



2023 EEO-1 Disclosure

Consistent with our Mission, Vision and Core Values, Delek believes that a diverse workforce composed of individuals with a variety of personal and professional backgrounds and identities makes our company stronger. We are committed to increasing the diversity of our already inclusive workforce and generating greater professional and economic opportunities for all employees. Achieving these complementary goals will make us stronger, more agile, and resilient.

In the spirit of transparency and to provide our stakeholders with the information they need to follow our progress, Delek is, for the fourth year in a row, disclosing the data from the consolidated Equal Employment Opportunity Report (EEO-1) we filed with the US Department of Labor. Below is our filing for 2023.



co= AB91007
u= AB91007

EQUAL EMPLOYMENT OPPORTUNITY
2023 EMPLOYER INFORMATION REPORT EEO-1
CONSOLIDATED REPORT

SECTION B - EMPLOYER IDENTIFICATION

1. Delek US Holdings, Inc.
310 Seven Spring Way, Suite 500
Brentwood, TN 37027

SECTION D - EMPLOYER IDENTIFICATION NUMBER

EIN: 352581557

SECTION E - EMPLOYER FILING ELIGIBILITY

1-Y 2-N 3-N
DUNS: 80761506

SECTION F - FEDERAL CONTRACTOR DESIGNATION

1-N 2-Y 3-Y 4-N 5-Y
UEI: M3EUG8JZTB76

SECTION G - NAICS INFORMATION

NAICS: 324110 - Petroleum Refineries

SECTION H - EMPLOYEMENT DATA

| JOB CATEGORIES | Race/Ethnicity | | | | | | | | | | | | | | Row Total |
|---|--------------------|------------|------------------------|---------------------------|-----------|---|----------------------------------|-------------------|------------|---------------------------|-----------|---|----------------------------------|-------------------|-------------|
| | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
| | | | Male | | | | | | Female | | | | | | |
| | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | |
| Executive/Senior Level Officials and Managers | 3 | 1 | 30 | 1 | 0 | 1 | 1 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 44 |
| First/Mid-Level Officials and Managers | 43 | 85 | 285 | 17 | 19 | 0 | 0 | 9 | 132 | 16 | 5 | 1 | 1 | 2 | 615 |
| Professionals | 33 | 11 | 234 | 15 | 13 | 1 | 2 | 5 | 98 | 17 | 9 | 0 | 0 | 5 | 443 |
| Technicians | 4 | 1 | 43 | 4 | 1 | 0 | 0 | 1 | 8 | 1 | 0 | 0 | 0 | 0 | 63 |
| Sales Workers | 209 | 288 | 196 | 55 | 2 | 5 | 14 | 13 | 260 | 92 | 6 | 1 | 20 | 25 | 1186 |
| Administrative Support Workers | 3 | 14 | 12 | 1 | 0 | 0 | 0 | 0 | 43 | 9 | 4 | 0 | 1 | 0 | 87 |
| Craft Workers | 31 | 0 | 172 | 14 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 221 |
| Operatives | 122 | 0 | 546 | 131 | 0 | 1 | 3 | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 811 |
| Laborers and Helpers | 3 | 0 | 9 | 2 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 17 |
| Service Workers | 5 | 9 | 10 | 6 | 0 | 0 | 0 | 2 | 14 | 13 | 0 | 0 | 0 | 3 | 62 |
| CURRENT 2023 REPORTING YEAR TOTAL | 456 | 409 | 1537 | 246 | 35 | 9 | 22 | 42 | 561 | 149 | 24 | 2 | 22 | 35 | 3549 |
| PRIOR 2022 REPORTING YEAR TOTAL | 438 | 455 | 1620 | 266 | 40 | 6 | 25 | 37 | 598 | 195 | 25 | 4 | 12 | 27 | 3748 |