



**Par Pacific**

Delivering Continued Growth

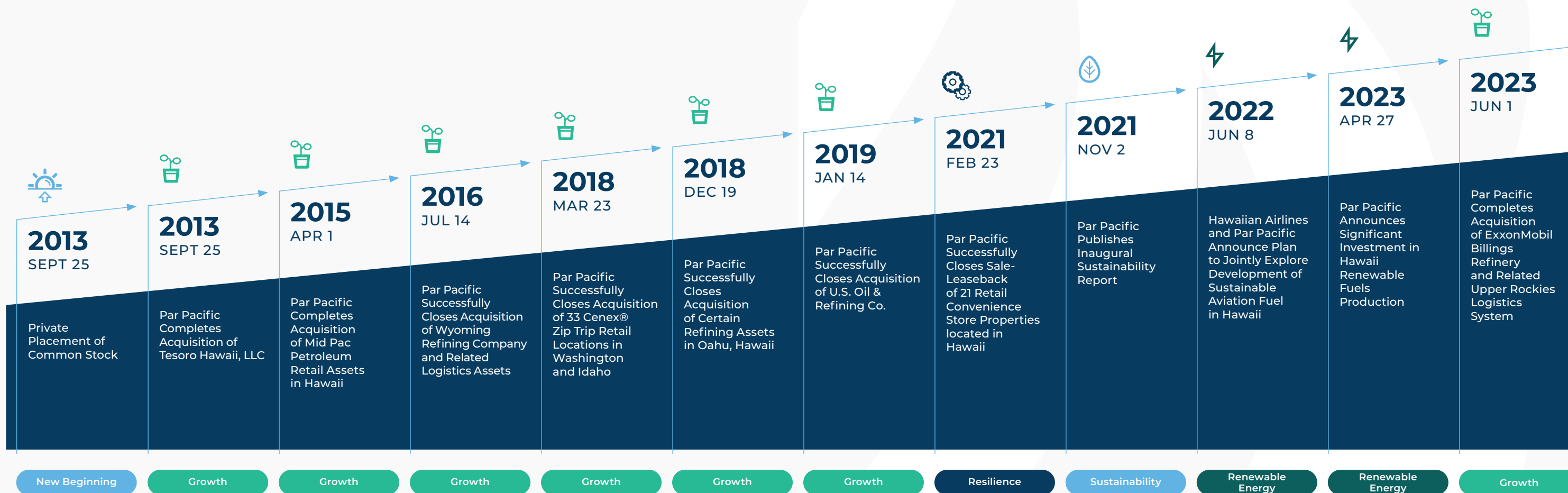
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**Sustainability Report**

# Par Pacific's successful history of growth

As a sustainability focused company, growth expands Par Pacific's ability to create positive impact.





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## A Message from our CEO and President

We believe our strategy is well-suited for evolving consumer needs with a focus on lower carbon energy.



2022 was a pivotal year for Par Pacific as we emerged from the COVID-19 pandemic as a stronger company, reporting record profitability and the strongest balance sheet in our company's history, while maintaining safe and reliable operations. As our businesses stabilized after two years of extreme uncertainty, we were able to spend more time reflecting on our strategy as a liquid fuels provider to our local communities and re-focusing on our future. We believe our strategy is well-suited for evolving consumer needs with a focus on lower carbon energy.

Last year, we began investing in two projects to lower the carbon intensity of the fuels we produce in Tacoma and Hawaii. At our Tacoma refinery, we invested \$2 million in our distillate hydrotreater unit to enable co-processing of low carbon feedstocks, such as soybean oil and distillers corn oil, to produce renewable diesel. We completed this project in 2023 and started co-processing operations at the facility in early July.

In Hawaii, we commissioned a study in conjunction with Hawaiian Airlines to explore the conversion of our distillate hydrotreater unit to process renewable feedstocks and produce SAF and other renewable fuels. We announced our intent to move forward with the project in April of 2023 and broke ground this summer. We are excited to be partnering with a local agricultural company to develop energy crops that could be used as renewable feedstock for the unit. Over the next two years, we plan to invest approximately \$90 million in the conversion project.

These projects mark key milestones in our company's growth into the renewable fuels space. As we look to the future, we continue to explore a larger grassroots SAF facility at our Tacoma refinery which, when paired with green hydrogen, could produce some of the lowest carbon jet fuel in the world. Beyond this and the other announced projects, we will continue to evolve to meet our community needs, and we will work with our customers to decarbonize transportation. We are also focused on reducing the carbon footprint of our facilities, which has a less significant



**WILLIAM PATE**  
Chief Executive Officer



**WILLIAM MONTEALEONE**  
President

impact on greenhouse gas emissions than our products, but we believe progress needs to be made on all fronts to overcome the challenges of climate change. We are committed to leveraging our resources and people to meet the demand of our communities with both conventional and renewable fuels.

In addition to decarbonizing our fuel stream, we are also focused on reducing the carbon footprint of our operations. In this regard, Solomon Associates recently gave our Tacoma refinery North and South American Fuels Refinery PACE setter awards as one of the most efficient refineries related to energy and emissions in the United States. This progress is related to key projects designed by our engineers to further the efficiency of our Tacoma facility. We will continue to work on energy-efficiency projects at all of our sites to lower our Scope 1 emissions.

Our people are our greatest asset. We are proud of the way our employees embrace Par Pacific's core values of respect for others, integrity, creativity and hard work in their daily lives. Across our organization and operating regions, our employees represent Par Pacific in their local communities through volunteerism, community group involvement and other forms of engagement.

As always, health, safety and environmental compliance remain at the forefront of our growing operations. In this report, you'll read about the ways we continuously embed safety into our culture. We also share the latest actions we have taken as an organization to strengthen our impact through our environmental, social and governance principles. Thank you for taking the time to read this report and engaging with us as we advance our sustainable strategy.

Sincerely,

William Pate  
Chief Executive Officer

William Montealeone  
President

# Par Pacific expands renewable energy focus.

## Renewable Energy Focus

Our renewable energy strategy is to leverage our existing refining, logistics, and retail assets to produce and deliver low-carbon renewable products. Our assets, capabilities, and experience uniquely position Par Pacific to invest and grow our renewable fuels business alongside our conventional business while meeting local needs.

 **Operational**  
Washington Co-feed Project  
operating as of July 2023

**In Process**   
\$90 million investment in Hawaii  
Sustainable Aviation Fuel

 **Exploring**  
Washington renewable projects



Our commitment to renewable energy expanded when Jon Goldsmith joined our senior leadership team as Senior Vice President, Renewable Energy.



# Core Values

- Respect for Others
- Integrity
- Creativity
- Hard Work

## who

Par Pacific is active in our local communities as a rapidly growing owner & operator of essential energy infrastructure. Our communities know us by our local names.

## what

We provide the energy to get people where they want to go. From gasoline and diesel to jet fuel and asphalt, we produce the liquid fuels that make transportation possible. Our logistics networks enable a constant flow of products. Our retail outlets sell merchandise such as soft drinks, prepared foods, and other sundries.

## when

We deliver energy today while preparing for tomorrow. We work hard so that our communities continuously have the energy that they need.

## why

We provide energy to meet the essential needs of our communities. Hawaii, the Pacific Northwest, and the Rockies currently depend on petroleum for much of their energy needs. We produce a range of petroleum products, including jet fuel, gasoline, diesel, and other products to keep our local markets on the move.


## where

We are proud that each of our facilities operates with a local focus and our employees live and work in the communities that use the fuels they help produce. Our local expertise helps us understand each location's unique geographical characteristics so we can meet their specialized needs.

## how

By operating safely and cleanly, we reliably and continuously provide for our communities. This entails detailed planning and preparation. Refining is a complex business that requires specialized attention and expertise. We recognize Par Pacific plays an integral role in sustaining thriving communities. We take this responsibility seriously. When we look to the future, we want to continue providing for the needs of our communities. We believe by meeting their needs we create opportunities.

In 2022, Par Pacific prepared to deliver continued growth.

	DECEMBER 31, 2021	2022	JUNE 1, 2023
 <b>Refining</b>	<ul style="list-style-type: none"> <li>3 refineries</li> <li>154,000 bpd refining capacity</li> </ul>		<ul style="list-style-type: none"> <li>4 refineries</li> <li>218,000 bpd refining capacity</li> </ul>
 <b>Logistics</b>	<ul style="list-style-type: none"> <li>9 MMbbls of storage, and marine, rail and pipeline assets</li> </ul>		<ul style="list-style-type: none"> <li>13 MMbbls of storage, and marine, rail and pipeline assets</li> </ul>
 <b>Retail</b>	<ul style="list-style-type: none"> <li>119 fuel retail locations</li> </ul>		<ul style="list-style-type: none"> <li>121 fuel retail locations</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>Meaningfully employs 1,336 people</li> </ul>		<ul style="list-style-type: none"> <li>Meaningfully employs 1,763 people</li> </ul>



### FUELING DREAMS WITH THE SPECIAL OLYMPICS

Hawaii Made Dreams Come True in 2022. Hele and Special Olympics Hawaii partnered for the 17th Annual Fueling Dreams campaign in 2022. With two campaign periods, from January 1 to March 31 and August 1 to August 31, Hele encouraged customers to make in-store donations, resulting in a total of \$40,708.98 raised. The campaign saw participation from 34 Hele stores statewide in Hawaii. Since the inception of Fueling Dreams, Hele has raised an impressive total of \$946,620 for Special Olympics. The funds raised in 2022 made a significant impact, supporting the first in-person Special Olympics State Summer Games and State Holiday Classic competition since 2019.



June 1, 2023 Par Pacific welcomed Par Montana.



Each segment of our business contributes to supplying fuels to our communities.

Refining Makes

Logistics Moves

Retail Delivers

Fuel that connects and powers our communities.

REFINED PRODUCTS	REFINERY			
	KAPOLEI, HAWAII	NEWCASTLE, WYOMING	TACOMA, WASHINGTON	BILLINGS, MONTANA*
GASOLINE	X	X	X	X
JET FUEL	X	X	X	
ULTRA-LOW SULFUR DIESEL	X	X	X	X
MARINE FUEL	X		X	
LOW SULFUR FUEL OIL	X			
ASPHALT	X		X	X
OTHER REFINED PRODUCTS	X	X	X	X

\* Par Pacific acquired the Billings refinery and associated marketing and logistics assets on June 1, 2023.

## Texas

### Par Pacific

Par Pacific’s corporate offices unite, support and provide resources to Par Hawaii, U.S. Oil and Refining, Wyoming Refining Company, nomnom and Hele. The Houston office also plans for growth, conceiving and directing the acquisition of Par Montana in June 2023. This connection brings valuable resources and a wealth of industry knowledge.

Headquartered in Houston, Texas, Par Pacific invests in local communities and creates new opportunities. Par Pacific combines experience in the oil and gas industry with corporate financing acumen. We bring this unique strength to the complex markets in which we operate. As a nimble, entrepreneurial organization, we actively pursue accretive growth opportunities.

Par Pacific is a downstream energy company that owns and operates market-leading, integrated downstream systems in logistically-complex, niche markets. Our integrated refining, logistics and retail assets, combined with our growth-oriented strategy, position us to play a vital role in the energy transition of our local markets. We take pride in providing for the essential energy needs of our communities. As we look to the future, we hope to leverage our people and capabilities in pursuit of energy transition solutions that address the evolving needs of local markets.

## Hawaii

### Par Hawaii Refining

Par Hawaii supplies energy to Hawaii reliably, safely, and in an environmentally responsible way. The Par Hawaii team plays a critical role in meeting the state’s current energy demand, while also preparing for its sustainable energy future. We invest in the community to continually improve our island home.

We import crude oil from around the globe and refine it into products Hawaii needs. Our refinery team works every day to produce gasoline, diesel, jet fuel, fuel oil, and marine fuel. Refined products made at our refinery in Kapolei are distributed through a vast network of pipelines, tanker trucks, and barges to serve all the major islands.



*We believe we’re headed in the right direction by collaborating with Hawaiian Airlines to explore the shift from petroleum to biofuels at our Par Hawaii refinery.*

► **ERIC WRIGHT**, Par Hawaii President

We are committed to making sure Hawaii has the energy it needs for decades to come.

Through our proprietary retail brands Hele, we look for opportunities to develop sustainable solutions that help create and enhance a sustainable future. We are excited to sell biodiesel at four Hele locations in Hawaii. We continue to search for alternative fuel solutions that continue to move us forward.

#### HIGHLIGHT

Par Pacific invested \$27 million in a distillate hydrotreater at its Kapolei recently. This relatively new processing unit, along with the refinery’s distillate hydrocracker—which produces high-value transportation fuels by converting heavier, lower value products under high temperature and pressure—are the two primary units being considered for renewable fuels production. In May of 2023 we announced a \$90 million project to convert the distillate hydrotreater into a 4,000 bpd renewables processing unit.

In 2022,

- Par Hawaii gave \$50,000 to Aloha United Way,
- Par Hawaii employees raised over \$41,500 through their employee AUW giving campaign, and
- Proceeds benefited AUW’s more than 340 nonprofit agencies that serve the community.

## Washington

### U.S. Oil & Refining Co.

Since 1952, U.S. Oil has been headquartered in the shadow of Mt. Rainier in Tacoma, Washington on the shores of the Puget Sound’s Commencement Bay. We are fundamentally shaped by the environment in which we operate. We are rooted in the community, alongside our employees and community partners.

As a small refiner, we are an agile, entrepreneurially minded company uniquely positioned to meet the product needs of local communities while also operating as the lowest carbon-intense refinery in the state of Washington with a history of reducing GHG emissions. We hope to meet the needs of our community by developing refined products in a safe, environmentally responsible, and affordable way. During the 2022 Turnaround we implemented an \$8 million project that improved our crude flexibility and reduced Green House Gas emissions by utilizing improved heat recovery and reduced the use of refinery fuel gas and natural gas as fired heat. We projected a reduction of more than 10,000 metric tons of carbon dioxide equivalent due to improved efficiency. The project also invested in improved pump seals that reduced fugitive emissions in both our crude and vacuum units.

With a vast majority of our products sold and used locally, we work to develop local relationships. For example, by supplying Joint Base Lewis-McChord (JBLM) with jet fuel for more than 20 years, we have created a partnership that boosts the local economy. In 2022, we committed to a four-year relationship with the Asia Pacific Cultural Center (APCC). APCC represents 47 countries and cultures and provides services to youth programs and helps bridge communities through sharing of cultures. Our commitment extends to helping APCC with its new building campaign and committing to volunteer at events throughout the year.



“We have a hometown focus and produce the vast majority of our energy products in the south sound region. We are committed to producing energy products that serve the community and protect the health and safety of our customers, employees, contractors, and neighbors. We operate in an environmental responsible manner and take pride in meeting and/or exceeding applicable federal, state, and local laws and regulations. We are focused on proactively reducing emissions and continue to look for ways to reduce our Scope 1 and Scope 2 emissions with focus on creating and moving renewable energy products.” ► **ANDREW TROSKE**, Vice President and General Manager, U.S. Oil

## Wyoming

### Wyoming Refining Company

Wyoming Refining Company has been a cornerstone of Newcastle, Wyoming since the 1920’s. Our operations are configured strategically to meet the local transportation fuel needs of Wyoming and South Dakota. The refinery produces a range of products out of local crude oil basins. It is a highly efficient refinery specializing in the production of light-end and middle products, such as butane, propane, diesel, jet fuel, and gasoline.

One of our primary local markets is the Rapid City, South Dakota metropolitan area. With a population of approximately 140,000 and several national parks and monuments, the region is a major summer tourist destination that attracts millions of visitors annually.

As a community steward, Wyoming Refining Company accepts applications for donations or sponsorships from approved non-profit entities within its community. In 2022 Wyoming Refining Company donated a total of \$35,000 to 29 local charities.

Wyoming Refining Company hosted a charity golf tournament to benefit local Weston County nonprofits. Through vendor sponsorship and donations more than \$27,500 was raised for the local community.

## Retail

### Hele and nomnom

Our local retail brands represent our company. In Hawaii, Hele represents a place to go, move, or come in. We seek to provide both fuel, food and other conveniences to our local Hawaiian community.

In the Pacific Northwest, nomnom is a place where our communities come to find not only fuel, but also local favorites. From the froyee truck to nomgoose, we bring something unique.

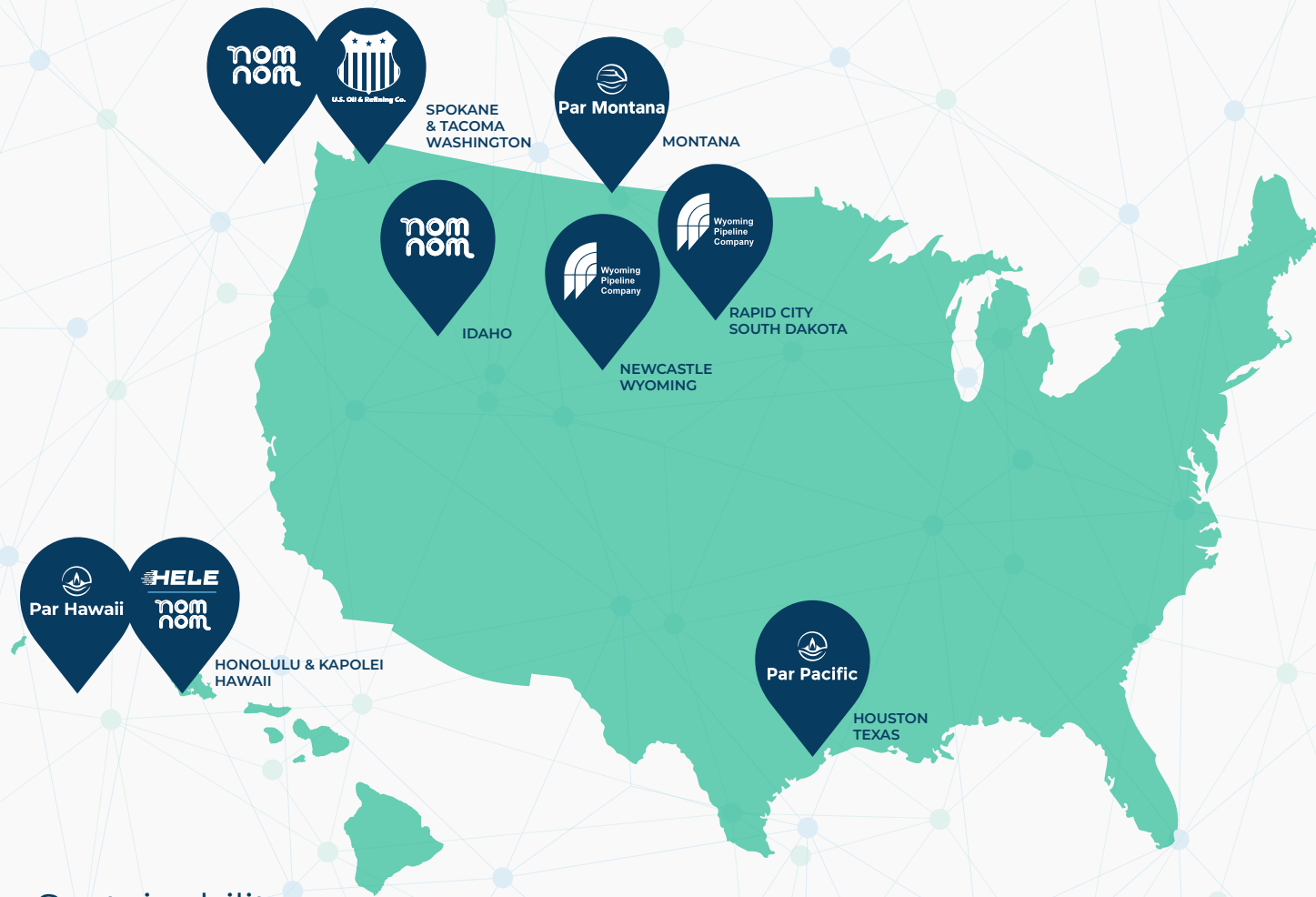


Par Pacific invested **\$27 million** in a distillate hydrotreater at its Kapolei refinery

Par Pacific announced **\$90 million** investment in a Hawaii renewable fuels project



At a Glance



Sustainability

Sustainability is a critical element of our mission to serve the demands of our local communities by providing safe and reliable energy. We balance this mission with a commitment to reduce our greenhouse gas emissions and lower our carbon footprint.

We actively seek opportunities to use our energy expertise and assets as we transition to cleaner, more affordable energy. We desire to play an active role in decarbonization and reducing emissions. This sustainability mindset is integral to our business. We are exploring several energy transition opportunities to achieve this goal as we look forward to engaging with our stakeholders in creating a sustainable

TAKING A DEEPER LOOK  Our Sustainability Mindset

Par Pacific’s integrated approach to sustainability is embedded in every decision we make and is characterized by our efforts at continuous improvement. For us, sustainability is not done in a silo. It is not one factor among many but is integral to our decision-making process. From small decisions to big ones, we bring a sustainability mindset to everything we do and each decision we make.

We approach sustainability just like we approach the way we operate our business—with an eye toward strategic excellence. We

embrace our competitive positioning as a nimble company that quickly takes action to capture impactful and workable solutions. By doing so, our actions reflect our sustainability mindset.

Our approach to sustainability is more than words; it is embedded in our values. Respect for Others is key to creating and maintaining our sustainability mindset with Integrity as the foundation. Creativity, ingenuity, and agility are built into our approach and create our strategic advantage. We also put in the Hard Work to achieve our goals. Our values are incorporated into all of our perspectives, decisions, and actions.

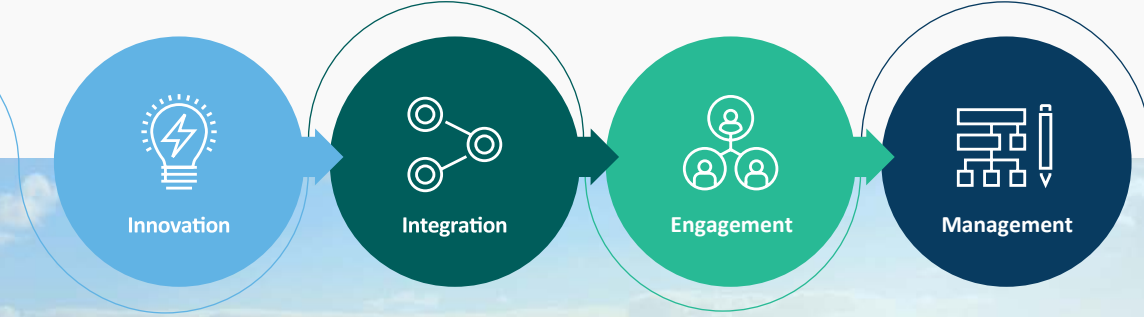
Just as our values are built into our company culture, we, as the people of Par Pacific, seek to create and maintain a sustainability mindset. Our environmental, social, and governance (ESG) principles are the foundation of our sustainability mindset.

Environmental, Social, & Governance Principles

Par Pacific is committed to conducting business in a safe, environmentally sensitive, and protective manner that promotes sustainable environments and respects community values.

As an industry leader, our ESG performance is of paramount importance. Our actions and decisions are guided by a steadfast commitment to our values. A commitment to ESG principles is good for all—it benefits our shareholders, our employees, our customers and suppliers, and our communities. This commitment is good business and good citizenship. We pledge to conduct our business and make decisions according to the following principles:

- ▶ We maintain the highest standards of business conduct and ethics by conducting our affairs in an honest and ethical manner with unyielding personal and corporate integrity at the foundation of our business.
- ▶ We adhere to our values and strive to continually improve our ESG systems and processes to enhance our performance.
- ▶ We demonstrate integrity and respect for others, especially our employees and contractors, by setting goals and objectives that enhance our commitment to a safe workplace.
- ▶ We protect the environment by reducing waste generation, and disposing of all waste through safe and responsible methods.
- ▶ We communicate an unyielding expectation that our company and supply chain, including customers, suppliers, contractors, and employees, promote strong ESG performance.
- ▶ We focus on sustainable actions that promote health, fair dealing, and compliance throughout our business.
- ▶ We regularly report and improve our ESG progress while continuing to evaluate and improve our sustained ESG efforts.
- ▶ We are continuously developing frameworks and metrics that present our key ESG facts transparently.





# Positive progress

## Environmental Stewardship

We strive to be a valued member of the communities in which we operate. Responsible environmental stewardship is key to our sustainability mindset. We continue to prioritize protection of the environment in our operations. The Par Pacific's energy transition strategy integrates environmental considerations into our decision-making processes. We leverage local resources and polices to meet local needs.

Creating lasting benefits and protecting the environment is intertwined with our support of the communities where we live and operate. We recognize the vast natural resources in the oceans of Hawaii, the mountains near Tacoma, and the Black Hills of South Dakota. We operate with an eye toward protecting our land, water, and air. Compliance is embedded in our corporate values, and we strive for continuous improvement of our environmental performance.

We take actionable steps to prioritize environmental considerations as we plan our production, facilities, processes, and growth. We are exploring both short and long-term projects. In Washington, we continue to focus on expanding our renewable fuels logistics capabilities. The team is evaluating additional opportunities to further increase our logistics utilization in renewable service. This activity both supports our logistics business diversification and our market position through the energy transition as liquid fuels are increasingly blended to reduce the carbon intensity of finished products.

We adhere to environmental laws and regulations while also striving to reduce emissions and waste. Continuous pursuit of improvement is a key marker of our operations and success as an organization. In Washington, state laws that encourage reducing carbon dioxide emissions and greater production of lower carbon intense fuels is both a challenge and an opportunity. With our logistics system and location near inexpensive, zero-carbon-emitting hydropower, we are well positioned to invest in renewable fuels. In Hawaii, we are exploring opportunities to reduce our carbon footprint by capturing carbon dioxide from the refinery and using or sequestering these emissions.

We are subject to the requirements of the federal Occupational Safety and Health Act (OSHA) and comparable state statutes. OSHA's hazard communication standard, the Environmental Protection Agency's (EPA) community right-to-know regulations under Title III of the federal Superfund Amendments and Reauthorization Act, and similar state statutes require us to organize and/or disclose information about hazardous materials used or produced in our operations.

*U.S. Oil received the North and South American Fuels Refinery PACE setter award as one of the most efficient refineries related to energy and emission.*



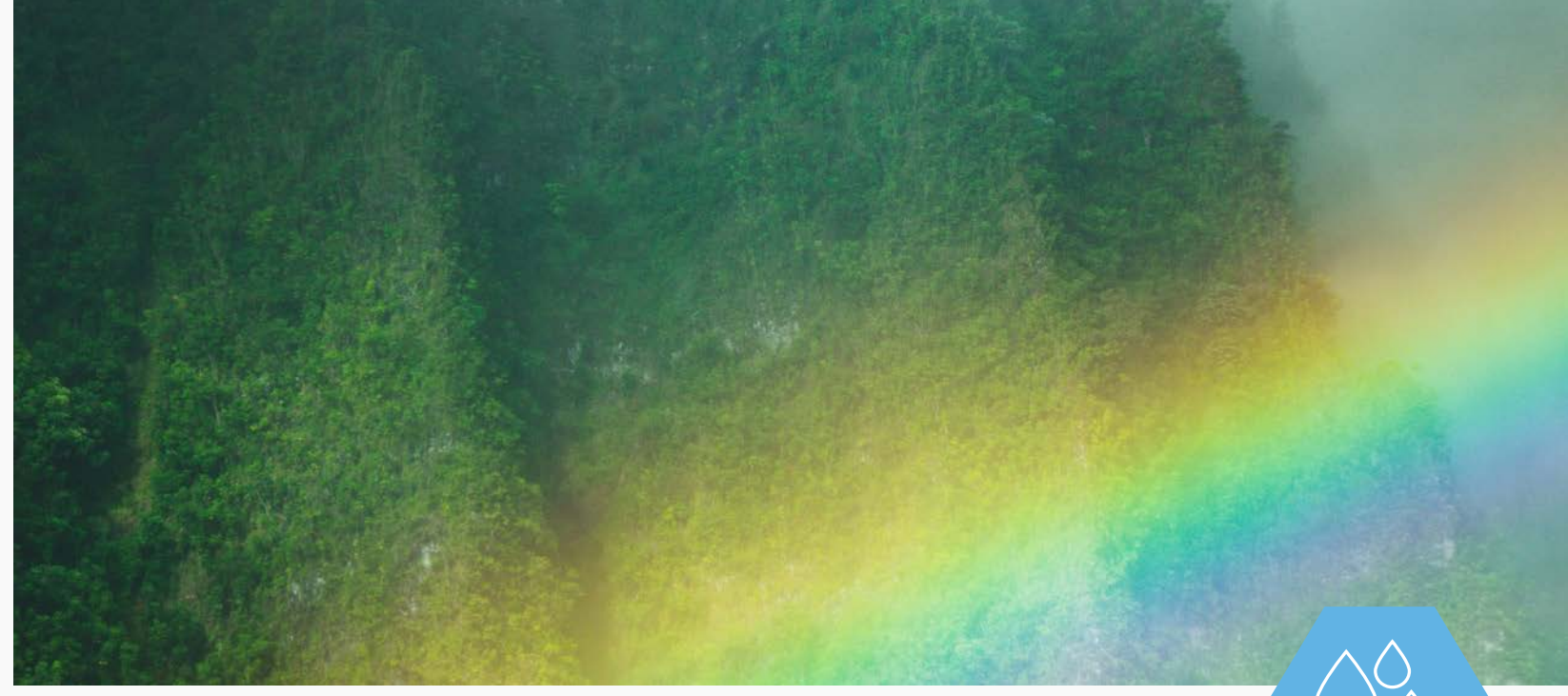
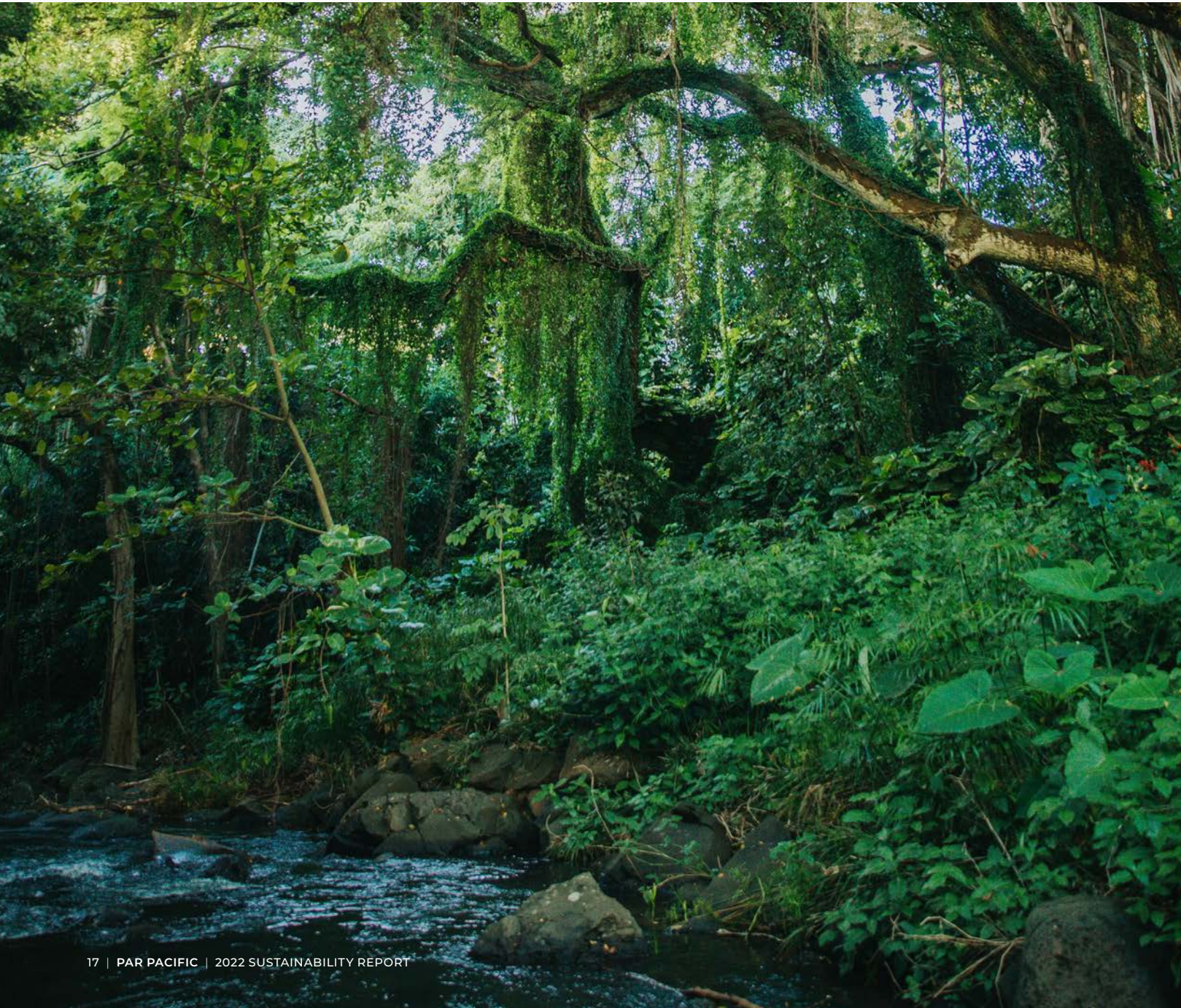
Refining is highly regulated, and we take steps to comply with each regulation that impacts our operations. Our corporate standards frequently surpass regulatory requirements. At each of our locations, local environmental, health, and safety personnel work with the business to maintain complete, accurate, and consistent compliance and reporting.

Our business strategy is geared toward the long-term, and we believe environmental stewardship is an important part of this strategy. The steps we have taken, and our market positioning allow us to act nimbly as we pursue ways to reduce our environmental footprint. This is integral to our sustainability mindset. We work to monitor and

mitigate risks to our business strategy related to climate change. We also assess climate-related opportunities to create long-term value for our stakeholders.

We are committed to continuously improving and all employees are encouraged to propose ways to enhance our operations and procedures while contributing new and innovative ideas.

Innovation is a priority throughout our business and in each segment of our value chain. Over the years, we have developed, and continue to develop, additional sound practices for location specific management of emissions, water, waste, and sensitive habitats to mitigate environmental impacts.



## WATER

*Water is a valuable resource. Fresh water is a critical natural resource. Stewarding this valuable resource involves responsible sourcing, conservation, reuse, recycling, and suitable disposal.*

*We focus on managing water sustainably and believe efficient water use is essential. Our water management processes are tailored to the locations in which we operate, with a priority on water reuse and recycling. For instance, in Washington we minimize the amount of fresh water we use by carefully treating water used during one cooling process and later re-use it to make steam needed for a second process.*

*There are various federal and state programs that regulate the conservation and development of coastal resources. The federal Coastal Zone Management Act (CZMA) was passed to preserve and, where possible, restore the natural resources of the United States' coastal zones. The CZMA provides federal grants for state management programs that regulate land use, water use, and coastal development.*

*The Clean Water Act (CWA) regulates discharge of pollutants to waters of the U.S., including wetlands, and requires a permit to*

*discharge pollutants, including petroleum, into such waters. Certain facilities that store or otherwise handle crude oil are required to prepare and implement spill prevention, control, and countermeasure and facility response plans related to the possible discharge of oil to surface waters. We are required to prepare and comply with such plans and to obtain and comply with discharge permits. The CWA also prohibits spills of oil and hazardous substances to waters of the U.S. in excess of levels set by regulations and imposes liability in the event of a spill.*

*In Hawaii, rather than consume any of the city's vital and limited public works treatment capacity, after being re-used by the refinery, our Kapolei Refinery treats its water effluent to stringent state water quality standards. This prevents any direct discharge of treated wastewater into the ocean.*

*In Tacoma, hydroelectric power harnesses the power of water. This clean, renewable resource generates electricity without burning fossil fuels or polluting the air.*



## LAND

*We strive to be good stewards by mitigating our environmental impact and promoting biodiversity.*

*We live and work in some of the most beautiful parts of the United States. As part of our sustainability mindset, we strive to limit our impact on the planet and conduct our business in a sustainable*

*manner. Our Vice President, Environmental, Health, Safety and Operational Risk leads the team that takes action and evaluates risk. Through assessments, training, and upholding our standards, we seek to mitigate our impact on land.*

# AIR



We understand market changes could result from changes to policy and evolving climate change laws and regulations. We also recognize the need for reliable, affordable energy and petrochemical feedstock to fuel global economic progress and meet increasing global energy demand. As part of Par Pacific's commitment to sustainability and managing climate-related air risks, we continue to evaluate and refine our established business processes. These processes reduce our emissions and mitigate current and future energy transition risks to our business.

Climate change is a significant issue that merits action. We must all work together and we are committed to doing our part. At Par Pacific we continue to look for ways to minimize our carbon footprint while providing for the needs of our communities.

Each of our refineries operates under Title V Air Operating Permits issued by local air agencies. We monitor and maintain numerous pieces of process equipment on an ongoing basis to ensure and demonstrate compliance with strict air quality standards. Par Pacific continues to make extensive investments to produce cleaner-burning fuels while reducing air emissions.

On September 29, 2015, the EPA announced a final rule updating standards that control toxic air emissions from petroleum refineries addressing, among other things, flaring operations, fence line air quality monitoring, and additional emission reductions from storage tanks and delayed coking units.

To reduce emissions, Par Pacific continues to install equipment across our operating footprint. This equipment is designed to capture emissions and make use of additional monitoring technologies to track and reduce other potential emission sources.

Through continual learning, improvement, and focus, we commit to play our role and take appropriate action in response to climate change and reduce GHG emissions. We balance these goals with providing for the energy needs of our communities.

When evaluating environmental metrics, GHG emissions are broken down by scope. Scope 1 emissions are direct GHG emissions from owned or controlled assets. For example: Scope 1 includes emissions associated with fuel combustion in boilers, furnaces, and vehicles. Scope 2 measures indirect emissions from purchased energy and are a result of an organization's energy use. Scope 3 encompasses the remaining indirect emissions throughout the value chain not captured in Scope 2, including upstream and downstream emissions.

We work with legislatures, policymakers, and regulators to encourage effective regulation of the industry. Effective regulations will provide for both cost-effective refining and GHG emissions reductions.

2022 Air Emissions in Metric Tons (t)		Change Since 2021
NOx	808	Improvement
PM (Particulate Matter)	87.6	Improvement
SOx	323	Improvement
H <sub>2</sub> S	0.7	Steady
VOC's (Volatile Organic Compounds)	629	Improvement

## GROSS GLOBAL EMISSIONS

(Thousand metric tons (kt) CO<sub>2</sub>-e)

871

Scope 1

117

Scope 2

Data represents refinery assets operated by Par Pacific as of Dec. 31, 2022.

### Highlights from our Long-Standing History of Sustainable Actions at our Tacoma Refinery

2015	Butane Recovery Project	Reduced GHG emission by approximately 20% to 25%
2015	Crude by Rail Project	Lowered the carbon intensity of our crude slate by creating opportunities for lower carbon intensity crude to be sourced
2020	Next Gen Renewable Fuels Logistics Project	Net GHG emission reduction ranging from 184,000 to 304,000 tonne/yr resulting from lower transportation emissions

## Climate Change

Climate change is a global concern. Energy policy in response to climate change must consider and balance:

- ▶ Responsible carbon regulation that builds on significant emission reductions already achieved;
- ▶ Continued support for technological innovation; and
- ▶ Maintaining a reliable, affordable, and secure supply of energy.

Par Pacific will continue to work closely with stakeholders to responsibly supply energy to our communities. Under our Sustainability Mindset, protecting the environment is more than just complying with regulations, it's about earning and maintaining our social license to do business while operating as a valued member of the community.

Through data collection, we closely monitor our environmental footprint and make adjustments. We continue to analyze our environmental performance across our company and identify areas of improvement and opportunity. We have processes in place, and continue to implement new ones, to understand and minimize our environmental impact. As we review our policies we make changes to make them even stronger.

Par Pacific identifies and manages the most significant risks facing the company to facilitate risk oversight, manage risk effectively, and ensure accountability. We validate risk controls with key performance indicators. We do not stop at oversight and management of identified risk, we also seek to identify and mitigate emerging risks.

Our Board and Management examine a wide range of strategic, reputational, operational, and financial risks that could impact the company. Potential climate-related risks we have identified include:

- ▶ Potential legislative and regulatory actions addressing climate change
- ▶ Remediation and other corrective actions for environmental matters
- ▶ Operating risks including fires, explosions, maritime disasters, cybersecurity breaches, and pipeline and mechanical failure of equipment
- ▶ Severe weather-related risks and natural disasters, including higher sea levels, droughts, increased storm frequency, floods, hurricanes, and other weather events
- ▶ Risk of spills, discharges, or other releases of petroleum or hazardous substances
- ▶ Commodity price volatility

We continue to evaluate and enhance our risk assessment processes to identify and mitigate risks. To address climate-related risks, we assess new technologies and seek to identify energy transition opportunities. We see this as an opportunity to enhance our reputation, not only as an attractive investment and business partner, but also as a valuable community member.



## Spotlight : Deaglan McClean



Deaglan McClean, who has nearly 35 years of leadership experience in refining, has joined the Par Hawaii team as vice president and general manager of the Kapolei refinery, which supplies refined fuels to meet the state's energy needs.

McClean has worked in Mississippi, California, Australia and, prior to joining Par Hawaii, was with the Astron Refinery in Cape Town, South Africa, where he held a number of operational and business leadership roles. He most recently was that refinery's commercial manager and acting general manager and oversaw a major overhaul and restart of the facility.

"We're glad to have Deaglan join our team. His professional background, leadership experience, and values align with the direction of Par Hawaii as we continue to help the state transition to more renewable energy to reduce the carbon intensity in our islands." ▶ ERIC WRIGHT, Par Hawaii President

# Par Pacific's Safety Vision Statement

We at Par will continuously improve our ability to operate our assets safely in support of our principal goal of ensuring that our people always go home from work in the same way they came.

## Safety & Emergency Preparedness

Conducting our business safely and in an environmentally responsible manner is paramount. We diligently take action to ensure our employees are trained to understand and perform their jobs safely. We have established procedures to quickly respond to and minimize impact as well as prevent incidents. We believe operating safely is vitally important.

To ensure safe operations we have implemented safety policies and provide handbooks to guide our employees, contractors, and visitors on safe actions. We periodically review and update our policies and procedures to ensure compliance and maintain a safe workplace. We leverage information technology to make these resources easily accessible to all employees. We strive to build a culture of safety and continuous improvement. One of the ways we conduct our business with respect to safety is by viewing success as the elimination of injuries, occupational illness, unsafe practices, and environmentally harmful incidents. We work to continually mitigate health and safety risks by advancing operational excellence.

With a renewed emphasis on safety, we rely on our employees to help improve our safety performance. Through employee empowerment, innovation, and ingenuity, we cultivate and implement new health and safety practices.

We also plan and practice our emergency response to be ready should an incident occur and maintain a safe environment through our commitment to emergency response training, continuous monitoring, regular communication, crisis management, and audits of our operations. Process safety procedures are followed, and, when incidents occur, we learn, improve, and take preventative action. If an unplanned event occurs, we act immediately. We seek to improve safety systems, train more effectively, and analyze events as part of our continuous improvement process.

Health and safety are embedded in each of our decisions and is integral to our sustainability mindset. While risk is never eliminated, we strive to mitigate, anticipate, prevent, and fully respond to risks. We must simultaneously operate safely, efficiently, and with a view toward reducing our carbon footprint.

“Maintaining a strong safety culture is an ongoing and never-ending effort,” ▶ **RICHARD CREAMER**,  
Executive Vice President, Refining and Logistics



## Spotlight on Safety

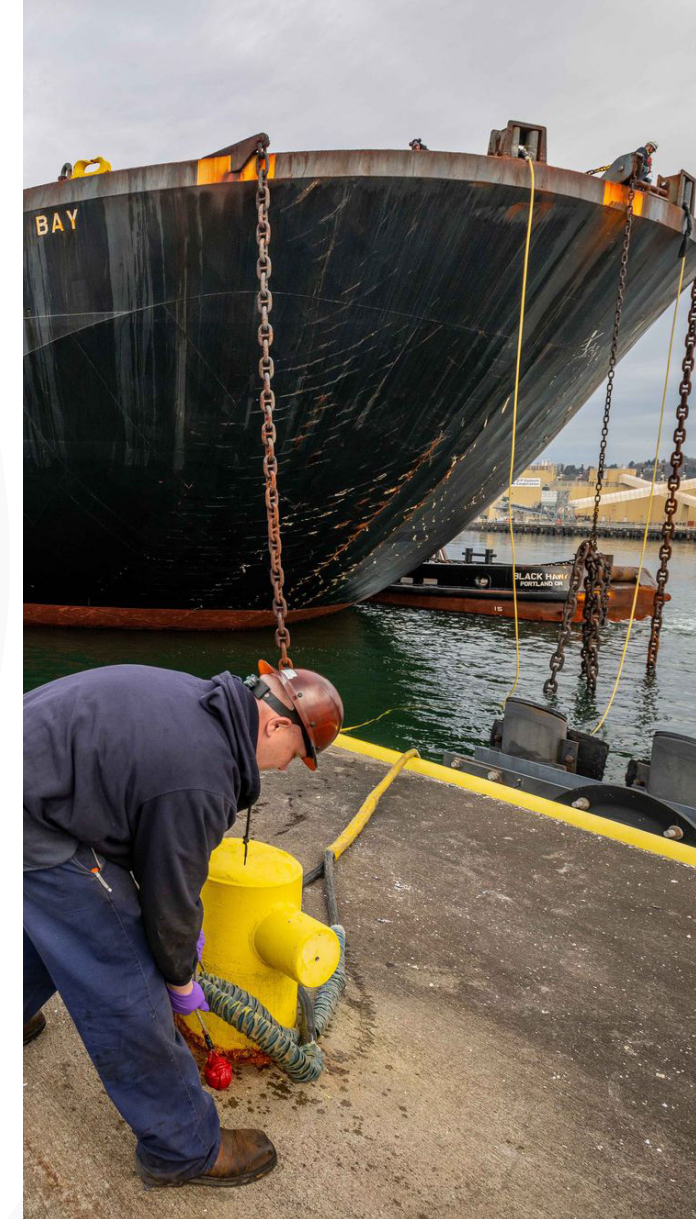
In our industry, safety is the first, second and third priority. Refineries are inherently hazardous places, so we are constantly anticipating and mitigating risks. In order to maintain a strong focus on safety, we must engrain this safety mindset within our organization's culture. We continuously seek ways to improve our process safety, personal safety, and environmental performance. Only through solid performance in these areas can we ensure we are being a responsible operator within our communities thereby maintaining the community's endorsement to continue to operate.

Early in 2023, our company-wide refinery and logistics leadership teams, led by Richard Creamer, EVP of Refining and Logistics, came together to share lessons learned and refresh site safety plans as part of an ongoing initiative to keep safety at the forefront of our operations. As a deliverable from this exercise, our team developed Par Pacific's Safety Vision Statement:

We at Par will continuously improve our ability to operate our assets safely in support of our principal goal of ensuring that our people always go home from work in the same way they came.

We arrived at this safety vision by asking ourselves seven questions about the traits that are essential to leading safely.

- 1 **Vision**  
*Do we have a vision for what good safety performance looks like?*
- 2 **Collaboration**  
*Are we seeking input on our safety efforts from our front-line employees?*
- 3 **Communication**  
*How are we messaging safety within our organization?*
- 4 **Credibility**  
*How does our budget and use of time align with our safety messaging?*
- 5 **Proactiveness**  
*Are we actively looking for and addressing the next risk or are we being reactionary?*
- 6 **Feedback and Recognition**  
*Are we consciously recognizing and rewarding safe behaviors?*
- 7 **Accountability**  
*Do we have the right level of accountability within our organization for safe behaviors?*



Mr. Creamer's key message to the organization, as reflected in our Safety Vision, is that every individual should go home the same way they arrived each and every day. Mr. Creamer notes this mindset extends beyond personal safety considerations and into the numerous processes and procedures that we review and implement every day to reduce process safety risks at each of our locations. Only through unwavering commitment to personal and process safety at all levels of the Par organization can we hope to achieve our Safety Vision.

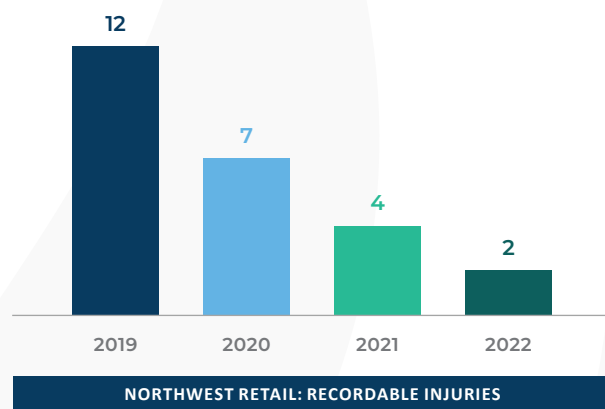
One of the most common themes across our 2023 site safety plans is a strong focus on developing our frontline employees and supervisors. These development efforts endeavor to give frontline leaders the tools and confidence to ensure that the policies and procedures necessary to operate safely are up to date, well-understood, and being followed. A two-way dialogue between frontline employees and site leaders is critical to making these development efforts a success. Additionally, we have created a new centralized

Learning and Development team within the Refining and Logistics organization, which focuses on training, resourcing, and developing employees and contractors across the company. It is our hope that this new centralized Learning and Development team can supplement on-going leadership development efforts at the individual sites.

As outlined above, we at Par believe we have made significant strides during the first half of 2023 in improving our safety culture and performance. Additionally, we think we are well-positioned to continuously improve toward our Safety Vision. Unfortunately, we are aware of just how easy it is in our industry for the safety culture and associated performance to drift over time. This need for continuing persistence with respect to safety is reflected in the words of Mike Hallgarth, VP of HSSE, "The Par Refining and Logistics organization has done a great job refocusing on safety after a difficult year coming out of Covid in 2022. The challenge will be how we can sustain our safety focus (and performance) for the remainder of 2023, into 2024, and beyond."

 **Spotlight on workplace safety: Northwest Retail**

On March 23, 2018, Par Pacific acquired 33 retail gasoline and convenience store locations in eastern Washington and western Idaho. Of high importance was the integration of the new locations into the Par Pacific safety program. Historical data suggested an immediate need for a risk management focus on personal safety. The prior owner reported 22 recordable injuries in 2017. The Par Pacific team has a well-established tablet-based retail risk assessment tool used for annual store assessments and periodic visits by the safety and loss prevention department. This tool includes nearly 60 individual criteria across 34 areas of emphasis. This system is a framework for improvement, but it takes a commitment from senior management and a strong culture of prioritizing safety at the highest level to improve performance. Over the four-year period from 2019 to 2022, the number of recordable incidents was reduced from 12 in 2019 to two recordable injuries in 2022. This is a 83% reduction in recordable injuries, a rate near the top quartile of all U.S. gasoline stations with convenience stores based on 2020 statistics from the U.S. Bureau of Labor and Statistics.



**Cyber Security Resiliency**


Reliance on energy and information technology has grown over the past decade, resulting in more cyber security threats. Managing these risks is more important than ever. Our information/cyber security practice is a multi-layered program to ensure our assets are protected from threats like malware attacks and other compromises to our network and services. We conduct annual cybersecurity tabletop exercises with executive management using challenging scenarios to test organizational planning and response actions to a potential attack. We strive to maintain high integrity and availability of our technology assets.

We also have business continuity plans we periodically revisit and update. We believe safety is not the absence of failure, but the willingness to learn combined with the presence of mitigating controls.

**Prepared to Respond**

As a critical infrastructure provider, Par Pacific is committed to operating safely and delivering the energy our communities need. Our first objective remains the safety of our employees, contractors, and neighbors always. Our preparation is robust. We hold exercises and plan for several scenarios. These include:

- ▶ Process safety events
- ▶ Risk management for fire or vapor cloud scenarios including community evacuation
- ▶ Oil and hazardous material releases
- ▶ Security threat or breach
- ▶ Government-initiated unannounced exercises
- ▶ Severe weather and hurricane exercises

**TAKING A DEEPER LOOK**  **Par Hawaii quickly responded to the Russian invasion of Ukraine.**

Par Pacific recognizes its important role in Hawaii’s energy security. We intentionally diversify our crude oil sources from locations around the globe to enable us to meet the state’s ongoing demand for fuels. However, in light of recent geopolitical events, we have decided to suspend purchases of Russian crude oil for our Hawaii refinery.

The geopolitical landscape and energy markets are dynamic. We will continually monitor and evaluate our posture on Russian crude over the coming weeks and months. In the meantime, we are turning to other grades of crude, principally from North and South America, to meet fuel production requirements. As the geopolitical situation evolves, we will work closely with our customers and partners in state government to make prudent decisions in support of energy assurance for Hawaii.





# Driving positive impact

## Social Responsibility

Across our operating regions, we invest in and care for our communities. From education, environment, and healthcare to social services and cultural engagement, Par Pacific strives to be a leader within our communities and considers it an honor to do so. We believe everyone benefits when companies take care of their employees and communities.

Our employees live and work in the communities surrounding our operations. From Wyoming to Hawaii, we understand the important role and opportunity we have in shaping the quality of life in our communities. This recognition makes us excited to provide for our communities with a focus on developing and maintaining constructive and enduring relationships.

We also recognize the critical role and long-term impact of infrastructure assets on communities. Without reliable and affordable fuel, communities suffer. In Hawaii, we have provided reliable energy to our communities for nearly 50 years. Across our locations, our team is dedicated to meeting the local energy needs safely, responsibly, and sustainably.

We operate in some of the most pristine and ecologically sensitive areas in the world. As such, sustainability serves as the cornerstone of our community and stakeholder engagement efforts. We acknowledge our social license to operate is contingent on the trust and reputation that comes with being a responsible company.

We believe empowering people is one of the best ways to engender social responsibility. Behavior reflecting high ethical standards is expected of all our leaders and employees. The Par Pacific Code of Ethics and Business Conduct applies regardless of position or location. We strive to conduct our activities in a responsible and ethical manner while always adhering to our values.

We aim to enhance our communities and understand their needs. Through partnership and support, we, along with our employees, give back to our communities. We are proud of what we do today and look to a future where differences are celebrated and collaboration continued.

## Highlights

### AMERICAN DIABETES ASSOCIATION OF HAWAII

In May, the team shifted their focus to the American Diabetes Association of Hawaii. This fundraiser was special, as it was held at the request of our Hawaii Retail store employees. With diabetes prevalent throughout the state, this was a great opportunity to help drive awareness. The team raised \$28,000 with all proceeds being directed to “Camp He Ola Ke Keiki.” The camp is open to children ages 7-14 who are living with type 1 diabetes. Its focus is using fun outdoor activities to encourage a healthy lifestyle while also educating the participants on how to properly manage their condition. We were thrilled to play a small role in helping these children and their families.

### DRAGON FRIDAY

The small town of Honoka’a on Hawaii island has long supported our Hele station. To give back to this tight knit community we created the “Dragon Friday” fundraiser for the Honoka’a public schools. Named after the school’s mascot, we donate a portion of gallons sold on Friday to the elementary and middle and high school. In 2022 this program generated \$10,000 in donations.



### MADD

To wrap up 2022, Hele partnered with Mother Against Drunk Driving to promote safety during the holidays. Starting prior to Thanksgiving and running through the end of the year, store employees passed out “Tie one on for Safety” ribbons and magnets at the registers. While the holidays are a great time to celebrate, we can avoid tragedy by providing friendly reminders to never drink and drive.

Hawaii is about Ohana and community. The Hawaii retail organization is committed to giving back and building strong bonds with those we serve.

### SALVATION ARMY

nomnom and its legacy brands have raised nearly \$500,000 over the years for ‘Backpacks for Kids,’ enabling The Salvation Army to distribute 49,000 backpacks since 2010. In 2022, nomnom raised an impressive \$42,000.

The Salvation Army Spokane provided 4,000 new backpacks filled with school supplies to local K-12 students on August 17, 2022. At the 13th annual ‘Backpacks for Kids’ event, nomnom showed its support by collecting funds at its convenience stores throughout July. Customers who donated received a coupon for a free 20 oz. fountain soda or 20 oz. coffee. Donors had their names added to a special in-store flyer. On collection day, the nomnom Frozee Truck made an appearance and provided free Frozees while nomnom employees helped distribute backpacks.

### BIG BOOK GIVEAWAY

nomnom supports the KREM Big Book Giveaway and Spokane Public Schools to provide nearly 15,000 books to students each year as a part of our commitment to education and literacy. Events were held at three different locations throughout Spokane, with the final event featuring the Frozee truck, where kids can enjoy a free frozen drink. Students in grades K through 5 are able to choose from a wide range of age-appropriate books and take them home. The Big Book Giveaway has been a rewarding community event for the nomnom team that we look forward to continuing in the future.

### SPOKANE INDIANS YOUTH BASEBALL

nomnom is a proud partner of Spokane Indians Youth Baseball (SIYB). SIYB provides a positive youth baseball and softball experience to boys and girls, including those with special needs across the Spokane region. The league focuses on building teamwork, leadership, sportsmanship, honesty, and character across the many participating teams and players. Funds raised are used for scholarships, fields, and players with special needs. nomnom is very fortunate to be affiliated with the SIYB and the many benefits and opportunities it provides to kids in the Spokane area.



## Communities

Strengthening our communities starts with meeting the needs of individuals and families. We not only meet energy needs of the community, but we also support numerous nonprofit organizations that provide services that fill important needs, from education, environment, and healthcare to social services and culture.

For Par Hawaii, success is measured by much more than profitability. We look at the positive impact we have in the community. Par Hawaii ensures Hawaii’s residents and businesses have a reliable source of energy by continually investing in our operations. Par Hawaii, together with Par Pacific, has invested millions of dollars in new refinery units and rebranding our network of retail stations. Par Hawaii generously supports long-time nonprofit partners such as the American Heart Association, American Diabetes Association, Boys & Girls Club of Hawaii, Hawaii Foodbank, HUGS for seriously ill children, Make-A-Wish Hawaii, Navian Hawaii (formerly known as Hospice Hawaii), and Special Olympics Hawaii.

Taking care of each other is a priority. Creating stronger communities lifts all of us. We believe caring for our communities is vital to our success. We understand the importance of providing essential products and services to our communities. We take our responsibilities seriously and are proud of our positive community impact.

We seek to be a meaningful part of our communities. We value and support the long-term economic stability of the communities where we operate. Bringing economic development to our communities

helps us create meaningful employment opportunities. We also are uniquely equipped to respond in times of need by providing disaster relief services.

We take pride in the communities in which we operate.

### Investing in the Well-being of the Community

In 2022 our Wyoming Refining Company Charitable Giving Committee gave nearly \$45,000 in sponsorships and donations to a variety of non-profit organizations in Weston County, including youth sports programs, community events, the local library and after school functions. In addition to our charitable giving committee, we also host an annual vendor sponsored charitable golf tournament.

The U.S. Oil Helping Hands Committee looks for ways to partner with community organizations to create volunteer opportunities. The Helping Hands Committee was formed in 2020 to formalize our community involvement and philanthropic efforts. Not only have we contributed nearly \$60,000 to local partners, but we also donate our time to help those in need.

The Par Hawaii Charity Golf Tournament created an environment for colleagues from different companies to united with a singular purpose: to have fun together as we supported two great nonprofit organizations, Navian Hawaii and the Hawaii Foodbank.

### Kokua Committee

The Kokua Committee is Par Hawaii’s corporate giving group. The pandemic highlighted how vulnerable Hawaii can be as an island state, and that our local economy is largely dependent upon tourism. In 2022, Hawaii continued to make great progress in rebuilding our future to be more resilient.

## Spotlight : A New Record in Community Giving

Par Hawaii responded to the growing needs of the community by giving more than \$425,000 to support various nonprofit organizations throughout the state — a new record for our company.

Renewing Our Commitment to Long-Time Partners and Extending Our Hand to New Organizations

Par Hawaii continued to help those organizations that we have been supporting for decades. We also reached out to new organizations to learn how we could help provide financial and employee volunteer support.

Volunteering for various activities in the community — from beach clean ups, fishpond restoration projects, or helping at our annual golf tournament to benefit nonprofit service providers are important to Par Hawaii and those who work in our retail brands. Together, we’re glad to make a difference in our island home.



## Diversity & Inclusion

We are committed to a diverse and inclusive workplace. Our areas of operation provide great opportunities. From Hawaii to Texas and Washington to Wyoming, we want all employees to belong.

Diversity includes race, gender, ethnicity, age, sexual orientation, gender identity and expression, national origin, and physical ability along with diversity of thought, experience, and opinions. Inclusion is how we engage with each other and the value we place on the unique experiences, perspectives, and backgrounds of all our employees.

We believe better decisions are made when there is a greater representation of opinions, backgrounds, and experiences. We value our employees and the experiences they bring to the workplace. We recognize the importance of ensuring our people feel safe, supported, and empowered to reach their full potential at Par Pacific. We are committed to developing our employees and actively seek to promote employee well-being through sound policies and programs. We work hard to maintain a deep sense of community, engagement, responsibility, and respect.

To build and maintain a collaborative, supportive, and respectful environment, diversity must be paired with proactive and inclusive actions. We seek to actively identify and remove barriers that inhibit employees from feeling included and supported. We are committed to the further development of this ongoing journey.

► **RACIAL DIVERSITY.** We learn from each other and embrace the diversity of our backgrounds. Integrity and respect for others are at the core of our identity. We are proud to be led by a diverse workforce where 27% of our executives and senior managers and 47% of our first and mid-level managers are minorities.

► **WOMEN.** We are focused on attracting and retaining female talent. We are led by a team with 37% female first and mid-level managers. Additionally, 36% of our professionals are female.

► **FAIR TREATMENT.** Par Pacific is committed to maintaining a safe, respectful, and inclusive workplace free of discrimination, harassment, bullying, intimidation, threats, coercion, or inappropriate behavior of any kind. We embrace inclusiveness for all—regardless of background. All employees participate in antiharassment training, and all managers and supervisors receive specialty training as it relates to their responsibilities in creating and maintaining a harassment-free workplace. We provide all employees a variety of methods to make their voices and concerns heard, including an anonymous ethics hotline designed to provide employees an avenue to present their concerns if they are uncomfortable doing so through their management or Human Resources. All allegations are taken seriously and are fully investigated. Par Pacific prohibits retaliation against anyone that reports their concerns.

► **EMPLOYMENT.** Par Pacific is an equal opportunity employer that affords equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other status protected by applicable law. This applies to recruitment, employment, promotion, transfer, training, working conditions, compensation, benefits, and application of all company policies. We are an affirmative action employer, with a designated Equal Opportunity Coordinator responsible for the implementation and administration of our Affirmative Action plans for minorities, women, protected veterans, and individuals with disabilities.

► **TRANSPARENCY.** We are committed to measuring and reporting key metrics to evaluate our success in growing a diverse and inclusive workforce. Through a strong focus on talent management, Par Pacific demonstrates its commitment to developing the next generation of diverse leadership for the company. This includes engaging in a robust talent review and succession planning process to identify high potential employees. We create actionable career development plans targeted at developing the skills these employees will need to be senior leaders. We track key metrics and increasingly seek employee feedback in all areas to create a culture of continuous improvement and inclusion.

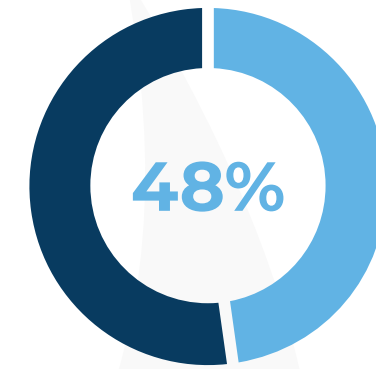
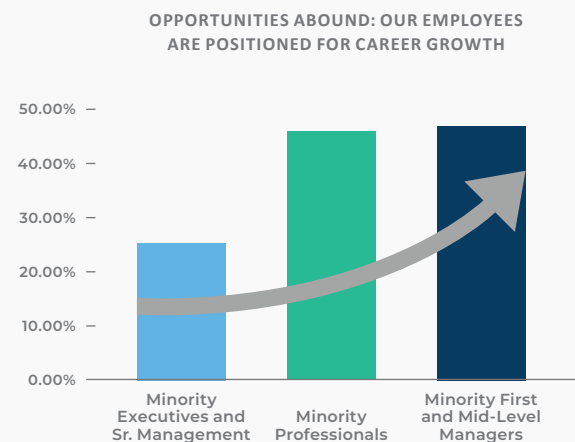
## TALENT MANAGEMENT

► **RECRUITMENT.** We are focused on recruiting and developing a diverse workforce through outreach activities that increase the diversity of applicants for open positions with the company. We actively ensure all open positions are posted on job boards that target female, minority, disabled, and military veteran candidates. Our commitment also includes developing relationships with a variety of local organizations within our host communities that provide services to historically underserved populations to ensure awareness of career opportunities at Par Pacific.

► **DEVELOPMENT.** The Board and Management are committed to identifying and developing talent. Performance reviews and succession planning contribute to our talent management program, which includes career progression planning and increasing the visibility of talented employees. Performance reviews create space for valuable, two-way feedback surrounding goal achievement and employee development.

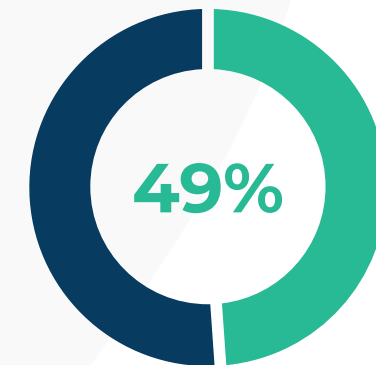
► **RETENTION.** As an entrepreneurial and nimble company, we seek to create a place for each employee to find value in their work. We pride ourselves in creating a culture where employees are valued and are excited about their future with Par Pacific.

“We believe our people are our greatest asset. Our strategy is to attract, develop, and retain our talent.” Hawaii HR Retail Team



### MINORITY PROMOTIONS

as a percentage of total employee promotions



### FEMALE HIRES

as a percentage of total new hires



*Par Pacific is committed to investing in employee growth and nurturing employee skills.*

*We completed Frontline Leadership Training in 2022 for all 33 retail store managers in Hawaii. The high energy program was designed to connect and empower the store managers on the islands to engage our employees and facilitate enhanced performance. The store managers expressed that the visible investment made on them created a sense of motivation to be the best leader they can be.*

*We believe our supervisors are better positioned to lead with excellence, increase employee engagement, and create a culture of high performance because of the learnings realized and collaboration gained from sharing varied experiences.*

*We believe strong leadership is vital to our organization's success and have established a partnership with the Mays Business School at Texas A&M University to develop a customized leadership development program to connect and empower senior leadership across the company to engage our employees, strengthen our culture, and enable enhanced performance through our respective teams. This program includes the top 90 senior leaders across the company and enables true reflection and commitment in understanding the type of leader needed to move the company to the next level of excellence.*

## Par Pacific is a place where employees can learn and grow.

COMPANY	EMPLOYEE	JOINED	FIRST ROLE	CURRENT ROLE
Hele	SHEYNA RABANG	2005	Temporary Hire in a C-store	Retail Area Manager
nomnom	JOHN ABRAHAM	2008	Store Manager	Retail Area Manager
Par Hawaii Refining	ANDRE THOMAS	1989	Operator	Pipeline and Terminal Operations Manager
Par Pacific	SHAWN FLORES	2014	Senior Analyst, Financial Planning & Analysis	Senior Vice President and Chief Financial Officer
U.S. Oil	SHAUNA TECLEMARIAM	1979	Student Part-Time Laboratory Technician	Staff Chemist
Wyoming Refining Company	SARA PETERSON	2017	Warehouse Technician	Logistics Supervisor

Shawn Flores joined Par Pacific in 2014 as Senior Analyst, Financial Planning & Analysis. Mr. Flores currently serves as Senior Vice President and Chief Financial Officer.



### Stakeholders

Connecting and engaging in the communities where we operate is an important priority for Par Pacific. Active stakeholder engagement and dialogue is an integral part of our sustainability commitment. We value our stakeholder relationships, which enable us to execute our strategy while living our values. The breadth of the perspectives they provide gives us a greater understanding of not only concerns and expectations, but also options and opportunities to create lasting value. We engage our stakeholders in a range of ways as we work to improve our performance.

We tap into an array of sources to broaden our view and gather information relevant to our stakeholders. We seek to identify trends and areas of improvement that will help us shape the future of our company.

### EMPLOYEES

Priorities for employees include health and safety, job security, compensation and benefits, professional development, career advancement, company strategy, ethics and compliance, and diversity and inclusion.

► **Robust Benefits:** To recruit and retain top talent, we offer robust benefits. For example, we offer company paid life insurance, health insurance, 401(k) plan, flexible spending account, generous time off, employee assistance program, employee stock purchase plan, additional optional insurance coverage, tuition reimbursement, leave of absence programs, LifeLock identity theft protection, and a fitness reimbursement program.

► **Frequent Communication:** Through our intranet, regular town hall meetings, written memos, focus groups, employee surveys, and face-to-face interactions, we prioritize regular communication. From company initiatives to news and goals to performance, we frequently communicate to our employees. Town hall meetings, which include anonymous Q&A, are held quarterly. We have our code of business conduct posted on our website, and all employees are required to be trained on the code of business conduct every other year. Par Pacific employees also take anti-harassment training based on our desire to ensure all employees work in a positive, respectful culture, free from any workplace harassment, bullying, or other inappropriate behavior. Our employees have a variety of avenues to report workplace concerns, including their supervisor, human resources, or the anonymous ethics hotline.

► **Collective Bargaining:** We respect our employees' rights to collectively bargain. As of December 31, 2022, approximately 16 % of Par Pacific employees are represented by a union or collective bargaining agreement. We endeavor to form and maintain collaborative relationships with unions in support of our business objectives. We respect the rights of our represented employees to bargain collectively and reach agreements that are both fair and equitable and enable each business unit to compete in an increasingly challenging market.

### SHAREHOLDERS AND INVESTORS

Priorities for shareholders and investors include financial performance, climate change, risk management, ethics, long-term shareholder value, sustainability, Board diversity and expertise, and human capital management.

► **Regular Communication:** We update shareholders and the investment community primarily through our SEC filings which can be accessed on our website. We also host quarterly earnings calls and other investor presentations in addition to our annual shareholder meeting. Our earnings calls are available for replay, and news releases, investor presentations, and reports are accessible on our website.

► **Proactive Engagement:** We engage with our investors, shareholders, bankers, and insurers to discuss items of interest or concern. Through formal presentations, analyst calls, investor conferences, meetings, and phone conversations, we learn about topics of interest to our stakeholders. This regular communication enables Par Pacific's Board and management to stay informed and engaged on topics of importance to our investors.

### COMMUNITIES WHERE WE OPERATE

Priorities for communities where we operate include: health and safety, operational impacts, local employment, community development and involvement, emergency response, noise and traffic, and reliable energy.

► **Meaningful Contribution:** We seek to be an asset to our communities. Through volunteering and serving the needs of our communities, we strive to leave our communities better than we found them. We also recognize our communities are unique. We seek to understand the specific needs of the communities where we operate so we can better serve them.

► **Local Engagement:** Through our websites, social media, apps, and community programs we seek to engage our community. We also partner with organizations and local businesses to provide resources.

► **Reliable Energy:** We operate in locations with unique energy needs. We will continue to provide reliable energy in the form of liquid fuels, like gasoline and diesel, to our communities.

The Hawaii HR team has built relationships with affinity groups such as the Honolulu Community Action Program and veteran organizations. We support these groups through training, such as, "How to write a resume" and "How to interview" classes.

### GOVERNMENTS AND REGULATORY BODIES

Priorities for governments include compliance with regulatory requirements, taxes and royalties, energy supply, job creation, environmental protection, climate change, and air emissions.

► **Local Solutions:** We seek to work with local governments to make our communities better. Through engagement and education, we work together to provide energy to our communities affordably and reliably.

► **Policy Development:** We legally, responsibly, and ethically participate in the legislative and regulatory policy development and political process. Our operations are highly regulated and are affected by actions at all levels of government. Our public policy activities include education and advocacy efforts at the local, state, and federal government levels. We are committed to complying with all applicable state and federal rules on lobbying and disclosures.

► **Trade Associations:** We participate in industry trade associations to share technical and standards expertise, share lessons learned from incident investigations, develop best practices, and take part in public education efforts regarding issues of common concern to our industry. We regularly review associations and memberships to ensure they continue to serve our business needs.

### CUSTOMERS & SUPPLIERS

Priorities for customers and suppliers include performance expectations, cost efficiencies, and supplier diversity.

► **Experience:** Our customers and suppliers are important to us. We seek to provide a superior consumer experience to all our customers. Our retail stores provide direct customer service opportunities.

► **Consistent Provider:** We seek to be a consistent provider of the energy needed to support thriving communities.

► **Process Management:** Supplier process management includes a bid process, contract negotiations, project management and performance reviews.



# Strong governance

## Governance & Ethics

At Par Pacific, we focus on strong governance. We believe good governance results in good stewardship. Governance is the oversight that results in conducting our business in alignment with our values. The aim of our focus on governance is to ensure we uphold ethical standards and fundamental business practices.

We believe independent Board oversight is essential to effective governance. For more information on board composition, structure and independence, please refer to our 2023 Proxy Statement.

Members of our Board possess relevant skills and qualifications. Their experience comes primarily from the energy, government, and finance sectors. Their diverse perspectives help ensure the Board collectively challenges itself and assesses the variety of risks and opportunities Par Pacific will face.



Governance extends throughout Par Pacific via the Board, Chief Executive Officer, Executive Leadership Team, and managers then to all employees. Our Board of Directors and its committees oversee corporate risk management, while Par Pacific's executive and senior management is responsible for day-to-day risk management at the enterprise level.

Governance starts at the top and extends throughout our organization. The Board oversees and guides the direction of Par Pacific. The Board regularly reviews evolving corporate governance best practices, changing regulatory requirements and feedback from shareholders. It then authorizes actions it believes are in the best interest of Par Pacific and its shareholders.

The Board has five standing committees: Audit, Compensation, Executive, Nominating and Corporate Governance, and Operations and Technology. To read the charters of each committee, please visit <https://www.parpacific.com/investors/corporategovernance/governance-documents>.

## Purpose of Each Committee

### AUDIT COMMITTEE

The purpose of the audit committee is to assist the Board with oversight of the integrity of Par Pacific’s financial statements; compliance with legal and regulatory requirements; Par Pacific’s independent registered auditors’ qualifications and independence; execution of our risk management function; performance of our independent registered auditors and internal audit function; and the design and implementation of our internal audit function.

The primary role of the audit committee is to oversee the financial reporting and disclosure process. To fulfill this obligation, the committee relies on: management for the preparation and accuracy of the Par Pacific’s financial statements; management and the internal audit department for establishing effective internal controls and procedures to ensure Par Pacific’s compliance with accounting standards, financial reporting procedures and applicable laws and regulations; and our independent auditors for an unbiased, diligent audit or review, as applicable, of Par Pacific’s financial statements and the effectiveness of internal controls. The members of the audit committee are not employees of Par Pacific and are not responsible for conducting the audit or performing other accounting procedures.

### COMPENSATION COMMITTEE

The purpose of the compensation committee is to carry out the responsibilities delegated by the Board relating to the review and determination of executive compensation. The compensation committee is also accountable for oversight and review of Par Pacific’s succession planning process.

### EXECUTIVE COMMITTEE

The executive committee is appointed by the Board to exercise the powers and duties of the Board between Board meetings and while the Board is not in session and implement the policy decisions of the Board.

### NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The purpose of the nominating and corporate governance committee is to carry out the responsibilities delegated by the Board relating to Par Pacific’s director nomination process and procedures, developing and maintaining our corporate governance policies, and any related matters required by the federal securities laws, assisting the Board in identifying, evaluating, and reviewing social, political, and environmental trends and related risks that could affect Par Pacific’s business activities and performance, and considering and making recommendations for our strategies related to corporate responsibility, contributions, and reputation management.

### OPERATIONS AND TECHNOLOGY COMMITTEE

The primary purpose of the operations and technology committee is to assist the Board in fulfilling its oversight responsibilities for matters related to our operations and technology initiatives, including but not limited to overseeing the scope, direction, quality, and execution of Par Pacific’s operational and technology strategies formulated by management and to provide guidance on operations and technology as it may pertain to, among other things, our business platforms.

Each committee helps Par Pacific manage risks across the company and compete more effectively to build long-term value. Each committee is chaired by an independent director who determines the frequency, length, and agenda of the committee meetings and who has access to management, information, and independent advisors as needed.



	Robert Silberman	Melvyn Klein	Curt Anastasio	Anthony Chase	Timothy Clossey	Philip Davidson	Walter Dods	Katherine Hatcher	Patricia Martinez	Will Monteleone	William Pate	Aaron Zell
	2014	2014	2014	2021	2014	2021	2015	2019	2023	2012	2014	2023
CEO/ Senior Exec./ Leader of Significant Business Operations	●	●	●	●	●	●	●	●	●	●	●	●
Science/ Technology/ Engineering/ Research/ Academia					●	●						
ESG/ Government/ Regulatory/ Legal/ Military/ Public Policy	●	●	●	●	●	●	●		●		●	●
Finance/ Financial Disclosure/ Financial Accounting		●	●	●	●		●	●	●	●	●	●
Relevant Industry Experience	●	●	●	●	●		●	●	●	●	●	●
Public Company CEO, CFO, or COO	●	●	●	●			●			●	●	
Independent	●	●	●	●	●	●	●	●	●			●
Tenure	9	9	9	2	9	2	8	4	NA	11	9	NA

CHAIRMAN MEMBER

DIRECTOR	AUDIT COMMITTEE	COMPENSATION COMMITTEE	EXECUTIVE COMMITTEE	NOMINATING AND CORPORATE GOVERNANCE COMMITTEE	OPERATIONS AND TECHNOLOGY COMMITTEE
Robert Silberman					
Melvyn N. Klein					
Curtis V. Anastasio					
Anthony Chase					
Timothy Clossey					
Philip Davidson					
Walter A. Dods					
Katherine Hatcher					
Patricia Martinez					
Will Monteleone					
William Pate					
Aaron Zell					

\* Committee membership is as of July 1, 2023. Mr. Zell joined as a director on May 2, 2023. Ms. Martinez joined as a director on May 18, 2023.



### Board Fact Sheet

- ✔ Independent lead Director
- ✔ Independent Audit Committee
- ✔ Independent Compensation Committee
- ✔ Independent corporate governance committee
- ✔ Annual Board elections
- ✔ Annual review of independence of Board
- ✔ Annual Board committee evaluations
- ✔ Proxy access and universal proxy for Director nominations
- ✔ Shareholders vote on executive pay
- ✔ Succession planning
- ✔ Policy on Board size
- ✔ Board independence requirements
- ✔ Corporate governance documents publicly available

### Ethics & Values

Our values are integrated into our perspectives, decisions, and actions. Our approach to sustainability and operations is based on our ethics and values.

We maintain strong governance through written policies. Our Code of Business Conduct and Ethics outlines our commitment to maintaining the highest standards of business conduct and ethics. The officers, managers, and other supervisors at Par Pacific are expected to develop a commitment to the Code of Business Conduct and Ethics throughout the company. The Code of Business Conduct and Ethics covers areas including, but not limited to:

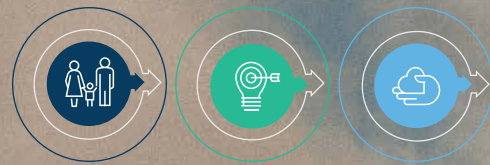
- ▶ Honest and Ethical Conduct,
- ▶ Legal Compliance,
- ▶ Insider Trading, Environmental Compliance,
- ▶ Conflicts of Interest,
- ▶ Treatment with Fairness and Respect,
- ▶ Fair Dealing,
- ▶ Protection and Proper Use of Company Assets,
- ▶ Confidentiality, and
- ▶ Compliance Standards and Procedures.

We are proud of the work we do and how we do it. We recognize questions can arise in today's complex global business environment. We encourage employees and contractors to ask questions and seek guidance about ethical concerns. We have several confidential reporting mechanisms including speaking to a trusted manager or human resource representative. Additionally, we have an anonymous hotline hosted by a third party to ensure anonymity. Any stakeholder, whether employee, contractor, shareholder, or the public, may report an actual or suspected violation anonymously through our 24-hour hotline. Par Pacific prohibits retaliation of any kind against employees for raising an ethical or legal concern.

We encourage and recognize ethical actions. As a company whose values define our culture and underpin business decisions, we are well positioned for success.



# Results and Reports



## As Demonstrated by Our Results

### PAR PACIFIC PERFORMANCE DATA

	2018	2019	2020	2021	2022
<b>Workforce Safety</b>					
Total Recordable Incident Rate (TRIR) <sup>1</sup>	1.26	1.78	1.24	1.78	1.79
Fatality Rate	0	0	0	0	0
<b>Process Safety</b>					
Tier 1 Process Safety Event Rate <sup>2</sup>	0.09	0.18	0.43	0	0.11
Tier 2 Process Safety Event Rate <sup>2</sup>	0.45	0.21	0.49	0.26	0.76
<b>Environmental<sup>4</sup></b>					
Air Emissions in Metric Tons (t)					
NOx	758	1001	837	868	808
PM (Particulate Matter) <sup>3</sup>	69.3	106.9	78.4	89.0	87.6
SOx	241	381	341	364	323
H <sub>2</sub> S	1.2	1.0	0.8	0.7	0.7
VOC's (Volatile Organic Compounds) <sup>4</sup>	589	683	681	656	629
Air Emissions in US Tons					
NOx	836	1,102	922	957	890
PM (Particulate Matter)	76.4	118	86.4	98.1	96.5
SOx	266	420	376	401	356
H <sub>2</sub> S	1.4	1.1	0.9	0.8	0.8
VOC's (Volatile Organic Compounds)	649	753	750	723	694
Air Emissions in US lbs					
NOx	1,671,540	2,204,791	1,844,623	1,913,855	1,780,570
PM (Particulate Matter)	152,756	235,570	172,890	196,217	193,007
SOx	531,992	839,559	751,596	801,845	711,248
H <sub>2</sub> S	2,725	2,223	1,760	1,559	1,642
VOC's (Volatile Organic Compounds)	1,297,529	1,505,080	1,500,735	1,445,968	1,387,247
Gross Global Scope 1 Emissions <sup>5</sup>	1,261	1,134	903	928	871
Gross Global Scope 2 Emissions <sup>5</sup>	-	-	-	131	117
Fresh Water Drawn (1,000 m <sup>3</sup> ) <sup>7</sup>					
Fresh water drawn (MMGal) <sup>7</sup>	1,500	2,361	2,305	2,214	1913
Fresh water drawn (MMGal/Day) <sup>7</sup>	396	624	609	585	505
Fresh water drawn (Millions Liters/Day) <sup>7</sup>	1.1	1.7	1.7	1.6	1.4
Fresh water drawn (Billions Liters) <sup>7</sup>	1.5	2.4	2.3	2.2	1.9
Surface Water drawn (1,000 m <sup>3</sup> )					
Ground Water drawn (1,000 m <sup>3</sup> )			0	0	0
Other Water drawn (1,000 m <sup>3</sup> )			1,057	223	5
			2,803	2,714	2,428
Total Water Discharge (MMGal/Yr)					
Total Water Discharge (MMGal/Day)			607	419	343
Total Water Discharge (Billions Liters/Yr)			1.2	.7	.5
			1.7	1.0	.7
Hazardous Waste Generated in Metric Tons (t) <sup>8</sup>					
Hazardous waste generated (US tons) <sup>8</sup>	322	502	322	777	351
Hazardous waste generated (US pounds) <sup>8</sup>	355	554	355	857	387
	710,291	1,107,171	709,403	1,713,584	773,332
Number of Underground Storage Tanks (UST's)					
Number of UST Releases Requiring Cleanup	353	356	351	343	355
	1	0	1	0	0
<b>Operations and Reliability</b>					
Refining Throughput of Crude Oil and Other Feedstocks (Mboe/d)	125	164	124	135	134

Unless otherwise noted, data represents refinery assets operated by Par Pacific as of Dec. 31, 2022. Cumulative Par Pacific data does not include logistics, retail, or corporate office data except for workforce safety and process safety data. In an effort to continue to provide better and more reliable data, we have updated some of our historical figures following a review of the data. Significant changes are noted below. Inclusion of information in this report is not an indication that the contents are material to investors or required to be disclosed in SEC filings. In this regard, the standard of materiality for purposes of federal securities law disclosure requirements and SEC filings is not the standard that Par Pacific applied when determining which issues to address and the level of detail to be included in this report. For example, this report may refer to materiality differently or encompass stakeholders' interests other than shareholders in their standards. Furthermore, data collection methodologies and calculations are subject to change. Disclosures that are important or relevant to stakeholders reviewing this report may not equate to what is material for investors in the context of disclosures required in a Form 10-K.

<sup>1</sup> TRIR as defined by the Occupational Safety and Health Administration. Calculation includes contractors and is based on 200,000 work hours.

<sup>2</sup> Calculated based on an average of each refinery's TRIR for 2018 - 2020. Calculated based on number of process safety events and total number of combined refinery hours for 2021 and 2022.

<sup>3</sup> Reflects corrected conversion to metric tons for Washington data. Also reflects updates to 2019 and 2020 Hawaii data.

<sup>4</sup> 2020 reflects removal of Hawaii logistics and retail.

<sup>5</sup> Thousand metric tons (kt) CO<sub>2</sub>-e.

<sup>6</sup> Reflects updated rounding and corrections. Global refining Scope 1 GHG emissions represent the overwhelming majority of the consolidated entity's Scope 1 GHG emissions. 2018 and 2019 was calculated using the previous calculation methodology. This re-evaluation effort commenced during fall 2020 in anticipation of new Washington GHG legislation planned for the 2021 legislative session. This legislation passed and was signed into law as the Climate Commitment Act during spring 2021. Prior reporting included Scope 2 Wyoming Refining Company's GHG emissions. The changes in 2018 and 2019 Scope 1 emissions reflects the removal of Wyoming Refining Company's GHG Scope 2 emissions. GHG emissions include operation of Par West Topping Unit beginning in 2019.

<sup>7</sup> Fresh water is defined as water that has low salinity - usually less than 0.1% (local legal definitions vary).

<sup>8</sup> Hazardous waste is taken from modified waste spreadsheet. Hazardous Waste is a biennial waste report. The hazardous waste report is submitted every other year. For 2020 and 2021 Hawaii data values in table are combined for previous year.

## Governance Overview\*

	2021	2022	2023
<b>Directors</b>			
Number of Directors	10	11	12
Percent of Minority Directors	0%	9%	17%
Percent of Women	10%	9%	17%
<b>Director Gender</b>			
Men	9	10	10
Percent of Men	90%	91%	83%
Women	1	1	2
Percent of Women	10%	9%	17%
<b>Director Age</b>			
20s	0	0	1
30s	1	1	1
40s	1	0	1
50s	2	2	2
60s	4	6	5
70s	1	1	0
80s	1	1	2
Board Average Age	61	63	60
Board Median Age	64	65	64
<b>Director Tenure</b>			
0-2 years	1	2	4
3-5 years	0	1	1
6-10 years	9	8	6
11-15 years	0	0	1
Average Years of Tenure	6.7	6.5	6.0
Median Years of Tenure	7.0	8.0	8.5
<b>Director Ethnic Diversity</b>			
Total Minority Directors	0	1	2
Percent of Minority Directors	0%	9%	17%
<b>Number of Minority Directors</b>			
American Indian/Alaskan Native	0	0	0
Asian	0	0	0
Black or African American	0	1	1
Hispanic or Latino	0	0	1
Native Hawaiian or Other Pacific Island	0	0	0
Two or More Races	0	0	0
<b>Percent of Minority Directors</b>			
American Indian/Alaskan Native	0%	0%	0%
Asian	0%	0%	0%
Black or African American	0%	9%	8%
Hispanic or Latino	0%	0%	8%
Native Hawaiian or Other Pacific Island	0%	0%	0%
Two or More Races	0%	0%	0%
Board Meetings Held**	6	6	NA
% of Directors to attend at least 75% of the Board meetings**	100%	100%	NA
<b>Independence</b>			
Number of Independent Directors	7	9	10
Independent Chairman of the Board	yes	yes	yes
Independent Chairman of the Audit Committee	yes	yes	yes
Independent Chairman of the Compensation Committee	yes	yes	yes
Independent Chairman of the Executive Committee	yes	yes	yes
Independent Chairman of the Nominating and Corporate Governance Committee	yes	yes	yes
Independent Chairman of the Operations and Technology Committee	yes	yes	yes
<b>Percent of Independent***</b>			
Directors	70%	82%	83%
Audit Committee Members	100%	100%	100%
Compensation Committee Members	100%	100%	100%
Executive Committee Members	67%	67%	67%
Nominating and Corporate Governance Committee Members	100%	100%	100%
Operations and Technology Committee Members	67%	100%	75%

\* As of June 30 of each year

\*\* For the respective year

\*\*\* As of the Proxy Statement for 2021 and 2022



## Social Workforce\*

	2020	2021	2022
<b>Employee Type</b>			
Total Number of Employees	1403	1336	1397
Retail Employees	606	573	607
Percent of Represented Employees	17%	17%	16%
Percent of Veteran Employees	5%	6%	6%
Percent of Veteran New Hires	2%	3%	3%
Percent of Employees with a Disability	6%	5%	6%
Percent of New Hires with a Disability	6%	7%	6%
Percentage of Professionals	15%	15%	14%
Percentage of First and Mid-Level Managers	16%	15%	13%
Percentage of Executive and Senior Management	7%	7%	7%
<b>Workforce Demographics</b>			
Traditionalists (1945 & Before)	0.3%	0.4%	0.3%
Baby Boomers (1946-1964)	23%	26%	19%
Generation X (1965-1980)	39%	34%	36%
Millennials (1981-1996)	33%	33%	38%
Generation Z (1997 & Beyond)	3%	5%	8%
<b>Workforce Diversity</b>			
Percent of Female Employees	38%	36%	36%
Percent of Female Professionals	34%	32%	36%
Percent of Female First and Mid-Level Managers	36%	33%	37%
Percent of Female Employees in an Executive and Senior Management Position	8%	8%	13%
<b>Minorities<sup>1</sup></b>			
American Indian/Alaskan Native	1%	1%	1%
Asian	23%	22%	19%
Black or African American	2%	3%	3%
Hispanic or Latino	3%	3%	3%
Native Hawaiian or Other Pacific Island	15%	15%	15%
Two or More Races	6%	6%	6%
<b>Minorities</b>			
Percent of Minority Employees	50%	49%	48%
Percent of Minority Professionals	42%	42%	46%
Percent of Minority First and Mid-Level Managers	48%	46%	47%
Percent of Minority Employees in an Executives and Senior Management Position	32%	29%	27%
<b>Employee Opportunities/Promotions<sup>2</sup></b>			
% Female Promotions <sup>3</sup>	23%	28%	25%
% Minority Promotions <sup>3</sup>	44%	46%	48%
<b>Employee Hires, Retention &amp; Turnover</b>			
Female Hire Percent of Total New Hires	59%	49%	49%
Minority Hire Percent of Total New Hires	37%	35%	39%
<b>Voluntary Turnover</b>			
Non-Retail Voluntary Turnover Rate <sup>4</sup>	6%	12%	14%
Retail Voluntary Turnover Rate <sup>4</sup>	44%	65%	65%

1-As a percentage of total employees

2-Employee lateral position changes within the organization are counted as opportunities

3-As a percentage of total employee promotions

4-As a percent of total employees

# SASB Report

## Disclosure Topics & Accounting Metrics

as of December 31, 2022

Topic	SASB Code	Metric	Disclosure / Explanation
Greenhouse Gas Emissions	EM-RM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Scope 1 - 871 thousand metric tons Scope 2 - 117 thousand metric tons
	EM-RM-110a.2	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	See discussion in this Report (Environmental Stewardship - Air) and the Annual Report Note 17-Commitments and Contingencies and Environmental Matters (Regulation of Greenhouse Gases).
Air Quality	EM-RM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) particulate matter (PM <sub>10</sub> ), (4) H <sub>2</sub> S, and (5) volatile organic compounds (VOCs)	(1) Nox - 808 metric tons
			(2) PM - 87.6 metric tons
			(3) SOx - 323 metric tons
			(4) H <sub>2</sub> S - 0.7 metric tons
	EM-RM-120a.2	Number of refineries in or near areas of dense population	2
Water Management	EM-RM-140a.1	(1) Total fresh water withdrawn	(1) 1,913 thousand cubic meter
Hazardous Materials Management	EM-RM-150a.1	Amount of hazardous waste generated	351 metric tons
	EM-RM-150a.2	(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with UST financial assurance funds	(1) 355 (2) 0 (3) 0%
Workforce Health & Safety	EM-RM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate	(1) 1.79, (2) 0
	EM-RM-320a.2	Discussion of management systems used to integrate a culture of safety	See discussion in this Report (Environmental Stewardship - Air) and the Annual Report Note 17-Commitments and Contingencies and Environmental Matters (Regulation of Greenhouse Gases).
Critical Incident Risk Management	EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	Tier 1 process safety: 0.11 Tier 2 process safety: 0.76
Activity Metric	EM-RM-000.A	Refining throughput of crude oil and other feedstocks	134,000 bpd
	EM-RM-000.B	Refining operating capacity	155,000 bpd

As urbanized areas with a population greater than 50,000.

### Global Footnotes for SASB Data

(a) The performance data presented is based on the company's interpretation and judgment of the SASB framework in the Oil & Gas – Refining & Marketing industry standard. References to specific SASB Code numbers do not indicate the application of any or all definitions, metrics, measurements, standards or approaches set forth in the SASB framework. (b) SASB standards are not intended to, and cannot, replace any legal or regulatory requirements that may be applicable to the company's operations. (c) Environmental performance metrics data only includes fleet of active refinery assets, which represent the overwhelming majority of company's operations and emissions.

### About this Document

This document includes statements regarding various policies, values, standards, approaches, procedures, processes, systems, programs, initiatives, assessments, technologies, practices, and similar measures related to our operations and ESG and compliance systems ("Policies and Procedures"). References to Policies and Procedures in this document do not represent guarantees or promises about their efficacy or continued implementation, or any assurance that such Policies and Procedures will apply in every case. Such Policies and Procedures are subject to risks, uncertainties and other factors, some of which are beyond the control of Par Pacific and are difficult to predict, and there may be exigent circumstances, factors, or considerations that may cause implementation of other measures or exceptions in specific instances. Please see Forward-Looking Statements / Disclaimers.







### EEO-1 Report

The data below corresponds to our U.S. Equal Employment Opportunity Employee Information (EEO-1) Report. The EEO-1 Report is a compliance report mandated by federal statute and regulations. The survey requires company employment data to be categorized by race/ethnicity, and job category. Please note that the job categories may differ in the way we categorize jobs and track Diversity, Equality, and Inclusion progress at Par Pacific.

JOB CATEGORY	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
	Male	Female	Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Exec./Sr. Officials & Mgrs.	0	0	7	0	0	0	0	0	0	0	0	0	0	0	7
First/Mid Officials & Mgrs.	6	6	96	5	15	41	3	6	43	3	10	19	1	7	261
Professionals	3	6	82	5	11	32	0	9	29	3	6	20	0	2	208
Technicians	4	1	30	1	9	36	0	3	6	0	2	4	0	1	97
Sales Workers	3	8	98	10	9	15	3	8	91	4	80	64	4	18	415
Administrative Support	1	4	9	1	0	1	0	1	16	2	3	8	1	1	48
Craft Workers	0	0	24	1	9	17	1	10	1	0	0	0	0	0	63
Operatives	7	0	98	3	47	31	2	13	2	0	0	1	0	1	205
Laborers & Helpers	0	0	9	2	2	1	0	0	0	0	0	0	0	0	14
Service Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>24</b>	<b>25</b>	<b>454</b>	<b>28</b>	<b>102</b>	<b>174</b>	<b>9</b>	<b>50</b>	<b>188</b>	<b>12</b>	<b>101</b>	<b>116</b>	<b>6</b>	<b>30</b>	<b>1319</b>
<b>Previous Year Total</b>	<b>30</b>	<b>35</b>	<b>460</b>	<b>27</b>	<b>110</b>	<b>194</b>	<b>6</b>	<b>51</b>	<b>204</b>	<b>11</b>	<b>101</b>	<b>135</b>	<b>4</b>	<b>40</b>	<b>1408</b>

The EEO-1 Report is based on the payroll period December 5, 2021, to December 18, 2021.

## Forward-Looking Statements / Disclaimers

The information contained in this report has been prepared to assist you in making your own evaluation of the company and does not purport to contain all the information you may consider important. Any estimates or projections with respect to future performance have been provided to assist you in your evaluation but should not be relied upon as an accurate representation of future results. Certain statements, estimates, and financial information contained in this report constitute forward-looking statements.

Such forward-looking statements involve known and unknown risks and uncertainties that could cause actual events or results to differ materially from the results implied or expressed in such forward-looking statements. While presented with numerical specificity, certain forward-looking statements are based upon assumptions that are inherently subject to significant business, economic, regulatory, environmental, seasonal and competitive uncertainties, contingencies and risks.

Although Par Pacific believes that the assumptions and forward-looking statements were reasonable when made, because assumptions are inherently subject to significant uncertainties and contingencies, which are difficult or impossible to predict and are beyond its control, Par Pacific cannot give assurance that it will achieve or accomplish its expectations, beliefs or intentions, or that any forward-looking statements will ultimately prove to be accurate. When considering these forward-looking statements, you should keep in mind the risk

factors and other cautionary statements contained in Par Pacific's filings with the Securities and Exchange Commission (SEC) and other reports and information available on Par Pacific's website. These risks could cause the actual results, actions, and Policies and Procedures of Par Pacific to differ materially from those contained in any forward-looking statement. We do not intend to update these statements unless we are required by the securities laws to do so. Results or metrics in this document as of any date, or for any period, ending on or prior to the date of this document are not necessarily indicative of the results that may be expected as of any date, or for any period, ending after the date of this document.

Inclusion of information in this report is not an indication that the contents are material to investors or required to be disclosed in SEC filings. In this regard, the standard of materiality for purposes of federal securities law disclosure requirements and SEC filings is not the standard that Par Pacific applied when determining which issues to address and the level of detail to be included in this report. For example, this report may refer to materiality differently or encompass stakeholders' interests other than shareholders in their standards. Furthermore, data collection methodologies and calculations are subject to change. Disclosures that are important or relevant to stakeholders reviewing this report may be material for investors in the context of disclosures required in our SEC filings.

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## Questions or comments?

We want to hear from you. Contact us at <https://www.parpacific.com/contact-us>

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Read the report online at <https://www.parpacific.com/sustainability>





**Par Pacific**

