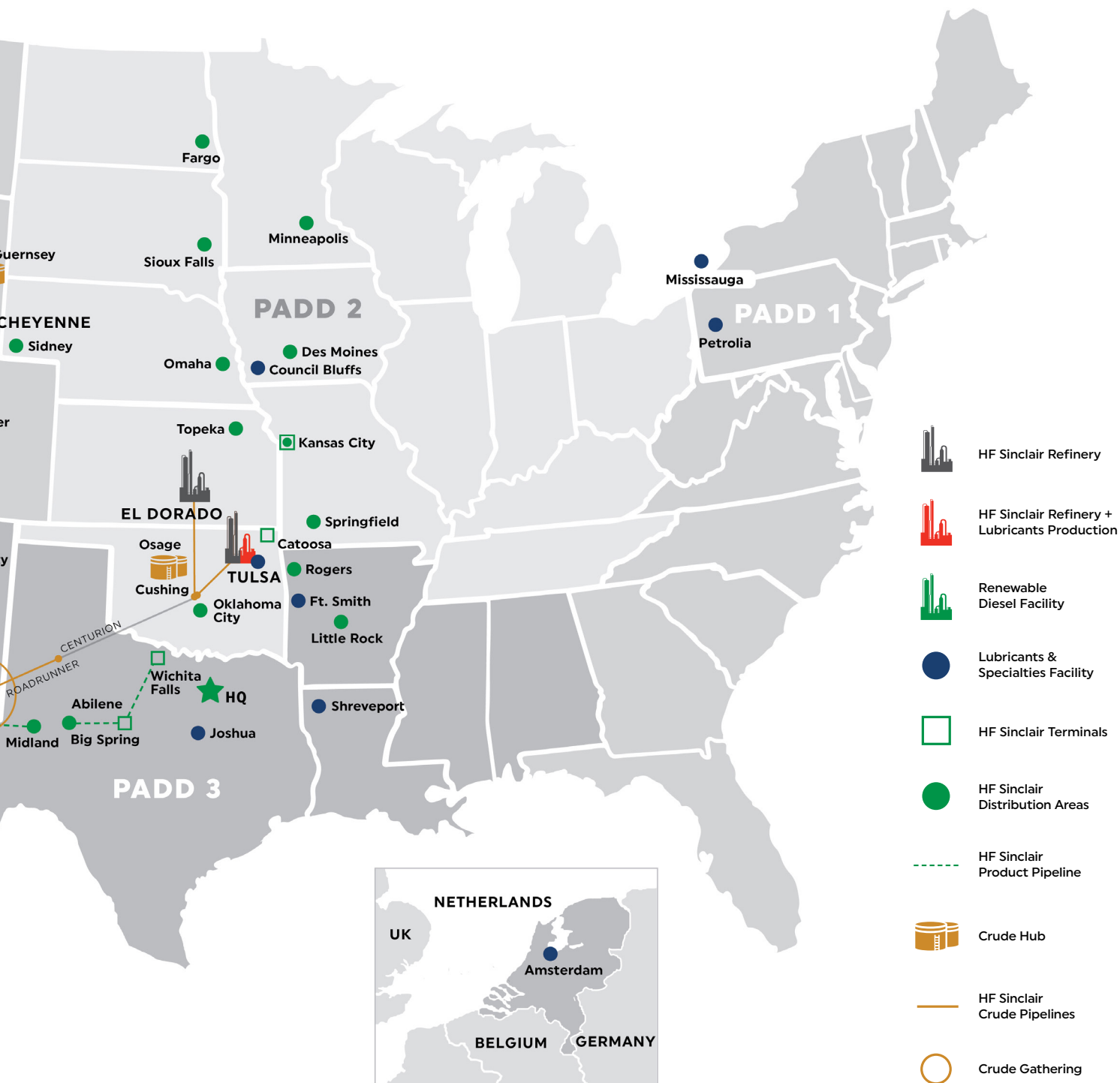
Our Refineries, Facilities and Transportation Assets

4.1K

miles of crude oil and petroleum product pipelines

17.7M

Approximately 17.7 million barrels of refined product and crude oil storage with 17 terminals and eight loading rack facilities in 12 Western and mid-continent states.



Our Family of Brands



sonneborn



HF SINCLAIR BRANDS

Construction materials 🦖

Transportation fuels 🦖

Fibers for clothing 🦖



SAFETY



INTEGRITY



TEAMWORK



OWNERSHIP



INCLUSION

Our culture is defined by five core values: Safety, Integrity, Teamwork, Ownership and Inclusion. These values guide how we operate, engage with stakeholders and empower our people.



Cosmetics 🦖

Cell phones 🦖

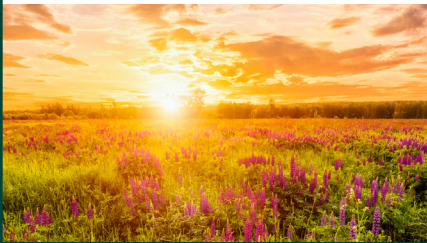
Rubber and plastic for shoes 🦖

Asphalt and roofing material 🦖

2025 Sustainability Highlights

Across our operations, we continue to advance our environmental performance and strengthen our social responsibility initiatives, translating our commitments into measurable progress year over year. We are committed to pursuing achievable emissions objectives that support both near- and long-term sustainability.

Environment



-19.7%

GHG net emissions intensity since 2020

+140%

Renewable diesel annual production across three facilities since 2020

155K

Equivalent number of used passenger car tires recycled by our asphalt business in 2025

Social



\$1M

Raised through record-breaking charity golf tournament in 2025

\$745K

Invested in employee educational reimbursement expenses in 2025

6.21%

Veterans and reservists in our workforce as of December 31, 2025

Governance



2 + 2

SILVER BRONZE

Recognized by EcoVadis for sustainability performance in 2025

99%

Active employees¹ completed the Code of Business Conduct and Ethics training and certification within the 2025 training cycle

30%

Current Board appointed in the past five years

¹ "Active employees" refers to individuals on payroll who are not on leave as of the final training completion date. Employees who departed or were on leave prior to that date are excluded from this calculation.



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Sustainability Oversight

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

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

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

The committee also oversees policies and practices related to environmental sustainability and human rights across HF Sinclair's operations and 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.

Nominating, Governance and Social Responsibility Committee



The Board

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

The Executive Leadership Team (ELT) oversees strategic risks and opportunities at the management level and leads the Risk Management Oversight Committee.

The committee draws from employees across HF Sinclair's business segments and functions and is responsible for identifying, assessing and managing enterprise risks. Risks are assessed annually with quarterly evaluations resulting in adjustments as needed.

Risk Management Oversight Committee



Compensation Committee

The Compensation Committee oversees and periodically reviews HF Sinclair's strategies, policies and practices related to workforce management, including talent and performance management, pay equity and employee engagement. The committee also determines compensation for HF Sinclair's executive officers.

The Environmental, Health, Safety and Public Policy Committee provides oversight of HF Sinclair's environmental, health and safety performance, including related legislative and regulatory developments with the potential to affect the business.

Environmental, Health, Safety and Public Policy Committee





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Environmental Stewardship and Approach

HF Sinclair is deeply committed to both the future of our planet and the immediate needs of people today.

Responsible operations and the continuous reduction of our environmental impact are central to how we run our business. One of our key goals is to lower our net greenhouse gas (GHG) intensity emissions from our operations by 25% by 2030, using 2020 as our baseline. Our GHG emissions initiatives are aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

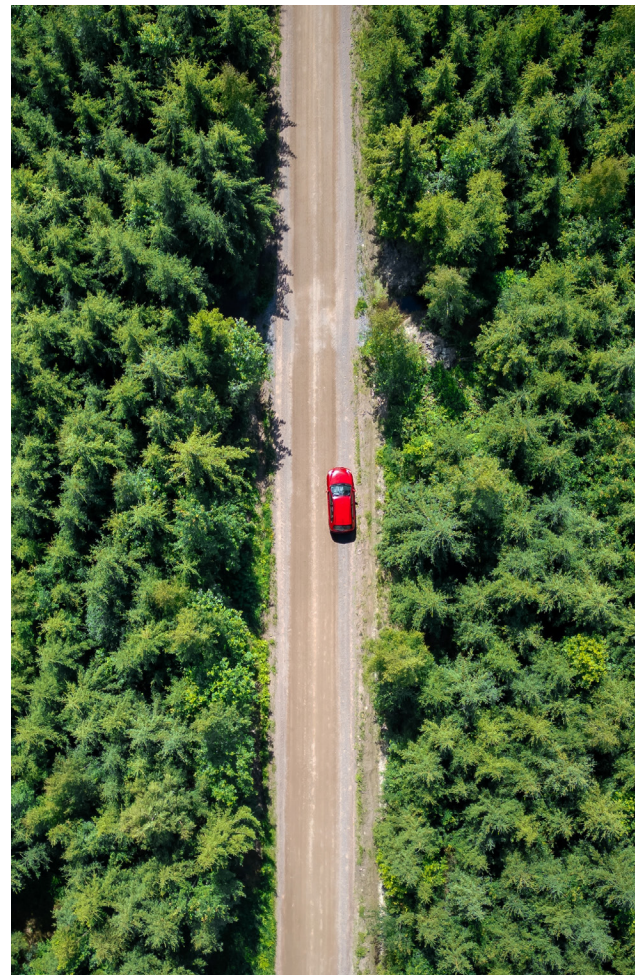
Since setting this target, we have increased renewable diesel production by more than 140%, contributing to a net GHG intensity reduction of more than 7,000 metric tons per million barrels of production.

In 2025, we launched an environmental emissions calculation database that transformed how we manage fleet-wide sustainability. By centralizing data, automating calculations and providing real-time visibility, the system has streamlined reporting, improved decision-making and strengthened our commitment to transparent and efficient emissions management.

In the same year, our Lubricants & Specialties segment, led by the newly integrated Sustainability Team, established in-house product life cycle assessment (LCA) and product carbon footprint capabilities. This was achieved through investments in LCA software, life cycle inventory datasets and LCA practitioner training to measure sustainability across products. Through this process, the Lubricants & Specialties commercial team is better equipped to support customers in their GHG emission reduction goals.

Also in 2025, we expanded our company-wide commitment to reducing our environmental impact through the creation of an internal initiative, Environmental Excellence. This initiative focuses on strengthening organizational culture and capabilities, embedding integrated work processes and driving value-focused innovation. These efforts have enhanced employee understanding of their role in environmental performance, minimized unplanned impacts and advanced proactive management practices that build trust with regulators and strengthen community relationships, supporting the long-term success of our business.

Looking ahead, our focus remains on safe, reliable and compliant operations across our business. We will continue to execute work effectively and efficiently, with environmental considerations integrated at every level of the organization.



We integrate strong governance through our Operational Excellence Management System (OEMS) to continuously improve how we identify and manage environmental risks across our operations. Environmental considerations are built into projects of all sizes and incorporated into our five-year strategic plan.

Our corporate environmental team, led by the Senior Vice President, Environmental, Health and Safety, supports facilities in navigating complex regulations, tracking performance and managing our audit program.

The team includes specialists in air, water, waste compliance and remediation. Each refinery and Lubricants & Specialties facility also has dedicated 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 promote impartial reviews and a commitment to continuous improvement. We also provide environmental training for all employees operating facilities, covering topics such as air and water regulations, waste management, spill response, hazardous material handling and ethical data reporting — reinforcing our broader commitment to integrity and compliance.

We engage with industry organizations such as the American Fuel and Petrochemical Manufacturers Association (AFPM), the Western States Petroleum Association and the Canadian Fuel Association to help shape and provide 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 GHGs, nitrogen oxides (NO_x), 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 Emissions^{2 3}

	2021	2022	2023	2024	2025
Scope 1	4,508	8,360	8,179	8,205	8,317
Scope 2	678	1,200	978	964	986
Total GHG emissions	5,186	9,560	9,157	9,169	9,303

Refinery Emissions Intensity⁴

	2021	2022	2023	2024	2025
NO _x	14	17	18	16	16
SO ₂	3	5	3	3	3
PM ₁₀	3	5	4	4	4
VOCs	21	18	18	15	16
CO	17	16	18	15	14

Tons per million barrels

2 Scope 1 emissions are primarily calculated using measured facility-level activity data, including fuel consumption for stationary combustion sources, flare gas data, etc. Scope 2 emissions are calculated using metered consumption data and are location-based. Emissions are largely derived using U.S. EPA-prescribed methodologies and emissions factors, consistent with regulatory reporting requirements and the GHG Protocol. The use of estimated activity data is limited, with the majority of calculations based on operational data.

3 Puget Sound, Parco and Casper emissions included starting in 2022 and Midstream in 2024.

4 Puget Sound, Parco and Casper emissions included starting in 2022.



Investing in Improved Efficiency

Flare Management Improvements

Artesia & Parco

In 2025, both the Artesia and Parco refineries advanced flare management through targeted initiatives that improved environmental performance and operational discipline.

At Artesia, a formal flare permit process was implemented requiring advance approval of flare conditions prior to any planned flaring. By introducing structured evaluation before flaring occurs, the process helps keep operations teams informed and in control, reducing unplanned flaring events. Additionally, an in-house smoke detection application was developed for flares, providing real-time visibility into flare conditions and enabling operators to make timely adjustments before a smoking event becomes a regulatory deviation.

At Parco, a turnaround on the Flare Gas Recovery Unit (FGRU) completed in September 2024 yielded significant performance improvements that carried into 2025. Combined with enhanced refinery operating unit reliability, the effort produced a 60% reduction in the number of days of excess emissions from flaring and a 93% reduction in emissions from hydrocarbon flaring events. The FGRU unit now operates consistently at design recovery capacity.

Together, these site-level initiatives demonstrate how targeted operational investment can advance both environmental compliance and emissions reduction across our refining network.

Our environmental goals are advanced through the day-to-day efforts of our facilities. The following highlights demonstrate how targeted action at the site level produces meaningful, measurable outcomes.



Natural Gas Savings and Reimbursement Programs

Mississauga

In 2025, the Mississauga facility conducted a third-party survey of its steam trap performance, identifying an opportunity to reduce the loss of approximately 1.8 million m³ of natural gas annually.

The facility's natural gas supplier, Enbridge Gas, offers an improvement and incentive program for its customers. Upon completion of the project, during which the Mississauga facility's maintenance team corrected the identified deficiencies, the facility submitted its upgrades to the Enbridge Gas incentive program. This resulted in a rebate covering up to 75% of project costs, or approximately \$250,000 CAD, based on the verified annual natural gas savings.

Wildlife and Habitat Stewardship

Artesia

HF Sinclair has maintained Wildlife Habitat Council certification since 2014, reflecting our long-term commitment to environmental stewardship and community engagement.

One example of this commitment is our Nature Trail in Artesia, which beautifies the surrounding community, supports pollinator populations through native plantings and provides a shaded, welcoming outdoor space in the desert environment. The trail is actively managed and maintained year-round by HF Sinclair, ensuring it remains a quality resource for both people and wildlife.

The Wildlife Habitat Council Certification is a program powered by Tandem Global and is recognized as the world's leading voluntary sustainability standard focused on advancing biodiversity enhancement and conservation education across corporate landholdings.



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. Based on the WRI model Version 4.0, we found that 62% of our freshwater withdrawals occur in high risk, extremely high-risk or arid regions, which is similar to the percentage since WRI changed its model in 2023 to account for updated supply and demand models, climate data and more detailed geographic inputs. 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 provide ongoing oversight and informed decision-making. In 2025, targeted water line inspections and repairs at the Tulsa refinery's east and west facilities addressed water losses associated with leaks and aging infrastructure, prioritizing root-cause solutions over operational workarounds.

Water Scarcity Exposure⁴

Low

17%

Low-Medium

1%

Medium-High

21%

High

53%

Extremely High

9%

Arid/Low Water Use

0%

Percentage of total water consumed from various Baseline Water Stress categories, as classified by the World Resources Institute's Water Risk Atlas tool, Aqueduct

42%

combined facility reduction in water usage at our Tulsa refinery.

The Tulsa east facility achieved a 27% reduction in water usage, while the west facility achieved a 15% reduction, driving a combined 42% reduction in total purchased water for the refinery. These outcomes reduced demand on municipal and external water supplies, improved operational reliability and advanced our commitment to responsible resource stewardship, all without impacting production.

⁴ Water scarcity exposure is not evaluated for the HF Sinclair Midstream segment.



Wastewater

We are committed to continuous improvement in wastewater treatment plant (WWTP) operations. Past and ongoing activities include training for WWTP operators and others who interact with these systems, WWTP performance assessments, improvements in process monitoring and equipment upgrades.

Refinery Wastewater Discharge Intensity⁵	2021	2022	2023	2024	2025
Wastewater discharge (millions of gallons)	3,433	4,930	4,727	5,375	5,337
Wastewater discharge (gallons per barrel)	24	24	22	24	24

Refinery Solid and Hazardous Waste Intensity⁶	2021	2022	2023	2024	2025 ⁷
Hazardous waste	63	41	35	50	76
Non-hazardous waste	431	194	219	206	244
Total Waste Generation	494	235	254	256	320

Tons per million barrels

Environmental Risk Management

Our OEMS provides the framework for implementing Environmental Management Systems (EMS) throughout the organization, defining standards for compliance monitoring and performance evaluation. In addition to OEMS, all four of our facilities 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.

Our Mississauga facility was the first manufacturer of white oils, specialty base oils and lubricants to obtain the ISO 14001:2015 EMS certification, a distinction that reflects our longstanding commitment to environmental excellence at that site.

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. Many of the Lubricants & Specialties division's products support these industries worldwide, making adherence to GMP requirements an important part of serving customers in regulated markets.

⁵ Includes data for the full year for the Casper, Parco and Puget Sound refineries beginning in 2022.

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

⁷ The 2025 increase reflects major maintenance activities, tank cleaning projects, and changes in spent caustic handling processes.

Certifications

	Amsterdam	Mississauga	Petrolia	Tulsa ⁷
Quality ISO 9001:2015	✓	✓	✓	✓
Environmental ISO 14001:2015	✓	✓	✓	✓
FSSC 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 findings to drive continuous improvement across our operations. To support efficient compliance management, each site utilizes a task management tool that is integrated into our OEMS, helping teams maintain strong performance and meet regulatory requirements.

Third-Party Assessments

Our Lubricants & Specialties production facilities 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 help support ongoing conformance with ISO 14001 requirements and identify opportunities for continual improvement.

Each year, our Lubricants & Specialties production facilities participate in third-party assessments to validate and strengthen our sustainability practices across key areas, including safety, environment, ethics and compliance, labor and human rights and sustainable procurement.

Our participating facilities have made meaningful progress through EcoVadis, a trusted provider of business sustainability ratings.

In 2025, our Mississauga (Petro-Canada Lubricants Inc.) and Amsterdam (Sonneborn Refined Products BV) sites received a Silver sustainability rating, placing them in the top 15% of suppliers globally. Our Petrolia (Sonneborn, LLC) and Tulsa (HF Sinclair Tulsa Refining, LLC) sites received a Bronze sustainability rating, placing them in the top 35% of suppliers. These designations reflect the strength of our compliance management practices across these key areas.



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Innovation is central to our mission of delivering products that meet today's needs while anticipating tomorrow's demands.

We regularly bring together cross-functional teams to identify opportunities that drive progress, developing solutions that align with evolving consumer expectations and a changing energy landscape.



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 transportation fuels.

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.

We produce renewable diesel by converting waste fats and oils into fuel that integrates seamlessly into existing petroleum infrastructure and can be transported by pipeline, rail or truck.

Our renewable diesel is up to 80% less emissions-intensive than traditional fossil fuels. In 2025, HF Sinclair produced more than 208 million gallons of renewable diesel, providing customers with a reliable and sustainable alternative to traditional diesel. We believe that our ability to supply low-carbon fuels can play an important role in helping achieve GHG emissions reduction targets in a dependable and scalable way.

We continually evaluate opportunities to responsibly deliver products that feature energy efficiency and lubricants for alternative energy systems, balancing commercial viability with consumer preferences and environmental responsibility.

Our Lubricants & Specialties technology team actively encourages employees to dedicate time to innovative thinking, with the goal of developing products that meet both current market demands and the needs of a lower-carbon future.



Products with Reduced Environmental Influences

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

SonneNatural

In 2025, our Sonneborn brand expanded its sustainable product line, SonneNatural™, to include two new offerings:

- SonneNatural™ Fluidity provides 100% biobased replacements for cyclic siloxanes and low viscosity oils produced via patented technology.
- SonneNatural™ Synergy offers customizable hybrid solutions that balance compatibility, sustainability and cost. These additions complement our SonneNatural™ Affinity portfolio, consisting of 100% plant-based waxy emollients that serve as natural petrolatum and wax alternatives and have been successfully marketed for several years.

CIRCOSOL

CIRCOSOL™ 5100T rubber processing oil is a non-carcinogenic product engineered to reduce environmental impact while meeting the performance demands of electric vehicles, including wear resistance, low rolling resistance and superior traction.

SunSpray

SunSpray™ Ultra-Fine Spray Oil is designed to deliver effective pest control without introducing harmful chemicals into the environment.

DURON

DURON™ Heavy Duty Diesel Engine Oil can help reduce used oil volumes through extended drain intervals and longer lubricant life.

PureSpray

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

ENVIRON

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

CINAGRO

CINAGRO™ Spray Oil, a U.S. Environmental Protection Agency (EPA) registered product for use by organic growers, helps control specific pests on specific crops during both dormant and summer seasons.

ARDEE

ARDEE™ Rock Drill Oil reflects our ongoing efforts to align with evolving regulatory and customer sustainability expectations. This product is formulated with non-chlorinated ashless additives, eliminating disposal concerns and minimizing environmental impact in the case of a release.

CIVITAS

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

Driving Energy Efficiency

Our Lubricants & Specialties products are essential components in major industry and machinery operations. Many of our unique formulations help customers achieve greater productivity, extended equipment life and improved operational efficiency.

INNOVATE

INNOVATE™ Advanced Immersion Cooling Fluids are designed to deliver exceptional heat transfer, broad materials compatibility and superior oxidative stability throughout their service life. Supporting higher efficiency liquid cooling technologies compared to traditional air-cooled systems, these fluids reduce energy consumption at computing and digital infrastructure facilities.

ENVIRON

In 2025, Petro-Canada Lubricants launched ENVIRON Hydraulic Fluid S, a premium ashless environmentally acceptable lubricant that is compliant with 2013 US EPA Vessel General Permit and Swedish Standard SS 155434, RISE SP listed. Its biodegradable, minimally toxic and non-bioaccumulative formation makes it particularly well-suited for hydraulic systems operating in environmentally sensitive areas.

TURBOFLO + HYDREX

TURBOFLO™ XL, TURBOFLO™ HTS turbine fluids, COMPRO™ XL S compressor fluids, HYDREX™ AW hydraulic fluids and Peerless™ LLG grease offer oxidative and thermal stability that can significantly extend service life, reducing the frequency of fluid replacement and associated operating costs.

ENDURATEX

ENDURATEX™ XL Gear Oils deliver enhanced energy efficiency, boast improved Extreme Pressure performance and superior shear stability. These properties contribute to reduced energy consumption and extended drain intervals, optimizing operational efficiency while minimizing environmental impact.

PRODURO

PRODURO™ TO-4+ UHP is engineered to maximize equipment durability and performance through extended drain intervals, reducing resource consumption and operational downtime. Its superior performance and longevity contribute to improved environmental footprint across a broad range of applications.



Supporting Alternative Energy Systems

We develop and promote products that support the transition to cleaner, lower-emission energy sources across a range of industries and applications.

EVR

The Petro-Canada Lubricants EVR™ Product Line supports OEMs in designing optimal solutions to current electric vehicle (EV) challenges and driving innovation in next-generation EV technology. The EVR line includes EVR Driveline, EVR Thermal Management and EVR Motor Greases, providing OEMs with improved material compatibility, efficient power transfer and enhanced equipment performance. These products support the development of advanced driveline, axle and battery technologies across automotive, heavy- and medium-duty transportation sectors.

TURBOFLO

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

SENTRON

SENTRON™ LD 5000 and LD 8000 have been approved to meet MAN's truck and bus M3271-5 specifications, addressing the latest emission legislation affecting stationary engines equipped with exhaust gas after-treatment catalysts. These approvals cover both natural gas and alternative gas applications, including biogas, sewage gas and landfill gas.

Using Technology in Our Operations

Puget Sound

In 2025, the Puget Sound refinery deployed its first suite of AI-enabled tools, with support from an energy and emissions performance software provider, to enhance unit-level efforts to reduce carbon emissions. These tools provide engineers with intuitive, real-time insights into emissions trends, inefficiencies and performance averages. By making complex emissions data more accessible and actionable, the technology enables engineering teams to quickly identify both incremental and transformative opportunities to optimize operations and improve emissions performance.

El Dorado

In early 2025, the El Dorado refinery installed two autonomous drone docks, enabling the use of aerial drones to provide real-time visibility in situations requiring immediate field assessment. The team also obtained the necessary U.S. Federal Aviation Administration licenses to operate the drones autonomously using pre-planned routes. The drone program, which includes both autonomous and manually operated drones, is designed to improve situational awareness in emergency response, operational troubleshooting, leak detection and general surveillance, while increasing distance between personnel and potential hazards.

Navajo

The Navajo team launched a proof-of-concept project using machine vision for smoking flare detection in 2025. This technology is designed to assist operators by providing real-time visibility into flare conditions, enabling faster response times and supporting more effective emissions management.

Environmental Partnerships

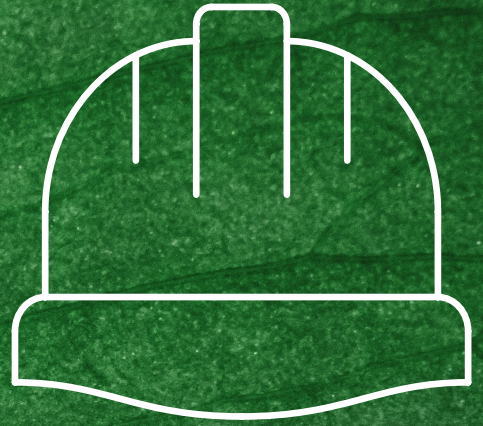
We maintain key partnerships that support progress toward a lower carbon future. As a member of the Advanced Fluids for Electrified Vehicles Consortium at Southwest Research Institute, we contribute to research focused on optimizing lubricants for electric and hybrid vehicles. Through collaboration with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

We also 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 LCA and Environmental Product Declarations, helping to advance Buy Clean procurement policies in government construction projects.

Technology at the Pumps

Through our Sinclair-branded retail stations, we provide a TOP TIER™ gasoline that satisfies the requirements of today's most advanced engines. DINO CARE®, a high-quality additive, cleans harmful deposits from engines and fuel systems, improving fuel efficiency and reducing maintenance costs for drivers.





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At HF Sinclair, we recognize that our people are our most valuable asset.

Our approach to talent spans the full employee experience — from hiring and development to the benefits and programs that support our workforce every day. We believe that investing in our people is essential to our continued success.

Hiring and Development

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

Organizational Development

As the energy industry evolves, strong leadership and the right talent in the right roles are critical to our success. Our organizational development efforts focus on deploying talent where it delivers the greatest impact, equipping leaders to build a values-driven culture and helping employees grow through training and resources, while reinforcing a performance culture that supports well-being and career advancement.





Employee Development

We offer a range of programs and resources to support career growth at every stage of an employee's journey. A structured annual review process provides a formal touchpoint at the end of each performance year, while managers are encouraged to hold ongoing development conversations throughout the year. We provide training and resources to help leaders coach effectively, deliver meaningful feedback and support their teams' growth.

myCareer

Our myCareer platform and career path models help employees explore career options, build skills and plan their development. Through a guided four-step journey, employee stories and clear job-family requirements, myCareer supports consistent, meaningful growth.

Leadership Development and Learning

We offer a variety of learning and development opportunities to support professional growth at every career stage.

Accelerate

Accelerate, our online platform powered by LinkedIn Learning, gives employees on-demand access to expert-led content across business, technology and creative fields. Through Accelerate, employees can explore personalized course recommendations, follow curated learning paths, join live Q&A sessions, prepare for certifications and earn continuing education or academic credit. We also offer interactive instructor-led workshops focused on building professional skills at all levels.

Rotational Development Program

Each year, we offer recent graduates the opportunity to launch their careers through the Rotational Development Program. Participants gain hands-on experience across multiple departments through six-month rotations over a two-year journey. Upon completing the program, associates transition into permanent roles equipped with a broad skill set and a strong foundation for long-term growth.

Velocity — Early Career and Internship Program

Our internship program, Velocity, gives college students a front-row seat to careers in the energy industry. In 2025, we welcomed nearly 50 summer interns across our U.S. refineries and our Dallas headquarters for a 10-12-week immersive experience built around professional development, mentorship and real business impact. Interns connected with leaders through weekly Lunch & Learns, received personalized support through our buddy program and collaborated on team projects focused on current business initiatives, and building skills, relationships and a network that extends beyond the summer.

Education Assistance Program

We foster a culture of continuous learning by encouraging employees to pursue career development and take advantage of educational opportunities. Financial support is available to help employees reach their educational goals. In 2025, the company contributed more than \$745,000 toward educational reimbursement expenses.

Employee Resource Groups

Our Employee Resource Groups are open to all employees and provide opportunities for professional development and networking. Our current groups include Veterans in Energy, Women in Energy, Cultural Awareness in Energy and Family Caregivers in Energy.

Employee Wellness

We continually evaluate our employee benefits offerings to remain competitive, attract and retain top talent and promote the overall well-being of our workforce.

In 2025, we continued our commitment to improvement in the ever-changing benefits landscape, evaluating our offerings against market trends and industry best practices. We introduced several new programs and vendor partnerships aimed at strengthening employee wellness across physical, mental and financial dimensions. We also maintained a strong focus on employee education and enablement, ensuring our workforce has the knowledge and tools to take full advantage of the resources available to them. These enhancements reflect our commitment to delivering meaningful, accessible resources for employees and their families.

We provide Total Rewards Statements to our employees. These individualized summaries detail each employee's full compensation, including base pay, cash bonuses and equity awards where applicable, alongside the value of benefits such as health coverage and retirement contributions. To reinforce the statements, employees and supervisors engage in one-on-one discussions to review details, express appreciation and recognize contributions over the past performance year. This holistic approach reflects our ongoing commitment to supporting employees and honoring the skills and dedication that drive our business forward.

Our leaders also play a key role in recognizing strong performance and supporting retention. Our 2025 voluntary turnover rate was 6.56%.

See the appendix for more details on our workforce composition.

6.56%

2025 voluntary
turnover rate

Additional initiatives that support our employees include:

Dependent Scholarship Program

We offer a scholarship program for the dependents of our U.S. and Canadian employees and retirees pursuing higher education. In 2025, we awarded 30 new and 69 renewed scholarships, totaling more than \$176,000.

\$176K in new and renewed scholarships

Employee Recognition

Our Fueling Our Culture Recognition program allows employees to give peer-to-peer recognition when demonstrating our cultural values. In 2025, a total of 19,199 awards were granted. We also recognize career milestones and anniversaries by providing employees with a custom award and personalized yearbook.

19,199 Awards granted

Labor Practices & Human Rights

HF Sinclair is committed to building strong working relationships with local unions and their members, collaborating to support a positive and productive work environment. As of Dec. 31, 2025, approximately 31% 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 OEMS provides the framework for identifying, monitoring, mitigating and managing risks while driving consistency in practices across our fleet. We continually evaluate and enhance our OEMS framework to align with the evolving needs and structure of our company.

Our Sustainability, Environment, Health and Safety policy forms the foundation of our OEMS and reflects our commitment to environmental compliance, workplace and

process safety and emergency preparedness. This policy applies to all operations and is available on our website.

Oversight of our health, environmental and safety performance operates at both the Board and management levels. The Environmental, Health, Safety and Public Policy (EHSP) Committee of the Board provides governance oversight, while the Environmental, Health and Safety (EHS) Leadership Council oversees our EHS strategy and performance at the management level. This cross-functional group meets quarterly and includes senior leaders from environmental, safety, operations, finance, human resources and legal.

2025 Highlights

Across our operations in 2025, safety achievements at every level reflected the strength of our culture, the dedication of our people and the recognition of our industry peers.

HF Sinclair Facilities Honored with AFPM Safety Awards

Several HF Sinclair facilities were recognized by AFPM for exceptional safety performance. The Petrolia facility earned an Elite Gold Award, placing it in the top 5% of industry safety performers, while the Casper, Cheyenne, Tulsa and Woods Cross facilities each received an Elite Silver Award, placing them in the top 10%.



Artesia Asphalt Facility Earns U.S. Occupational Safety and Health Administration Voluntary Protection Program Star Recertification



In October 2025, our Artesia asphalt facility earned recertification as a Voluntary Protection Program Star facility, one of the U.S. Occupational Safety and Health Administration's (OSHA) most prestigious recognitions, affirming the site's culture of shared accountability where employees at every level actively shape and strengthen safety every day.

Amsterdam Facility Marks 1,200 Consecutive Days Without a Lost Time Injury

On February 7, 2025, our Amsterdam facility reached 1,200 consecutive days without a Lost Time Injury, reflecting the team's sustained commitment to safety culture and operational discipline.

HF Sinclair Receives Union Pacific Railroad Chemical Transportation Safety Pinnacle Award

In April 2025, HF Sinclair received Union Pacific Railroad's Chemical Transportation Safety Pinnacle Award, recognizing our commitment to the safe transport of hazardous materials and the protection of communities along those routes.

Puget Sound Refinery Warehouse Marks 25 Years Without an OSHA Recordable Injury

In June 2025, our Puget Sound refinery warehouse marked 25 consecutive years without a single OSHA recordable injury, a testament to the Materials Management team's professionalism, vigilance and dedication to one another's well-being.

25 Years

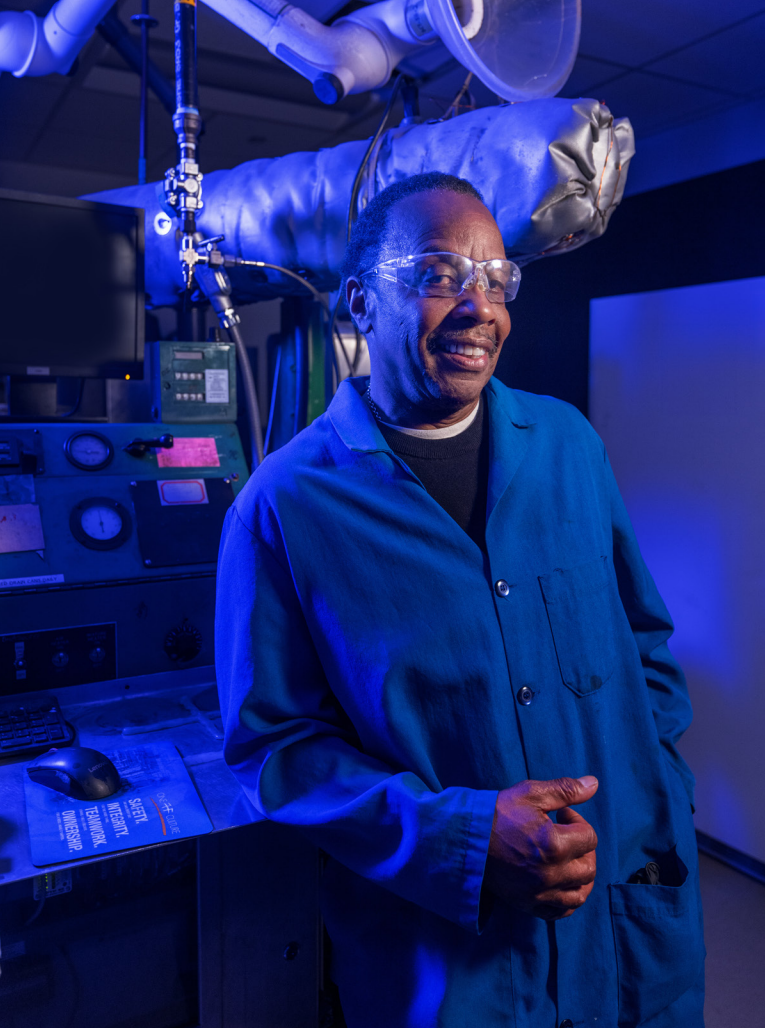
Third Annual Contractor Safety Summit Drives Culture Forward



From October 14 to 15, HF Sinclair hosted its third annual Contractor Safety Summit, bringing together contractors, operations and maintenance teams for a two-day exchange of ideas and best practices that reinforced our Goal Zero philosophy.

"Winter Is Every Day" Safety and Reliability Contest

From October 2024 through March 2025, the "Winter Is Every Day" contest challenged teams across refineries, lubricants and specialties, midstream, renewables and asphalt operations to raise standards for safety and reliability, demonstrating the reach and resilience of our safety culture company wide.



Enhancing Our Safety Operations

The OEMS is a structured framework designed to support continuous improvements across safety, environmental performance and reliability. At its core, OEMS applies the Plan-Do-Check-Act (PDCA) Model with discipline and consistency, ensuring we meet the requirements of each element of our management system through rigorous planning, execution, monitoring and action.

Key elements of our OEMs include:

Setting Goals for Environmental Performance

One measure of our environmental performance is the Perfect Environmental Day, achieved when there are no deviations from environmental regulations or a site's environmental permits, regardless of the duration or severity of the deviation.

Rigorous and Regular Training

We promote understanding of our Life-Saving Principles, hazard identification, emergency preparedness and regulatory requirements through ongoing education and training. All new hires, employees and select contractors, complete mandatory safety and environmental training as well as role-specific courses such as annual workplace and process safety training. Each site identifies safety-critical topics for in-person and hands-on sessions, with additional topics added as needed based on lessons learned, historical trends or regulatory changes. In 2025, we continued training front-line employees in root cause analysis techniques to strengthen their ability to understand incidents and develop solutions that prevent recurrence.

Process Safety

Preventing serious incidents requires coordination across multiple disciplines, including process safety, occupational safety, asset reliability, investment, innovation and manufacturing. Process safety engineers play a key role at each facility, working closely with various departments to evaluate performance and identify areas for improvement.

As part of our commitment to safety and compliance, we monitor and report process safety events with potentially high consequences, classified as either Tier 1 or Tier 2 Process Safety Events as defined by the American Petroleum Institute (API). We classify these events in accordance with API recommended practice 754, Process Safety Performance Indicators for the Refining and Petrochemical Industries. See the appendix for additional details on our process safety performance.

To further support our field operations, we established a Centralized Tech Monitoring Center to provide additional engineering resources during critical events such as extreme cold weather, helping to prevent process safety incidents before they occur.



Safe Work Practices

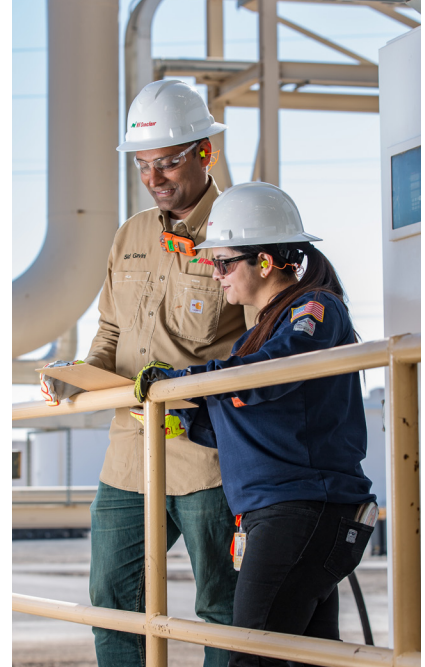
We apply controls and safeguards to support the safe execution of work across all our facilities. Each site maintains a process to inspect the facility, identify hazards and track mitigation efforts. Safe work procedures for critical tasks are provided to all employees, with clear expectations and requirements for performing work safely.

We use electronic work permits to improve Human and Organizational Performance for both employees and contractors, ensuring they have the right information for the specific work they are doing at the exact time they need it. Job site safety is assessed through 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.

Contractor Safety

Contractors and vendors play a vital role at HF Sinclair and are closely integrated with our safety management systems. We apply detailed selection criteria, contractual requirements and third-party evaluations and scoring to maintain and improve contractor safety performance. Our safety policies, programs and standards apply equally to all contractors working at our sites and we participate in local contractor safety councils to explore additional ways to strengthen safety performance.

In response to industry-wide declines in contractor performance and rising incident rates, we developed targeted initiatives to improve safety outcomes. One example is our Contractor Safety Summit, which brings company leaders and contractors together outside of project or turnaround timelines to share best practices and explore new approaches to improving safety across our sites and the broader industry.



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 accordance with applicable laws, with a focus on protecting people, the environment and property. Emergency drills are conducted at least annually to support learning, improvement and collaboration with local emergency response agencies.





Emergency Preparedness

HF Sinclair applies the PDCA process across all refineries to maintain and continuously improve emergency preparedness. Program assessments are completed every three years, with the most recent taking place in 2025. These assessments drive ongoing enhancements across our programs, including improvements to how our corporate Crisis Management Team coordinates with site Emergency Operations Centers to optimize resource allocation and protect our people and surrounding communities during incidents.

Crisis Management

A formal training program for the corporate Crisis Management Team was developed and implemented in 2024, incorporating equipment deployment and tabletop exercises. In 2025, the Crisis Management Team completed a large-scale exercise focused on cybersecurity preparedness and was activated seven times throughout the year to support sites across a range of incidents. Our teams also continue to conduct joint tabletop exercises with local response agencies, focusing on scenarios that require collaborative coordination across multiple organizations.

Integration with Local Response Agencies

Each refinery maintains a dedicated Emergency Operations Center (EOC) capable of hosting local and federal emergency response groups to support stronger collaboration during incidents. As these EOC locations were created or upgraded, we also enhanced Incident Command training to help employees respond effectively to operational and environmental issues affecting the site or surrounding community. Advancements in technology and incident management software have further improved communication, transparency and organizational efficiency during emergencies.

In 2025, refineries and Midstream operations actively partnered with local agencies and stakeholders to update and test facility response plans. As one unified company, we have expanded coordination and resource sharing between Midstream and refinery operations.



Training and Skill Development

We are committed to ensuring our emergency responders are continuously challenged and prepared. Our annual Corporate Fire School has been enhanced to better accommodate beginner, advanced and emergency response leadership participants. In 2025, we launched an annual Corporate Rescue School, adding a dedicated program alongside our three existing Corporate Fire Schools.

Emergency Response Teams

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 remain ready to respond when needed. Teams work closely with local response agencies and are prepared to support mutual aid requests, with regular joint drills used to test equipment, communication and skills in preparation for real emergencies.

Every year, emergency response experts from across all sites come together to exchange best practices, discuss equipment upgrades, coordinate group training for the year ahead and identify opportunities for improvement. In 2025, this process identified the need to replace aging fire trucks at our Tulsa and Navajo facilities, which have since been replaced.

Across HF Sinclair, more than 540 individuals are trained as firefighters and emergency responders. Their training encompasses classroom instruction, field exercises and specialized off-site facilities, covering topics ranging from industrial firefighting and hazardous materials response to high-angle rope rescue and medical emergencies.

Supporting Our Communities

In 2025, we continued to support initiatives and organizations in the communities where we operate, guided by the 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 three focus areas are:

1

STEM and Skilled Trades

We support organizations that promote learning and intellectual development, with an emphasis on skilled trades and science, technology, engineering and math (STEM).

2

Safety and Environment

We support organizations that work to preserve and protect the environment and enhance community safety, reflecting our broader commitment to sustainable and responsible operations.

3

Urgent Times of Need

We support organizations that respond to urgent challenges and crises requiring immediate action.

In addition to providing financial contributions, our employees volunteered their time and talents in support of local communities. Through active service, our teams continue to make a meaningful impact where they live and work. The following examples, organized by category, highlight the many ways HF Sinclair employees generously shared their time, skills and compassion throughout the year.





STEM and Skilled Trades



Biztown Bowl — Tulsa

In May 2025, employees at our Tulsa refinery supported Junior Achievement of Oklahoma's annual Biztown Bowl, an organization dedicated to equipping local students with skills in STEM, financial literacy, career readiness and entrepreneurship.

STEM Support in Local Schools — Navajo

In its 12th year of partnership with the local school district, the Navajo refinery continued to invest in the next generation of STEM leaders in southeast New Mexico. In 2025, the facility supported the Lovington Municipal School's robotics program and provided STEM supplies to the elementary school's Talented and Gifted program.

University of Wyoming Process Control Education Partnership — Casper

Our Casper refinery continued its investment in the next generation of energy professionals through a partnership with the University of Wyoming to advance process control education and workforce development. The collaboration will upgrade the university's Advanced Process Control Lab with simulation tools, equipment and updated curriculum, giving students hands-on experience with real-world industrial systems. In September 2025, HF Sinclair leaders visited the campus to connect with students and faculty. Lab completion is anticipated in Spring 2026.





Search and Rescue Connectivity Support — Parco

In August 2025, Carbon County, Wyoming Sheriff's deputies and search and rescue volunteers faced limited access and communication challenges during a high-risk operation in the Platte River Wilderness. Through a grant from HF Sinclair's Parco facility, the Sheriff's Office acquired portable Starlink Mini systems, enabling reliable connectivity and coordination in remote areas.

Parco also provided funding for snowmobile trailers and a large-scale Starlink unit for the Office of Emergency Management, supporting communication across nearly 8,000 square miles of rugged terrain.



Earth Day Recycling Event — Petrolia

Our Petrolia facility partnered with the Pennsylvania Resources Council to host a Hard-to-Recycle event, helping keep difficult-to-dispose materials out of landfills. More than 100 participants attended, contributing to 400 tires and an estimated 12,000 pounds of waste diverted from landfills.

Earth Day Community Cleanup — Mississauga

More than 50 employees across our Mississauga locations dedicated time to cleaning up the surrounding community, equipped with repurposed personal protective equipment provided by the EHS team.



Puget Sound Day of Service — Puget Sound

In September 2025, the Puget Sound refinery joined contract partners and the Anacortes Parks and Recreation for a day of service at Tursi Park. Volunteers spread safety bark, replaced worn equipment boards, painted and cleaned park features and prepared the grounds for new landscaping, leaving the park safer and more welcoming for the surrounding community.





Urgent Times of Need

Adopt-A-Family Program — Puget Sound

For decades, the Puget Sound refinery team has brightened the holiday season through its Adopt-A-Family program. In 2025, the team delivered gift bags filled with books, educational games and winter accessories to nine Head Start Early Learning Centers across Skagit County, reaching 221 children and 19 teachers.

Holiday Parade and School Volunteering — Parco

On December 10, the Parco team participated in the Sinclair holiday parade. Employees also volunteered at a local elementary school during the winter months, greeting students at the parent drop-off line and helping children safely into school on cold mornings.

Folds of Honor Fall Giving Campaign

Through Sinclair Oil's Folds of Honor Giving Campaign, employees, distributors and customers helped raise over \$1 million to provide educational scholarships for the families of fallen and disabled service members, honoring the sacrifices of those who serve.

Holiday Helpers Program — Tulsa

Employees at the Tulsa refinery supported 40 fifth-grade students at the Eugene Field Elementary School through the Holiday Helpers program, donating personalized gift packages that included toys, books, hats, gloves and blankets. Refinery team members joined students for a gift-opening celebration, turning a generous act into a shared community moment.

Toy Drive Supporting Women and Children — Mississauga

Our Mississauga facility donated wrapped toys for children from newborn to age 11 to Armagh House, the region's only transitional supportive housing program for women who have experienced abuse. This contribution was part of a broader community investment effort supporting five local charities in the Mississauga area.

2025 Charity Golf Tournament Sets New Record

HF Sinclair's 2025 charity golf tournament was the most successful in the event's history, raising more than \$1 million through the generosity of more than 320 golfers, sponsors, vendor partners and volunteers. Proceeds benefited three organizations central to our community investment mission: Ronald McDonald House, which supports families navigating medical crises; Susan G. Komen, which connects underserved patients with transportation, lodging and treatment resources; and the United Service Organizations at Dallas/Fort Worth, which supports the well-being of service members and their families.



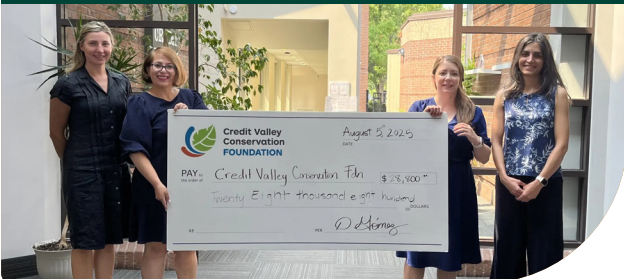
Strengthening Community Connections

Beyond our formal focus areas, our employees and facilities demonstrated creativity, commitment and pride in the communities where they live and work through a range of initiatives that reflect the breadth of our community engagement.



Community Connect Campaign — Mississauga

The 2025 Community Connect Campaign at our Mississauga facility raised \$144,000 through an entirely employee-led effort. Highlights included a charity golf tournament, food bank volunteering, an invasive species cleanup at a local conservation area, a food and toy drive benefiting survivors of gender violence and a celebratory employee barbeque.



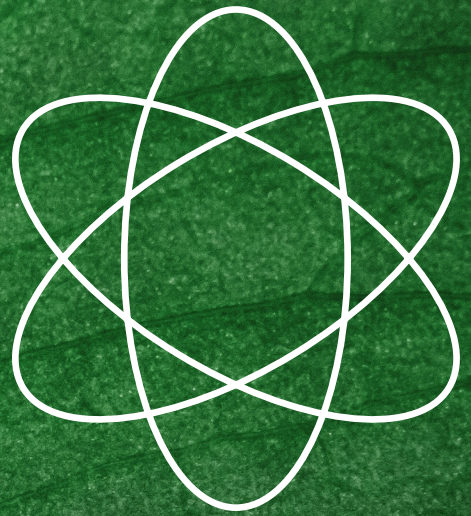
Anacortes Waterfront Festival — Puget Sound

For more than two decades, our Puget Sound refinery has served as the presenting sponsor of the Anacortes Waterfront Festival, a community tradition held each June on Fidalgo Island. The annual event provides our team with a meaningful platform to connect with neighbors and visitors, highlight our operations and promote water and boating safety at the start of summer.



Top Fundraiser at the 2025 Susan G. Komen Race for the Cure

On October 18, 2025, employees gathered in Richardson, Texas, for the Susan G. Komen North Texas Race for the Cure and earned recognition as the event's top fundraising team, raising \$300,000 in support of breast cancer research.service members and their families.



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Ethical Standard

Guided by Values, Driven by Ethics

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

In 2025, we formally launched a redesigned Code of Business Conduct, following Board of Directors approval in November 2024. Our Global Ethics and Compliance program provides the foundation for this work, establishing written policies and procedures that define our expectations for operating with integrity. The Code outlines our standards across key areas and encourages directors, officers and employees to apply an ethical decision-making framework in their daily work. We reinforce the Code through annual mandatory training and require all employees to certify their compliance.

Beyond the Code, we maintain a broader policy framework that reinforces our ethical standards, including 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 these ethical expectations to our business partners through our Distributor Code of Business Conduct and Ethics and our Supplier Code of Business Conduct and Ethics.

Training and communication are central to our compliance program. We offer a risk-based and role-based curriculum that includes both computer-based and in-person sessions. In 2025, all employees were assigned global training on the Code and our Global Privacy Policy. Our internal communications further reinforce key topics including reporting misconduct, conflicts of interest, gifts policy adherence and integrity in daily operations.

Additional 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 and the Ethics section of the Sustainability tab. In 2025, our employees demonstrated a strong commitment to compliance training:

99.1%

of active employees completed the Code of Business Conduct and Ethics training and certification within the training cycle.

More than 99%

of employees assigned role-based modules, including Records Management and Global Trade Controls and Sanctions, completed their training within the cycle.

99.5%

of active employees completed the Privacy and Confidential Information training module within the training cycle.



Disclosing and Managing Conflicts of Interest

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

In 2025, we streamlined and simplified our conflicts of interests disclosure process as part of broader automation initiatives within our Global Ethics and Compliance Program.

Anti-Corruption and Trade Compliance

Our Global Anti-Corruption Policy prohibits all forms of bribery and facilitation payments and requires the Chief Compliance Officer to review and pre-approve certain transactions involving government officials or state-owned entities.

Our Global Trade Compliance Policy establishes 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 the procedures employees must follow to identify, assess and manage compliance and legal risks when engaging new business partners.

The Global Anti-Corruption Policy is available on our website.



Third-Party Ethics and Conduct

We extend our commitment to ethical business practices to our third-party partners through our Supplier Code of Business Conduct and Ethics and Distributor Code of Business Conduct and Ethics. These codes outline expectations across areas including conflicts of interest, gifts, travel and entertainment, fair competition, bribery, corruption and human rights, reflecting the same principles we hold to ourselves.

We expect our partners to adhere to these codes and comply with all applicable laws, rules and regulations, a requirement embedded in our contracts. Non-compliance may result in corrective action, up to and including termination of the business relationship and we reserve the right to pursue legal remedies when necessary.

Encouraging a Speak-up Culture

Reporting concerns about potential misconduct is essential to how we operate. These reports offer valuable insights that help us strengthen our processes and policies and reflect the openness of our feedback culture. To support this, we offer the Speak and Be Heard reporting line, available to 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, multilingual and available globally 24 hours a day, seven days a week.

Every report is reviewed and followed in accordance with HF Sinclair's policies, including the Corporate Investigation Policy and applicable law. Each quarter, the Nominating, Governance and Social Responsibility Committee receives a summary of these reported concerns. Our investigation process is designed to understand root causes, identify opportunities to strengthen controls and policies and take appropriate action when warranted. We are committed to resolving 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 engaged in retaliation may face disciplinary action, up to and 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 establishes a risk-based due diligence approach to helping reduce the risk of human rights abuse in our supply chain and aligns with internationally recognized frameworks, including the United Nations Universal Declaration of Human Rights and the International Labor Organization's core conventions. Human rights concerns can be reported by anyone, inside or outside the company through our Speak and Be Heard reporting line.

Where required by the countries in which we operate, we also publish a Modern Slavery Statement describing our assessment of our modern slavery risks and the steps we have taken to prevent human rights violations across HF Sinclair and our supply chain. Our Human Rights and Modern Slavery Policy and our Modern Slavery Statement are available on our website.

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. Secure management of data is a focus area and changes to critical systems are assessed for risk and compliance concerns. Our Global Privacy Policy is available on our website.

Cybersecurity

Our Information Security Program (ISP) establishes the organization's cybersecurity framework for protecting its information systems, operational technology, data and digital services. The ISP includes a Cybersecurity Risk and Controls Review 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 Cybersecurity Incident Response Team (CSIRT) includes representatives from IT, information security, operations, legal, compliance and finance. The Board of Directors oversees the ISP.

For additional information about our data security programs and procedures, please refer to the Cybersecurity section of our 10-K Annual Report, which is not incorporated by reference into this report.

Managing Cyber Risk

Our Cybersecurity Risk and Controls Review 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 full Board of Directors, while our Audit Committee also receives and reviews results from internal audit assessments and cybersecurity tests.

As part of this oversight, the Board meets regularly to review progress on ongoing 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.

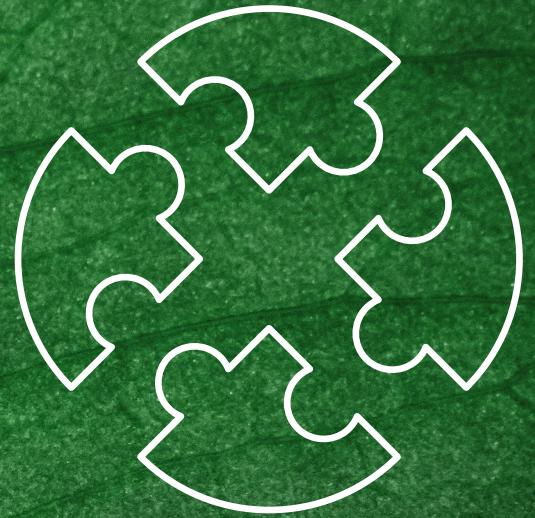
HF Sinclair has adopted an integrated incident response plan, managed and executed by the CSIRT, that outlines procedures for addressing events that may compromise the confidentiality, integrity or availability of our information and systems. This includes referring matters to our Crisis Management Team 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 improvement within the cybersecurity function including significant updates to the Cybersecurity Incident Response Plan, Information Security Program, Cybersecurity Risk Register and Enterprise Cybersecurity Strategy. Our Enterprise Cybersecurity Strategy will improve our ability to execute security enhancements comprehensively and objectively to secure innovation and improve the resilience of our operations.



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Government & Industry Advocacy

HF Sinclair actively participates in shaping public policy, advocating for frameworks that support the continued viability of liquid fuels while advancing meaningful reductions in carbon emissions. Our policy positions reflect a commitment to affordable, reliable energy, domestic energy security, a resilient manufacturing base and a balanced approach to trade.

We engage across regulatory, legislative and political processes at the local, state and federal levels. Through membership in trade and industry associations, including the Western States Petroleum Association, AFPM and the Canadian Fuels Association, HF Sinclair helps shape key policy and regulatory conversations. These partnerships are an important part of our advocacy strategy, though we reserve the right to take independent positions when an association's views diverge from our priorities.

We also support the DINO PAC, HF Sinclair's nonpartisan political action committee dedicated to electing and supporting candidates who champion a strong liquid fuels industry at all levels of government. For more information, visit fec.gov.

Community & Stakeholder Engagement

Several refineries have established Community Advisory Panels (CAPs) to keep community members informed about refinery news and progress. CAPs typically include representatives from a range of local stakeholder groups, including elected officials, business partners and non-profits.

In Mississauga, the Public Liaison Committee meets regularly with facility leadership to review ongoing operational projects and plans. The committee includes representatives from local and provincial governments, ratepayer associations and communication organizations, providing an open forum for dialogue on topics that matter most to the community.

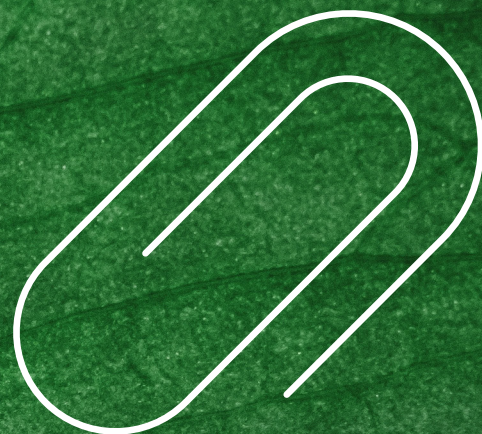
In the Mid-Continent region, the Tulsa, Oklahoma "Neighborhood Partners" group meets quarterly with refinery leadership to discuss community investment, safety performance and operational updates. Members include state and local officials, residents, business owners and nonprofit representatives, bringing a broad range of community perspectives to each conversation. In 2025, the refinery leadership team also hosted members of the Tulsa Neighborhood Partners group for a facility tour.

The El Dorado, Kansas CAP includes representatives from local government, community affairs and the business community. The group met regularly in 2025 to discuss site operations, community support and local events. The refinery also hosted a tour of its Emergency Operations Center to provide insight into site preparedness.

The Artesia, New Mexico CAP includes representatives from the local school district, business community and other stakeholders. The group met in 2025 to discuss operational activities, community engagement and local initiatives, providing a forum for open dialogue.

We also prioritize engagement with government stakeholders at the local and state levels. In 2025, members of the New Mexico Interim Energy and Natural Resources Committee toured the Artesia Pretreatment Unit, gaining direct insight into how HF Sinclair's petroleum operations support our renewables business. The visit also opened dialogue around HF Sinclair's contributions to the state's carbon reduction goals, especially relevant as New Mexico was the first state in the Southwest to implement a low carbon fuels program.





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In Closing + Summary

Task Force on Climate-Related Financial Disclosures (TCFD):

The TCFD framework is one of the most widely used approaches for companies reporting on climate-related risks and opportunities. According to the TCFD 2021 Status Report, TCFD-aligned reporting requirements have been adopted in eight countries. While we continue to work toward further alignment with the TCFD recommendations, we provide the following disclosures, informed by the framework, to demonstrate our commitment to transparency and to enable stakeholders to evaluate our performance in the context of our peers.

Governance

Board Oversight

While our full Board has ultimate responsibility for the oversight of climate-related risks and opportunities, its committees provide additional, focused oversight.

The Nominating, Governance and Social Responsibility Committee oversees HF Sinclair's ethics and compliance programs, as well as policies and practices related to human rights across the Company's operations, supply chain and policies, practices and procedures regarding environmental sustainability.

The Environmental, Health, Safety and Public Policy Committee oversees matters related to safety, health and the environment, along with associated public policy issues. It reviews information from management and external consultants on material regulatory compliance and other related matters, including those arising from process safety, worker safety, health, environmental protection, physical security, product quality and/or related legislative and regulatory developments affecting the Company's business.

Transition risks, such as the impact of current and potential federal and state carbon emissions regulations, are discussed periodically by our Board and its committees.

At the management level, our Executive Leadership Team (ELT) oversees strategic risks and opportunities. The Risk Management Oversight Committee identifies and monitors these risks and opportunities and provides regular input to the Board.

The Risk Management Oversight Committee includes the Climate-Related Risks Working Group, which is responsible for identifying, assessing and managing climate-related risks across short-, medium- and long-term horizons. The Climate-Related Risks Working Group provides updates to the Risk Management Oversight Committee as needed.

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 describe our climate-related risks and opportunities. While we expect continued demand for gasoline and diesel products in the future, we are prudently investing in lower-carbon alternatives to diversify our business and help ensure our Company meets the evolving needs of our consumers and society.

As part of our commitment to and planning for this transition, we have established a greenhouse gas (GHG) emissions intensity reduction target and a realistic timeline for achieving this goal.

Climate-Related Risks and Opportunities

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 changes related to renewable and low-carbon fuel blending programs, as well as other regulations, policies and standards affecting demand for low-carbon fuels, could adversely affect our financial condition and results of operations.

b) Regulatory Risks

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



c) Physical Risks

Physical impacts of climate events could adversely affect our financial condition and results of operations. Weather events, including but not limited to drought, winter storms, wildfires, tornadoes, extreme temperatures and extreme precipitation or flooding may become more intense or frequent and could disrupt our operations, as well as those of our suppliers and customers.

d) Financial Risks

Increasing attention to climate-related matters may adversely affect our business, financial results, stock price or the value of our debt securities. Financial institutions may limit investments in, or financing of, companies such as ours, which could reduce our access to capital.

e) Operating Costs and Litigation Risks

Numerous proposals have been, and additional proposals may continue to be, introduced at the international, national, regional and state levels to monitor and limit GHG emissions, reduce future emissions and require or incentivize the use of lower-carbon or renewable alternatives, including through accounting and risk disclosure requirements.

As a result, our operations, and those of our customers, are subject to regulatory, political, litigation and financial risks associated with refining, transporting and using petroleum products and emitting GHGs. There are increasing climate-related litigation risks, including shareholder derivative suits, suits alleging "greenwashing" and other types of government or private litigation.

Risk Management

Our leadership team and Board focus on managing 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 changes.

Climate-related risks are included in the Company's enterprise risk register. On a quarterly basis, the Risk Management Oversight Committee reviews risks to confirm their significance and evaluate any changes in risk or related risk mitigation activities. Risks from the enterprise risk register are presented to the Board at least annually.

These risks are managed within each segment, with corporate oversight.

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 (2025) 8,317 thousand metric tons of CO₂ equivalent Scope 2 GHG emissions (2025) 986 thousand metric tons of CO₂ equivalent.

Scope 1 emissions are primarily calculated using measured facility-level activity data, including fuel consumption for stationary combustion sources, flare gas data, etc. Scope 2 emissions are calculated using metered consumption data and are location-based. Emissions are largely derived using U.S. EPA-prescribed methodologies and emissions factors, consistent with regulatory reporting requirements and the GHG Protocol. The use of estimated activity data is limited, with the majority of calculations based on operational data.

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.

Workforce Metrics

Workforce Composition (as of Dec. 31, 2025)	Details
Total Employees	5,165
Gender	17.31% identified as women, 82.69% identified as men
Demographics	23.16% 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 Union Status	6.21% 30.75% Union (1,588 employees), 69.26% Non-union (3,577 employees)

Safety Performance Data	2021	2022	2023 ⁹	2024	2025 ¹⁰
Total Recordable Incident Rate¹¹ (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	0.27	0.40	0.29	0.17	0.27
Employees	0.24	0.35	0.28	0.13	0.26
Contractors	0.31	0.47	0.30	0.22	0.27
Worker Fatality Incident Data					
Employees	0	0	1	0	0
Contractors	0	0	0	0	1
Process Safety Incidents¹²					
Tier 1 incident rate ¹³	0.09	0.20	0.08	0.10	0.14
Tier 1 incident count	8	17	8	10	14
Tier 2 incident rate	0.33	0.27	0.19	0.23	0.21
Tier 2 incident count	30	22	20	23	21

⁹ 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.

¹⁰ In November 2025, a contractor at our Petrolia facility tragically lost their life at the site. The facility and all who support it worked with the contracting company and all relevant agencies in response to the event. Our goal is to learn from this tragedy and strengthen our processes for the safety of all workers.

¹¹ 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.

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, 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 and 2025 data.

¹³ Tier 1 and 2 incident rates per 200,000 hours worked.



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 Energy Stewardship & Reducing Emissions 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.	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 (m ³), 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: Energy Stewardship & Reducing Emissions
Number of incidents of non-compliance associated with water quality permits, standards and regulation	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 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 Data¹⁴

Metric	2021	2022	2023	2024	2025
Greenhouse Gas Emissions¹⁵					
Total Scope 1 and Scope 2 GHG emissions (kt CO ₂ e)	5,186	9,560	9,157	9,169	9,303
GHG Scope 1 emission (kt CO ₂ e)	4,508	8,360	8,179	8,205	8,317
GHG Scope 2 emissions (kt CO ₂ e)	678	1,200	978	964	986
Air Quality					
NO _x (tons)	2,843	4,768	4,673	4,413	4,569
SO ₂ (tons)	1,212	2,072	1,456	1,165	1,186
PM ₁₀ (tons)	477	1,178	895	832	881
VOCs (tons)	3,183	4,368	4,029	3,810	4,137
CO (tons)	2,522	3,808	3,872	3,546	3,368
Water Management					
Fresh Water withdrawal (million gallons)	17,668	17,083	17,993	18,486	18,016
Wastewater discharge (million gallons)	11,434	12,690	12,169	13,232	13,046
Waste Management					
Total Waste Generation (tons)	92,975	96,236	104,162	108,852	124,394
Hazardous waste (tons)	26,654	28,015	24,263	27,183	31,840
Non-hazardous waste (tons)	66,321	68,221	79,899	81,669	92,554
Workforce Health & Safety					
Combined Total Recordable Incident Rate (per 200,000 hours worked)	0.27	0.40	0.29	0.17	0.27
Employees per (200,000 hours worked)	0.24	0.35	0.28	0.13	0.26
Contractors (per 200,000 hours worked)	0.31	0.47	0.30	0.22	0.27
Fatalities total	0	0	1	0	1
Employees (#)	0	0	1	0	0
Contractors (#)	0	0	0	0	1
Critical Incident Risk Management					
Tier 1 incident rate (per 200,000 hours worked)	0.09	0.20	0.08	0.10	0.14
Tier 1 incident count (#)	8	17	8	10	14
Tier 2 incident rate (per 200,000 hours worked)	0.33	0.27	0.19	0.23	0.21
Tier 2 incident count (#)	30	22	20	23	21
Spills >1 barrel (barrels) ¹⁶	1,211	20,045	2,543	1,475	2,311
Spills >1 barrel (#)	78	87	56	58	55

¹⁴ HF Sinclair Group Performance Data includes full-year data for Puget Sound, Casper and Parco facilities beginning in 2022, and Midstream beginning in 2024.

¹⁵ Variations in historical data reflect updates to greenhouse gas (GHG) reporting policy, including changes to the methodology for calculating mobile emissions.

¹⁶ 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 Unit¹⁷

Metric	2021	2022	2023	2024	2025
Greenhouse Gas – Refinery Operations					
Total Scope 1 and Scope 2 GHG emissions (kt CO ₂ e)	4,578	8,718	8,377	8,187	8,314
GHG Scope 1 emissions (kMT CO ₂ e)	3,931	7,577	7,452	7,334	7,452
GHG Scope 2 emissions (kMT CO ₂ e)	648	1,141	925	853	863
Air Quality – Refinery Operations					
NO _x (tons)	1,998	3,811	3,786	3,517	3,610
SO _x (tons)	445	1,162	680	678	577
PM ₁₀ (tons)	446	1,130	847	795	840
VOCs (tons)	3,008	4,109	3,791	3,364	3,661
CO (tons)	2,364	3,615	3,710	3,366	3,180
Refinery Intensity					
NO _x intensity (tons per MMBBL)	14	17	18	16	16
SO _x intensity (tons per MMBBL)	3	5	3	3	3
PM ₁₀ intensity (tons per MMBBL)	3	5	4	4	4
VOCs intensity (tons per MMBBL)	21	18	18	15	16
CO intensity (tons per MMBBL)	17	16	18	15	14
Water Management – Refinery Operations					
Fresh Water withdrawal (million gallons)	5,224	9,028	10,375	10,270	9,896
Wastewater discharge (million gallons)	3,433	4,930	4,727	5,375	5,337
Refinery Intensity					
Fresh Water withdrawal (gallons per BBL)	37	40	49	46	45
Wastewater discharge (gallons per BBL)	24	24	22	24	24
Waste Management – Refinery Operations					
Total Waste Generation (tons)	69,502	53,793	53,733	56,799	71,009
Hazardous waste (tons)	8,849	9,399	7,386	11,091	16,847
Non-hazardous waste (tons)	60,653	44,394	46,347	45,708	54,162
Refinery Intensity					
Total Waste Generation (tons/MMBBL)	494	235	254	256	320
Hazardous waste (tons/MMBBL)	63	41	35	50	76
Non-hazardous waste (tons/MMBBL)	431	194	219	206	244
Activity Metric – Refinery Operations					
Refining Throughput (MMBBL)	141	228	212	222	222
Refining operating capacity (MBPD)	554	678	678	678	678

17 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.

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. These 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, as well as 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 societal expectations that companies address climate impacts 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 or other production facility 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, or exemptions from, 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, war or any associated military campaigns, including those in oil producing regions, such as the ongoing military conflict in the Middle East, 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.

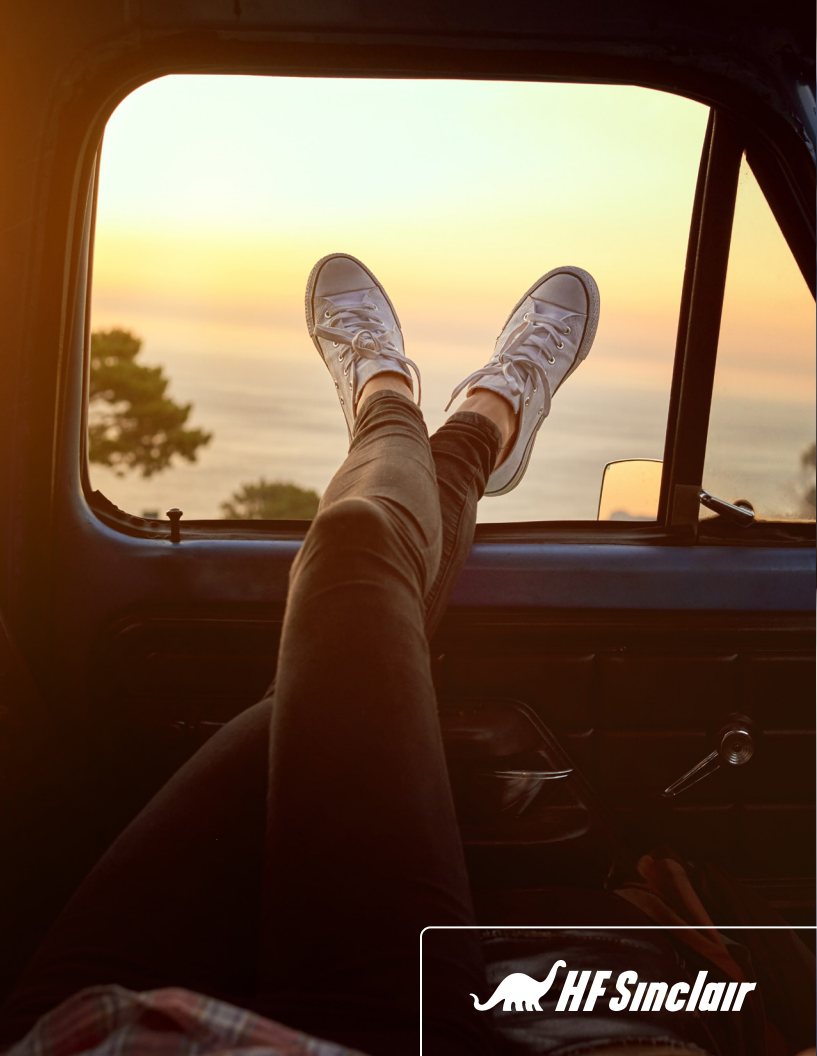
Moreover, while we have provided information on several sustainability topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring and analyzing sustainability data. 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 continue to evolve, and data, certifications or representations provided or reviewed by third parties, including information from acquired entities, may be incomplete, subject to ongoing review, or 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, or may operate in, and methodologies for collecting, measuring, calculating and 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 or 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.



2323 Victory Ave., Suite 1400
Dallas, TX 75219

