



SUSTAINABILITY REPORT



2024





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MESSAGE FROM THE CEO

As we reflect on our journey over the past 12 years, PBF Energy Inc. (“PBF Energy,” or “the Company”) remains deeply committed to creating long-term value for our stakeholders while advancing our efforts in environmental stewardship, safe and responsible operations, and transparent communications. Since our first full year as a publicly traded company in 2013, we have strategically expanded to become one of America’s largest independent merchant refiners, with operations now spanning four major regions across the country. Our robust logistics infrastructure continues to support the efficient and reliable delivery of energy products, while we pursue ongoing improvements to operational performance and sustainability outcomes.

At PBF Energy, we recognize that meeting society’s foundational energy needs plays a critical role in supporting quality of life, economic development, and social equity. Our responsibility is to provide affordable and dependable energy—while ensuring that our operations are aligned with environmental integrity and the well-being of the communities we serve. Striking this balance is central to our mission of reducing environmental impact, strengthening community trust, and adapting to the evolving energy landscape.

Since becoming a public company, we have approximately doubled our refining capacity through strategic acquisitions. Throughout this growth, we’ve prioritized optimization and asset rationalization initiatives that have enabled us to increase efficiency without sacrificing product output. As a result of these efforts, we have achieved a more than 30% reduction in direct and indirect greenhouse gas (GHG) emissions. This reduction in absolute Scope 1 and Scope 2 emissions also generated a significant decrease in our GHG intensity—an accomplishment that reflects our team’s commitment to continuous environmental improvement.

In 2023, we reached a significant milestone in our energy transition strategy with the commissioning of our renewable diesel unit (RDU) as part of the Saint Bernard Renewables (SBR) business—a joint venture between PBF Energy and Enilive S.p.A. Located alongside our Chalmette refinery, this facility has the capacity to produce up to 20,000 barrels per day of renewable diesel. This strategic investment not only diversifies our product portfolio, but also contributes meaningfully to lowering the carbon intensity of our energy offerings. As we look to the future, we are actively exploring additional opportunities for emissions reductions, circular solutions, and low-carbon product innovation that support a more sustainable energy system.

To further guide our sustainability roadmap, we recently completed our first materiality assessment and released our inaugural Task Force on Climate-related Financial Disclosures (TCFD) report. These efforts have helped us identify our most material sustainability priorities—including safety, workforce development, community engagement, and environmental performance. The TCFD framework also provides critical insight into the physical and transitional risks associated with climate change, enabling us to build greater resilience into our operations and strategic planning.

At PBF Energy, we are fully aware of our responsibility to all stakeholders—employees, business partners, communities, shareholders, and society at large. We believe transparency is the foundation of accountability and trust, and we remain committed to regularly sharing data and insights on our environmental performance, emissions, and sustainability initiatives. Through clear and consistent communication, we aim to foster alignment, engage stakeholders, and strengthen our collective path forward.

As we look ahead, we are more committed than ever to advancing a just, inclusive, and sustainable energy future. We will continue to invest in operational efficiency, emerging technologies, and science-aligned environmental practices to help reduce our environmental footprint—while ensuring we remain a reliable energy partner to the communities and markets we serve. By working together across the PBF Energy organization, we will continue to identify and mitigate risks, unlock new opportunities, and remain resilient in an ever-evolving global energy landscape.

Thank you for your continued support as we strive to lead by example—as a responsible, future-ready energy provider committed to sustainable progress for generations to come.

Matthew Lucey
PBF Energy President and CEO

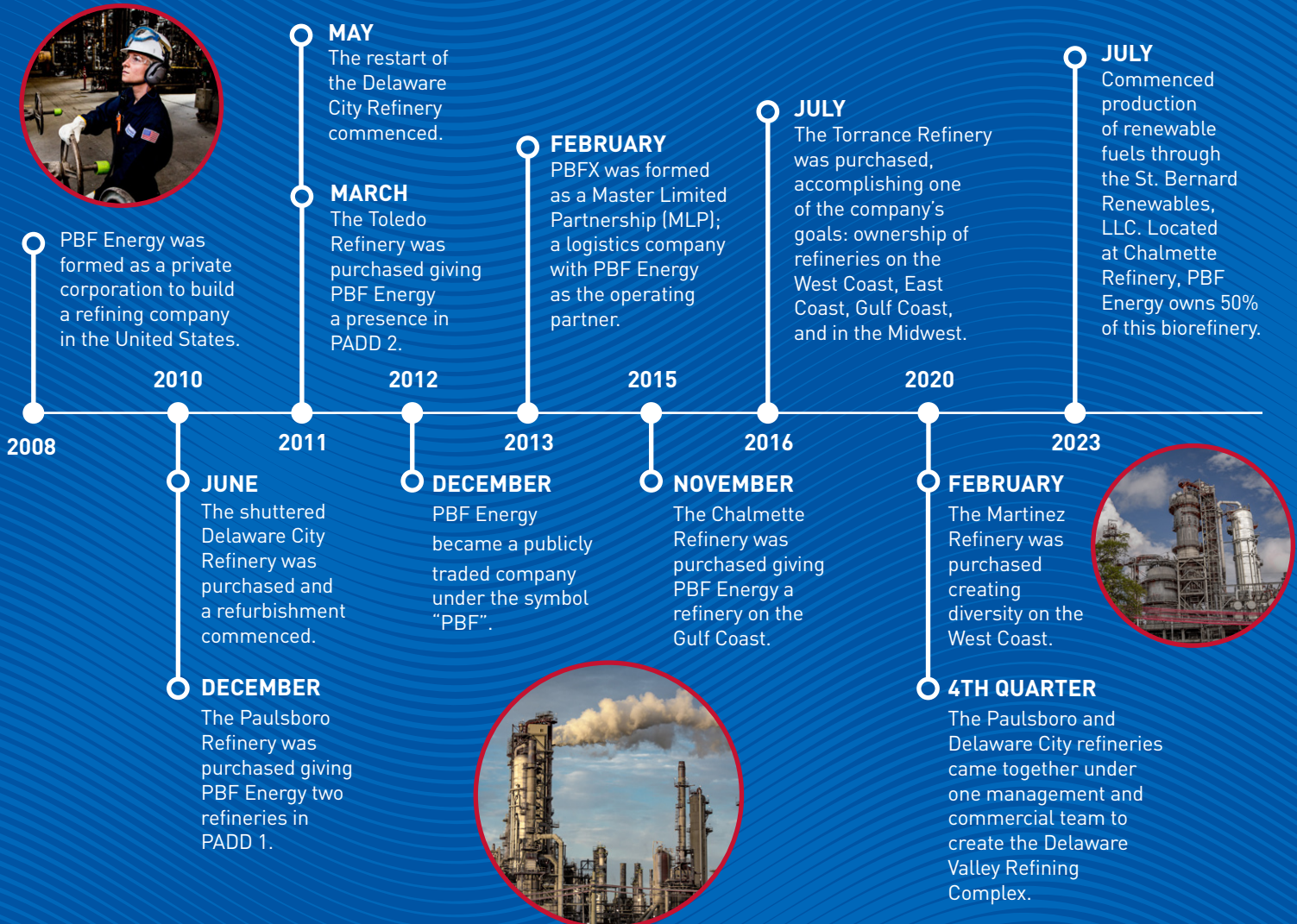
Who We Are

PBF Energy is an energy company that specializes in the production and distribution of petroleum fuels and chemical feedstocks.

We are one of the largest independent petroleum refiners and suppliers of unbranded transportation fuels, heating oil, petrochemical feedstocks, lubricants, and other petroleum products in the United States. We own and operate six domestic oil refineries and related assets and own a 50% interest in a biorefinery co-located with the Chalmette refinery in Louisiana through our St. Bernard Renewables equity method investment. We sell our products throughout the United States, Canada, and Mexico and are able to ship products to other international destinations. PBF Energy also has a logistics division that manages logistical assets, such as crude oil and refined products terminals, pipelines, and storage facilities. Our refineries have a combined throughput of approximately 1,000,000 barrels per day and a weighted-average Nelson Complexity Index of 12.8 based on current operating conditions.

PBF ENERGY

HISTORY AND ACQUISITIONS



OUR LOCATIONS



FUELING PERFORMANCE: THE PETROCHEMICALS BEHIND ATHLETIC GEAR

Athletes rely on their favorite go-to gear for the comfort and reliability that helps them push boundaries and achieve new heights. Within this gear lies the strength of innovative petrochemical-derived materials that are key to driving modern athletic performance.

EXAMPLES OF PETROCHEMICAL-BASED MATERIALS IN SPORTS

Whether it's professionals competing at the highest level, Olympic athletes breaking records, or youths playing in local leagues, sports bring people together — and behind the gear is something many don't often think about: petrochemicals. While refineries might not immediately invoke thoughts of brightly colored jerseys or lightweight footwear, they play a critical role in the development of high-quality athletic gear. Sporting equipment is just one example of the many products derived from petrochemicals that we use in our daily lives.

The same products that fuel our economy and transportation also help create the advanced polymers, fibers, and resins found in athletic gear, playing surfaces, and safety equipment. The materials we create are not just about performance; they're about safety, durability, and sustainability — helping extend the life of the sports equipment that fuels our athletes.

HELMETS & PADS

MATERIAL

Polycarbonate, EPS Foam

PETROCHEMICAL SOURCE

Propylene oxide, Benzene derivatives

ARTIFICIAL TURF

MATERIAL

Polyethylene, Polypropylene

PETROCHEMICAL SOURCE

Ethylene, Propylene

SUNGLASSES & VISORS

MATERIAL

Polycarbonate

PETROCHEMICAL SOURCE

BPA (Bisphenol-A), derived from benzene

JERSEYS, COMPRESSION GEAR, AND FOOTWEAR

MATERIAL

Polyester, Elastane

PETROCHEMICAL SOURCE

Derived from xylene, ethylene, toluene

TRACK SURFACES

MATERIAL

Polyurethane, Rubber

PETROCHEMICAL SOURCE

Toluene diisocyanate, Butadiene



Sustainability

Following the release of our inaugural Environmental, Social and Governance (ESG) report in 2022, PBF Energy has taken some important steps to advance our approach to sustainability.

MATERIALITY ASSESSMENT

In 2023, PBF Energy completed a materiality assessment to identify and prioritize the most relevant key environmental, social, and governance issues for our business. Our process included a review of industry benchmarks, peer practices, and the Sustainability Accounting Standards Board (SASB) industry frameworks, in addition to engagement with a diverse group of internal and external stakeholders. Through qualitative and quantitative analysis, we evaluated the potential business impact of multiple sustainability-related topics to our business and our stakeholders. Safety, employee recruiting and retention, community engagement, and environment and emissions were among the highest-ranking topics in the assessment. We have included a discussion of these topics and others throughout this report. This analysis will enable us to evaluate where our sustainability-related efforts will be most impactful. The results of this assessment represent a “snapshot in time” and will be reevaluated as our sustainability strategy continues to evolve.



TCFD REPORT

PBF Energy prepared our inaugural Taskforce for Climate-Related Financial Disclosures (TCFD) report in alignment with the requirements of California Senate Bill 261 (greenhouse gasses: climate-related financial risk). We are committed to providing transparent and comprehensive insights into our climate-related risks and opportunities. We invite you to explore how we are integrating climate considerations into our strategy and operations to drive long-term value and resilience.

Environment

ENVIRONMENTAL POLICY STATEMENT

PBF Energy is committed to responsible environmental stewardship across all operations. We strive to minimize environmental impact, comply with all applicable laws and regulations, and promote the efficient use of energy and resources. Through proactive risk management, employee accountability, and open engagement with stakeholders, we aim to continuously strengthen our environmental performance while supporting the long-term sustainability of our operations.

GREENHOUSE GAS EMISSIONS

Since PBF Energy's operations in 2013, we have achieved a 30% reduction in absolute Scope 1 and Scope 2 GHG emissions across our operations. This progress reflects our continued focus on operational efficiency, and process optimization within our refining activities.

We reduced emissions by eliminating redundant processes, including, among other methods:



The 2020 consolidation of our Delaware City and Paulsboro refineries into our East Coast Refining System, eliminating production from redundant units.

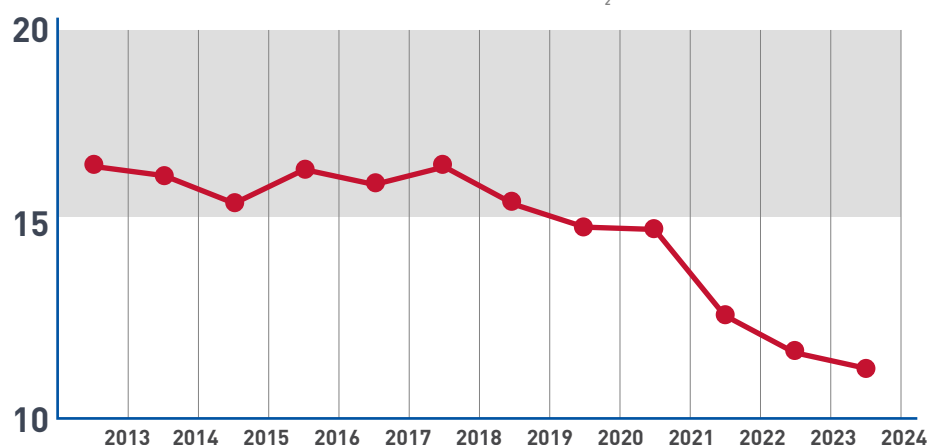


Divestment of hydrogen plants associated with the refineries.

We track and report GHG emissions in alignment with regulatory requirements and industry best practices, and we continue to explore feasible options for further reductions in GHG emissions while maintaining safe, reliable operations and meeting market demands.

As part of PBF Energy's strategy of continuous improvement, in 2024 we announced our Refinery Business Improvement (RBI) initiative. The RBI process is part of our ongoing strategic process to extract incremental value across our business and is expected to generate greater than \$200 million in annualized, run-state sustainable cost savings by year-end 2025. These savings are tied to actionable, quantifiable, and measurable processes, including many that are focused on energy optimization.

REFINING SCOPE 1 + SCOPE 2 EMISSIONS (MILLION MT CO₂E)



MILLION METRIC TONNES CO₂e

	2022	2023	2024
SCOPE 1	11.75	10.78	10.46
SCOPE 2 LOCATION-BASED	0.89	0.87	0.86

AIR QUALITY AND EMISSIONS

We take an active role in managing the air quality emissions from our refinery operations. Our approach focuses on minimizing impacts from key pollutants and volatile organic compounds, by using proven and modernized operational practices and monitoring and emission control technologies. We operate in compliance with all applicable federal, state, and local air standards and regulations and hold permits for our key emissions sources. Integrating emissions management into our broader environmental efforts allows us to reduce risks and maintain operational continuity to protect our business while contributing to the resiliency of the environment and communities in which we operate.

METRIC TONNES

	2022	2023	2024
NO_x	4,843	4,777	4,490
SO₂	1,582	1,232	1,525

SPOTLIGHT

NEW RENEWABLE DIESEL UNIT POWERS FORWARD TOWARD A SUSTAINABLE FUTURE

In 2023, PBF Energy completed the successful startup of the Saint Bernard Renewables (SBR) business, marking a significant milestone in our offering of lower-carbon fuels. SBR, a joint venture partnership between PBF Energy and Enilive S.p.A., is an operating biorefinery consisting of a pre-treatment unit and a renewable diesel unit (RDU), with a production capacity of 306 million gallons per year of renewable diesel. This state-of-the-art facility, fully operational as of June 2023, demonstrates PBF Energy's continued commitment to deliver diversified sources of energy to customers while lowering the carbon intensity of its products.

A NEW ERA OF CLEANER ENERGY

Located within our Chalmette refinery, the SBR RDU is designed to convert organic feedstocks, such as used cooking oils, animal fats, and seed oils, into high-quality renewable diesel. This drop-in fuel is chemically similar to petroleum diesel but offers lower lifecycle GHG emissions, helping to reduce the carbon footprint of both PBF Energy and our customers.

With a production capacity of 840,000 gallons per day, SBR positions PBF Energy as a leading producer of renewable diesel in the United States. The RDU leverages advanced hydroprocessing technology, which enables feedstock flexibility while maintaining the high-energy density and performance characteristics of traditional diesel that customers demand.



ENVIRONMENTAL AND ECONOMIC IMPACT

The RDU plays a critical role in PBF Energy's broader resiliency strategy. Its operation demonstrates PBF Energy's commitment to the innovations that will play a crucial part in the energy of the future. Since coming online, SBR has converted over hundreds of millions of gallons of organic feedstocks into high-quality renewable diesel. The resulting renewable diesel meets stringent environmental standards, including the California Low Carbon Fuel Standard and Renewable Fuel Standard, and also supports waste reuse, cleaner air, and healthier communities.

In addition to its environmental benefits, the RDU contributes positively to the local economy. The project supported over 200 jobs during its construction phase and has created approximately 20 direct refinery positions and an estimated 90 new, indirect jobs within the St. Bernard Parish and region.

STRATEGIC ALIGNMENT

Our RDU is an infrastructure investment that clearly demonstrates our purpose-driven approach to energy. By integrating next generation fuels into our operations, PBF Energy is creating long-term value for our stakeholders and contributing to a resilient energy future.



Closing this strategic partnership with Eni Sustainable Mobility, a global leader in biorefining, demonstrates our commitment to delivering diversified sources of energy to our customers, while lowering the carbon intensity of the products we manufacture

Matthew Lucey

At time of quote, serving as PBF Energy President

WASTE MANAGEMENT

PBF Energy is committed to the continuous reduction of waste generated through our operations. Our refineries prioritize source reduction efforts and comprehensive materials management to ensure all waste is safely, efficiently, and responsibly handled. Our approach includes various recycling and reuse initiatives, including our successful catalyst recycling program in which catalysts containing recoverable metals, such as molybdenum and platinum, are sent for regeneration or reclamation. In 2024, this process diverted over 3.9 million pounds of catalyst metals from landfill, generating cost savings and helping build operational resilience. PBF Energy has a comprehensive waste segregation program at each of our refineries, ensuring that hazardous and non-hazardous wastes are properly stored, managed, and disposed to ensure safe, efficient handling, maintain regulatory compliance, and reduce risk of environmental impact.

Our refineries further demonstrate responsible waste management through the use of the Oil-Bearing Hazardous Secondary Material (OBHSM) exemption program. Through this program, oil product is recovered from oil-bearing materials otherwise destined to be waste, helping to maximize yield while minimizing waste generation. In 2024, over 10 million pounds of OBHSM was sent for product recovery, reducing the environmental impact of PBF Energy's products while underscoring our continued dedication to the efficient use of resources.

In addition to the recycling of process waste, our refineries also recover construction materials. In 2024, we recycled approximately 3.5 million pounds of scrap metal, 1.4 million pounds of concrete, and 0.2 million pounds of asphalt. These materials are able to be reused in infrastructure and manufacturing projects, reducing landfill impact and conserving natural resources.

TOTAL WASTE GENERATED AND RECYCLED

	2022	2023	2024
TOTAL WASTE GENERATED TONNES*	95,699	107,842	186,379
TOTAL WASTE RECYCLED TONNES	29,500	22,700	56,494

*Waste generated can fluctuate year over year based on scheduled annual cleanings and maintenance.

WATER MANAGEMENT

We take a holistic approach to water management in our operations through responsible use and conservation initiatives to drive efficiency and minimize impacts on the surrounding environment. We track water use, consumption, and discharge across our operations and use this data to identify opportunities for efficiency improvements. Where possible, we prioritize water reuse for cleaning, cooling, and other non-potable processes. Through monitoring, recycling, and treatment efforts, we work to ensure our operations meet all regulatory requirements for water use and discharge and support the vitality of local water systems.

TOTAL FRESHWATER WITHDRAWN

	2022	2023	2024
TOTAL FRESHWATER WITHDRAWN (THOUSAND CUBIC METERS)	210,000	200,000	179,000
PERCENTAGE OF TOTAL FRESHWATER WITHDRAWN IN REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS*	2.9%	9.1%	8.3%

* Source is WRI aqueduct. The year 2022 does not include Delaware as it was not yet considered a water stressed area. As of 2023, Delaware is considered a water stressed area.

SPOTLIGHT



CLOSING THE LOOP: ADVANCING WATER STEWARDSHIP THROUGH REUSE AT TOLEDO REFINERY

The Toledo refinery sets a high standard in wastewater treatment, serving as a model for water stewardship within our company. The wastewater treatment plant (WWTP) reuses approximately 50% of its WWTP effluent discharge as cooling tower make-up water. Over the past five years, this operation has reduced freshwater consumption by over 4.6 billion gallons (equivalent to 7,000 Olympic-sized swimming pools), helping to minimize the refinery's environmental impact and support long-term water security within the local community.

A SMARTER APPROACH TO WATER MANAGEMENT

Oil refining is a water-intensive process that demands water for cooling, steam generation, and processing. To address these challenges, the Toledo refinery has invested in wastewater treatment technologies that advance water conservation within our refining operations.

The refinery's WWTP treats and purifies process wastewater to meet the stringent quality standards required by local, state, and federal regulations. Having met these quality standards, approximately half of the treated influent (equivalent to roughly 2.5 million gallons per day) is further treated so that it is able to be safely and efficiently reused in the cooling tower system. This reuse cycle reduces the need for freshwater withdrawal from local sources by an average of 50%, preserving this critical natural resource for the surrounding community and ecosystems. The non-recycled portion of the WWTP effluent is also eventually returned to local water bodies via the local publicly owned treatment works (POTW), as described by regulating permits, which helps to sustain streamflow, support aquatic ecosystems, and recharge groundwater supplies.

LOOKING FORWARD

In alignment with PBF Energy's commitment to continuous improvement, the Toledo refinery continues to explore opportunities to further increase water reuse within the refinery. Through thoughtful investment in water reuse, PBF Energy has proven that operational excellence can be achieved through sustainable initiatives.

ENVIRONMENTAL AND OPERATIONAL BENEFITS

This WWTP operation supports multiple aspects of the Toledo refinery's overall performance, as highlighted by the following:

Reduced Freshwater Demand

By recycling 50% of its WWTP effluent, the refinery lowers its dependency on external freshwater sources, helping maintain operational resiliency during periods of lower-than-average rainfall.

Lower Discharge Volumes

Reusing water internally decreases the volume of treated effluent discharged to the local POTW, which helps reduce the baseline load of the POTW and protect nearby waterways and aquatic life.

Enhanced Cooling System Performance

Treated reuse water helps maintain stable cooling tower operation through consistent water quality management.

Energy and Emissions Savings

Efficient water reuse lowers the energy needed for water sourcing and treatment, contributing to reductions in Scope 2 GHG emissions associated with utility use.

Financial Savings

Through the reduction of purchased freshwater and discharged wastewater effluent, the reuse of the refinery's wastewater effluent saves the refinery millions of dollars per year in water cost, helping retain business resiliency in ever-changing economic conditions.

SPOTLIGHT

SHORELINE STABILIZATION AT THE DELAWARE CITY REFINERY

PBF Energy's dedication to sustainability and environmental responsibility includes a diverse set of initiatives that benefit the natural systems and communities in which we operate. We are actively seeking innovative ways to protect the natural resources surrounding our operations. One example is the shoreline stabilization project at the Delaware City refinery, which serves as a model for sustainable shoreline management in industrial settings.

PROTECTING CRITICAL INFRASTRUCTURE AND ENHANCING ENVIRONMENTAL RESILIENCE

The Delaware City refinery sits alongside the Delaware River and is susceptible to shoreline erosion from frequent storm events and strong winds. Important facility infrastructure behind the refinery's dock was at risk of severe damage from exposure from ongoing erosion challenges. In 2015, the Delaware City refinery initiated a shoreline stabilization project designed to address shoreline degradation and risks to PBF Energy's operations without impact to the Delaware River's natural systems.

INNOVATIVE APPROACH TO SHORELINE STABILIZATION

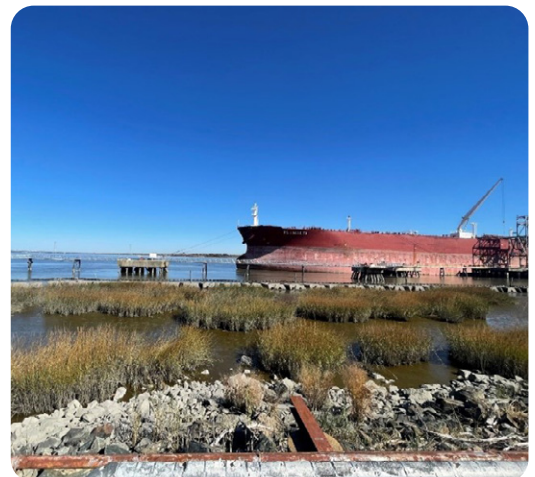
The Delaware City refinery collaborated with a consulting partner to implement an innovative solution using patented Wave Attenuation Devices (WADs) to stabilize the degrading shoreline, limit further erosion, and increase sediment accretion. WADs are hollow, three-sided, pyramid-shaped concrete structures with beveled triangular openings on each side. Unlike traditional breakwaters or sills, which merely deflect or refract wave energy, WADs break up the concentrated wave energy as it passes through the array, thereby reducing its impact before reaching the shoreline. This technology effectively converts the high-energy shoreline environment into a lower-energy system, impeding retreat and promoting natural shoreline rebuilding.

PROJECT DESIGN AND IMPLEMENTATION

The project involved installing two parallel arrays of WADs, extending approximately 2,700 linear feet along the shoreline near the mean low tide line. The design also incorporated key safety, security, and spill response elements, including two emergency vessel access openings within the WAD arrays. Additionally, modifications to the emergency boom deployment strategy were necessary due to the WAD placement, leading to the installation of 45 new boom deployment pilings to enhance emergency spill containment.

DEMONSTRATING POSITIVE OUTCOMES

The Delaware City refinery shoreline stabilization project exemplifies how innovative engineering can address complex coastal challenges while ensuring regulatory compliance and environmental stewardship. Since the installation of the WAD arrays, post-construction monitoring has demonstrated positive outcomes, with no new erosion observed. Each year, the shoreline had significant increase in natural accretion and natural tidal vegetation recruitment as waters shallowed allowing increased vegetation. Stabilization and increased vegetation have rebounded the shoreline to a functional tidal marsh. The creation of marsh habitat behind WADs provides an ideal nursery environment for larval fish and shellfish, where reduced water velocity and abundant structure support early development. Over time, this nursery habitat fosters healthy biomass growth and contributes to the long-term resilience of local aquatic ecosystems.





Social

At PBF Energy, we believe that our employees thrive when they are mentally, physically, and financially healthy and feel supported and empowered in the workplace. Our commitment to employee well-being is reflected in our comprehensive and competitive benefits package, wellness initiatives, and various other programs designed to foster the personal and professional development and success of our employees. We are committed to creating an environment that prioritizes safety, inclusion, and respect—where our employees feel valued for their unique contributions and are provided the resources necessary for their success.

Our employees are our most valuable asset; we cannot operate without them. Our compensation and benefits program offers a comprehensive and competitive package that addresses physical and mental health, financial well-being, and long-term life planning. A variety of benefits are available to employees, and they can select what is most relevant to their individual situation. PBF Energy maintains the strong belief that employees work-life balance is essential to the continuing success of the company. Providing a benefits package that allows families to feel secure gives our employees the freedom of mind to contribute the innovative ideas needed to create the company of the future. Below is just a sample of the benefit options available to our employees:



Health Benefits

Comprehensive medical, mental health, dental, and vision insurance options help employees and their families access quality healthcare and preventive services.



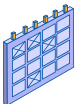
Retirement Planning

Competitive 401(k) plan with a generous company match, as well as a pension plan.



Paid Sick Leave

Employees receive paid time off when ill or injured.



Work-Life Balance

Competitive paid vacation allowances allow employees to recharge and maintain a healthy work-life balance.



Parental and Family Leave

Support for new parents with maternity and family leave options, ensuring time to care for and bond with a new child.



Short- and Long-Term Disability

In the event of a medical issue, employees have access to short- and long-term disability benefits to help maintain financial stability during recovery.



Family and Medical Leave

In accordance with the Family and Medical Leave Act, eligible employees can take unpaid, job-protected leave for qualified family and medical reasons.



Basic Life and Accident Insurance

Company-provided life and accident insurance offers financial protection and peace of mind for employees and their loved ones.



SAFETY CULTURE

In 2024, the employees at PBF's Toledo refinery achieved **1,000,000 man hours** without a recordable injury.

At PBF Energy, safety is more than just a priority; it's a core value at the heart of our business model, shaping the way we operate every day. While priorities change over time, values don't. Safety conditions are always being monitored to keep our sites as secure as possible. Employees and contractors play a vital role in maintaining a safe workplace by promptly updating our centralized reporting system whenever incidents, near-misses, or concerns arise. This system helps us track safety performance, spot potential issues, and ensure that investigations are well-documented and organized. Across all our refineries, we uphold consistent safety practices that not only meet but frequently exceed state and federal standards. Our rules and procedures are kept current as standards evolve, and adherence is expected at all levels. To further reinforce our standards, we empower every individual—employee or contractor—to implement our Stop Work procedure immediately if they believe something isn't safe.

Contractors play a vital role in upholding our safety culture and are typically required to complete safety, environmental, and site-specific training before starting work. They undergo a prescreening and orientation process designed to familiarize them with the company's operations and clearly communicate PBF Energy's expectations. Contractors are also required to review relevant guidelines about safety management and job-specific safety documentation after receiving their assignment. They must participate in daily safe-work forums and demonstrate a strong track record in safety, health, and environmental practices. We expect contractors to adhere to our Code of Conduct, Human Rights Policy, and Supplier Code of Conduct, and contractors must be proficient with the tools and procedures related to their specific roles.

WORKFORCE HEALTH AND SAFETY

	2022	2023	2024
EMPLOYEE TRIR	0.49	0.42	0.31
EMPLOYEE LTIR	0.29	0.20	0.10
EMPLOYEE FATALITY	0.00	0.00	0.00
CONTRACTOR TRIR	0.12	0.28	0.37
CONTRACTOR LTIR	0.00	0.02	0.06
CONTRACTOR FATALITY	0.00	0.00	0.00

Note: TRIR = total recordable injury rate; LTIR = lost time incident rate

EMPLOYEE LEARNING AND DEVELOPMENT

PBF Energy's Learning and Development Program fosters a culture of sustained growth across the organization through a variety of targeted programs. Leadership development focuses on building supervisory skills and competencies at multiple levels, including specialized programs for the regional leadership team, senior directors, managers, front-line operations, and maintenance supervisors. For early-career engineers, a comprehensive four-year program is offered to develop both technical and professional expertise. Operator and maintenance personnel benefit from extensive regulatory compliance courses and emergency incident training. Additionally, all employees have access to LinkedIn Learning licenses, providing thousands of courses that cover topics such as management, technology, certifications, human resources, and personal interests, supporting both their professional and personal growth. PBF Energy is also proud to offer a tuition reimbursement program that assists employees with the costs of education, allowing them to continue learning without the financial burden.

OCCUPATIONAL HEALTH – VALUING EMPLOYEE HEALTH AND WELLNESS

At PBF Energy, we believe that the health and well-being of our employees are foundational to our shared success. We recognize that when our people feel supported, safe, and empowered to care for their physical and mental health, they bring their best selves to work, fueling productivity, engagement, and a culture of care that extends across our operations.

Occupational health, supported by our clinical staff, is at the heart of this commitment, ensuring that employees receive the care, education, and preventive support they need through dedicated clinical teams that guide health strategy and workplace well-being efforts. This commitment is woven into our company values and reflected in how we care for our teams every day. Whether through health education, seasonal vaccination campaigns, or promoting healthy lifestyle choices, we strive to provide employees with accessible and meaningful ways to stay informed, protected, and well. We understand that workplace wellness is not a one-size-fits-all approach, and we aim to create a supportive environment that encourages both personal ownership and community care.

We are especially proud of our efforts to build a culture where seeking preventive care and learning about one's health is easy and encouraged. We provide opportunities throughout the year for employees to access resources, engage in conversations about health topics, and learn practical steps to support themselves and their families. Through awareness campaigns, wellness communications, and visible support from leadership, we aim to make health and safety a shared priority.

In addition to supporting physical well-being, we recognize the importance of mental and emotional health. By fostering open dialogue, integrating screening efforts where appropriate, and remaining attentive to workplace stressors, we continuously evaluate how we can better care for the whole person.

We also understand that education plays an important role in long-term wellness. From on-the-ground support to digital tools, we help connect employees to trusted information and opportunities to build lasting, healthy habits. Our teams are encouraged to take an active role in their well-being, and we're here to provide the foundation, guidance, and flexibility to support that journey.

As part of our approach, we also partner with local hospitals and regional healthcare organizations to expand access to care and wellness resources. These community partnerships allow us to bring trusted expertise directly to our workforce while reinforcing our broader commitment to public health.

In a dynamic industry shaped by innovation, we are also exploring the responsible integration of artificial intelligence (AI) into occupational health practices. From improving data insights to supporting early awareness and triage, we see the promise of AI as a tool to enhance, not replace, the human touch that defines quality care.

Occupational health plays a central role in our commitment to sustainability. Our dedicated clinical team not only supports employee health through surveillance exams and consultations but also helps guide wellness strategy, health communication, and preventive efforts companywide. This work ensures that health remains a personal priority and a shared responsibility that is embedded across our organization.

We see health not just as a benefit but as a partnership. In every initiative, interaction, or program we support, our goal remains the same: to help every employee feel seen, supported, and empowered to thrive at work and beyond. This belief continues to guide us as we look toward the future, always working to evolve and expand our approach to meet the needs of our greatest asset—our people.

OPERATIONAL EXCELLENCE

Operational excellence is fundamental to our success. It supports our commitment to safety, environmental stewardship, and employee well-being. In addition to the resources dedicated specifically to health, safety, and environmental performance, we continue to invest in building a reliable operational foundation across our business, focusing on maintenance, continuous improvement initiatives, and a focus on process safety and risk mitigation.

Our Operating Doctrine unifies our company by clearly communicating our core values, purpose, and vision. The doctrine provides a framework for aligning our operations, fostering accountability, and supporting a culture that prioritizes integrity, collaboration, and continuous improvement. Designed for both employees and stakeholders, it reinforces our commitment to safe, responsible, and high-performing operations.

By aligning our people under a shared purpose and equipping them with the necessary tools, we empower them to deliver meaningful results for our business and the communities we serve.



OPERATING DOCTRINE

Safety is at the heart of everything we do
Our **Goal Is Zero** injuries and incidents

We are committed to operational excellence

Relentlessly pursuing **reliability**

Environmentally responsible operations

Earning the **right to operate** in our host communities

Proudly manufacturing and delivering products that **fuel the economy** and help **make modern life possible**

How we meet our commitments

Developing employees through training, networking, and mentoring

Giving all employees the **responsibility, accountability, and authority** to do their jobs

Developing **high performing teams** based on trust, respect, purpose, and clear communication

Building and maintaining **trusting relationships** with our labor and business partners

Nimbly **capturing** market opportunities using merchant refining strategies

Rewarding our employees and investors who **place their trust** in us

We celebrate teamwork, successes, and having fun working together!

SPOTLIGHT

EMERGENCY RESPONSE HIGHLIGHT: CHALMETTE REFINERY

All of our refineries regularly hold training initiatives to educate and refresh Plant Emergency Response Team (PERT) members on essential emergency response protocols. Training initiatives also extend into the community, where medical personnel and municipal first responders received expert guidance on handling chemical emergency situations. Here are some examples of training initiatives led by the Chalmette refinery in 2024 that were held at all of our sites.



Rescue team members raise a patient from a simulated confined space.

RESCUE TRAINING

A Rescue Refresher, which included a self-contained breathing apparatus (SCBA) class, was held for 22 members of the Chalmette refinery's rescue team. Participants learned new skills, such as performing rope rescue activities while donning SCBA. Course instructors from The First Group had participants practice ingress and egress from confined spaces while donning SCBA packs, including scenarios requiring the removal and re-donning of the equipment to navigate tight areas. The course also included practice rescuing a "patient" from the simulated confined space, with emphasis on maintaining respiratory protection and safe extraction techniques throughout the operation.

HAZMAT TRAINING

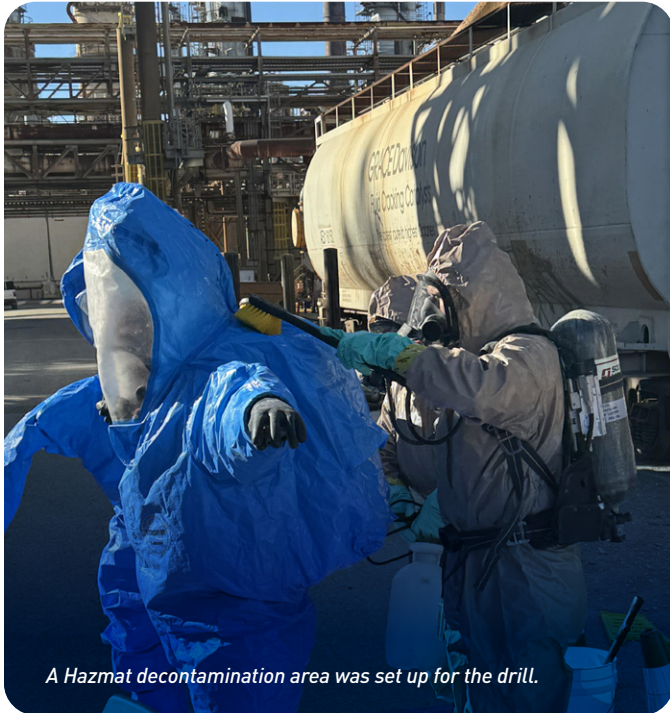
A hazmat refresher course was conducted for the PERT's 38-member hazmat team. Following training sessions led by The First Group and Honeywell, a full-scale emergency drill was carried out in the Alky Unit to apply the response techniques learned during the course.

The drill scenario involved a simulated chemical release that resulted in four mock patients—representing exposed contractors—requiring emergency medical response. The operations team initiated the response by notifying emergency services. Acadian Ambulance and the St. Bernard Fire Department were called to assist.

Although notifications and scene stabilization were underway, PERT medical personnel received the patients from on-site responders who had already begun treatment. The PERT medical staff continued treatment until medical transport teams arrived. A hazmat decontamination zone was simultaneously established to contain the hazardous material within the unit during ongoing operations.

Two patients were transported to St. Bernard Hospital and the other two to University Medical Center. Both hospitals admitted the patients into their emergency rooms to activate and assess internal response protocols. PERT medical staff accompanied the patients during transport and remained on-site as observers throughout hospital treatment.

The drill successfully demonstrated a coordinated, multi-agency emergency response. Key learnings from the exercise will inform future training programs and contribute to continuous improvement in safety performance at the refinery.



A Hazmat decontamination area was set up for the drill.



During the drill, two members of the St. Bernard Fire Department help a mock "patient" to the stretcher as a PERT medical team member provides a patient handover to Acadian Ambulance personnel.



A FOCUS ON FIREWATER

The Chalmette refinery's firewater system spans approximately 50 miles of underground piping, distributing river water throughout the facility for emergency response. The reliability of this system depends on well-maintained pumps and piping to ensure water is readily available in the event of a fire.

Parts of the firewater network date back to the refinery's early years, and in recent times, maintaining system integrity has required increased attention. Emergency repairs have become more frequent, prompting a long-term effort to modernize the infrastructure.

The effort began in earnest five years ago with the replacement of aging carbon steel piping with high-density polyethylene piping. This industry-standard material is flexible, corrosion-resistant, and easier to maintain. Since the start of the upgrade initiative, more than 4,500 feet of firewater header have been replaced, including 1,700 feet in 2024.

A strong collaboration between the maintenance team and the emergency response group has enabled the timely repair of leaks and proactive upgrades. These improvements reflect the Chalmette refinery's ongoing commitment to safety and operational resilience. Upgrades to the firewater system will remain a priority to help protect our people, our facility, and the surrounding community.



Community Engagement

At PBF Energy, our refining and logistics teams understand that operating in the communities that host our facilities is a privilege, not a given. We are committed to continuing to earn this right by maintaining trust through operating safely, reliably, and with care for our surrounding environment, all while staying actively involved in the communities we serve. Our teams consider their permit to operate a privilege that includes an inherent responsibility to give back to our communities.

Every PBF Energy refinery has a Community Advisory Panel that brings together voices from the local area, including both stakeholders and active members of the communities. PBF Energy facilities welcome open communication with local stakeholders and agency personnel to foster understanding of company operations and safety practices.

Each facility supports a wide range of community initiatives, from environmental programs and local youth sport teams to seasonal drives for toys, food, and blood donations. PBF Energy actively engages in outreach efforts that reflect our commitment to continuing to bring positive impacts in our communities.

Throughout the year 2024, PBF Energy facilities provided charitable contributions of approximately \$1.5 million in financial donations. These donations went towards strengthening the education, health, and well-being of our local communities.

In 2024, PBF Energy facilities provided charitable contributions of approximately \$1.5 million in financial donations to support local communities. The contributions strengthened regional education, health, and well-being initiatives.

We support the education facilities of our surroundings by providing grants for teachers and schools, donating supplies and equipment, and encouraging employees to volunteer in these same facilities. This is possible due to PBF Energy offering employees paid Volunteer Time Off that refreshes annually, empowering our community outreach. These efforts help us invest in the long-term success of local students and the future of our communities.

2024 REFINERY HIGHLIGHTS

DELAWARE CITY REFINERY



The Delaware City refinery is deeply committed to giving back through volunteer work, charitable donations, and employee engagement. Employees regularly support their community by volunteering at the Delaware Veterans Administration, assisting with Habitat for Humanity housing projects, and representing Delaware City refinery at events, such as Delaware City Day.

Delaware City refinery leaders also serve on community and industry boards, including the Delaware Chemistry Council and New Castle County Chamber of Commerce. Annually, Delaware City refinery donates over \$120,000 to more than 30 local nonprofits, such as the Delaware City Food Bank, Autism Delaware, and Jobs for Delaware Graduates.

Internally, the Delaware City refinery celebrates its team through regional employee events, such as the Annual Picnic, Children's Holiday Party, and Employee Appreciation Day.



PAULSBORO REFINERY

At the Paulsboro refinery, employees devote time throughout the year to volunteer work and outreach, reinforcing the company's commitment to positive impact. From supporting capital improvements at the Paulsboro Boys & Girls Club to organizing gifts and essentials for families in need through the Adopt-A-Family Program, Paulsboro refinery's culture of service runs deep. Employees also take an active leadership role, serving on the boards of several local organizations, including the Boys & Girls Club, the United Way of Gloucester County, and the Paulsboro Chamber of Commerce.

The Paulsboro refinery actively participates in annual community events, such as Juneteenth and Paulsboro Day, which highlight local culture and togetherness—values that are central to Paulsboro refinery's principles. In addition to hands-on involvement, Paulsboro refinery donates upwards of \$130,000 annually to over 30 nonprofit and charitable organizations across South Jersey. Beneficiaries include the Boys & Girls Club of Gloucester County, South Jersey Dream Center, United Way of Gloucester County, local food banks, Rowan College Foundation, Paulsboro and Greenwich Township School Districts, and the Gloucester County Habitat for Humanity.

Whether building a garden for local youth or supporting local schools and nonprofits, the Paulsboro refinery continues to strengthen its ties to the Paulsboro community through consistent, impactful support.



TOLEDO REFINERY

The Toledo refinery is a proud participant in Wreaths Across America, a national effort in honoring the service and sacrifice of U.S. veterans throughout the holiday season. The Toledo refinery has supported this initiative for the past three years with financial contributions and employee volunteers, who lay more than 1,000 wreaths annually. Participation in Wreaths Across America reflects the deep ties the Toledo refinery has to the community and a shared commitment to honor those who have served.

In August, the Toledo refinery welcomed surrounding residents to its annual Family Fun Day, a celebration of community connection, support, and gratitude. Families celebrated with bouncy houses, face painting, and a live DJ. Toledo refinery employees volunteered their time to help run the entire event and connect with the neighborhood in meaningful ways. Family Fun Day reflects the testament to the strong partnership between the refinery and the local community. Toledo refinery looks forward to continuing this family-fun tradition.



CHALMETTE REFINERY

Despite heavy rain in September, spirits were high at the 7th Annual Chalmette Classic, hosted by the Chalmette refinery at Oak Harbor Gold Course in Slidell. The heavy weather didn't stop a vibrant celebration with food, drinks, games, raffles, and over \$220,000 being raised for United Way Charity.

On February 28, the Chalmette refinery proudly hosted its first Black History Month celebration, sponsored by the League of Minority Professionals (LoMP), a new business employee network. More than 75 employees gathered at the refinery's Training Center for the celebration and luncheon, strengthening community and cultural appreciation among colleagues. The event was met with overwhelming support, and enthusiasm is already building for next year's program. Organized by LoMP's interim leadership team, the event highlighted the rich history and cultural contributions of African Americans through live performances alongside other works of art honoring the Black Masking Indian tradition.



MARTINEZ REFINERY

The 22nd Annual Martinez Refining Company – Martinez Education Foundation Run for Education set a historic record, raising more than a quarter million dollars for the Martinez Education Foundation. The check presentation for \$253,000 more than doubles the largest fundraising total for the annual run. Hosted annually, the event includes a 5K/10K run and fun run options, offering a chance for the community to invest in public education while participating in a healthy, family-friendly day. This year, over 70 Martinez refinery associated volunteers and partners participated in the experience.

The Martinez refinery has a long history of partnership with Loaves and Fishes of Contra Costa. In March, the Martinez refinery continued this support as it served as the Presenting Sponsor of the Loaves and Fishes of Contra Costa ROCK OUT HUNGER Gala. The event raised money to provide meals to hungry people throughout the county. The Martinez refinery also partners with Meals on Wheels and Contra Costa Food Bank to serve the local community.



TORRANCE REFINERY

In late 2024, the Torrance refinery hosted a successful Community Open House, transforming the on-site gymnasium into an energy museum. After six months of planning, the event drew in around 700 visitors who explored engaging displays on refinery operations, safety practices, and learned about the programs and services the refinery's nonprofit partners provide. The highlights of the event included a bus tour of the facility, information booths staffed by over 140 employee volunteers, and participation from 25 local nonprofits and civic partners.

The Torrance refinery supports community youth education through its sponsorship of the Southern Region California Invention Convention. Since 2022, the event has provided a platform for K-12 students to develop creative solutions to real-world challenges. This event brought together over 650 students from 71 schools to showcase their projects, which addressed challenges from different sectors, ranging from sustainability to healthcare. The event culminated in a remarkable achievement for 71 Southern California students who advanced to the Invention Convention Nationals in Ann Arbor, Michigan, to compete on the national stage.

Switzer Learning Center in Torrance, California, celebrated the grand opening of its new elementary school, which was made possible by a \$25,000 donation from the Torrance refinery. Since 1966, Switzer Learning Center has been dedicated to educating all kinds of learners. Switzer is committed to building social confidence and empowering children with learning and developmental disabilities, communication disorders, and behavioral or emotional challenges to become more independent. This expanded K-5 program allows Switzer to reach more children who benefit from specialized education and therapeutic services. Beyond financial support, Torrance refinery employees actively volunteer their time and talents to the center, reinforcing a longstanding partnership built on shared values of empowerment, inclusion, and community support.





Governance

PBF Energy is a publicly traded company listed on the New York Stock Exchange. Our Board of Directors has ten members—eight members are independent directors, one is our President and Chief Executive Officer, Matthew Lucey, and one is our Executive Chairman, Thomas Nimbley. Eugene Edwards, one of our independent board members and a refining-industry leader, serves as our lead director and meets regularly with our non-management directors. Our Board of Directors conducts its business through meetings of its members and its committees.

Thomas Nimbley has transitioned to a non-executive Chairman of the Board with his retirement from Executive Chairman of PBF Energy effective June 30, 2025.

BOARD COMMITTEES

PBF Energy's Board of Directors has four standing committees:

- Audit Committee
- Compensation Committee
- Nominating and Corporate Governance Committee
- Health, Safety, and Environment Committee

The Board of Directors plays a crucial role in the governance and strategic oversight of the company. Each board committee has adopted a charter setting forth its responsibilities. Committee charters are available on our Investor Relations Corporate Governance website under [Governance Documents](#). This section also contains the Board's Corporate Governance Guidelines.

RISK MANAGEMENT

The Board of Directors is responsible for overseeing PBF Energy's risk management efforts. Oversight includes receiving regular reports from senior management on areas of material risk to the company or to the success of a particular project or endeavor under consideration, including operational, financial, legal, regulatory, strategic, and reputational risks. The full Board of Directors, or the appropriate committees, receive reports from management so that they can assess PBF Energy's risk identification, risk management, and risk mitigation strategies. When a report is vetted at the committee level, the chairperson of that committee thereafter reports on the matter to the full Board of Directors. This enables the Board of Directors and its committees to coordinate the board's risk oversight role. Risk management is viewed as an integral part of PBF Energy's annual strategic planning process.

SUSTAINABILITY GOVERNANCE

The Board of Directors' oversight includes an examination of sustainability-related risks and opportunities, reflecting a commitment to long-term business resilience. The board receives quarterly updates on sustainability-related risks and opportunities across all business processes. By integrating environmental considerations into their decision-making processes, the board ensures that the company not only navigates potential risks effectively but also identifies opportunities for innovation and growth in a rapidly changing global landscape. This proactive approach underscores the board's dedication to steering the company toward both financial success and environmental stewardship.

In 2022, PBF Energy formed the Environmental, Social, and Governance (ESG) Executive Committee to direct company sustainability initiatives. This committee is chaired by one of our executive officers and is composed of representatives from all parts of the business (Investor Relations; Public Relations and Community Affairs; Refining Operations; Logistics Operations; Legal; Human Resources; Information Technology; Health, Safety, and Environment; Commercial; Finance; and Government Relations). The ESG Executive Committee chair provides reports to the Board of Directors on sustainability- or ESG-related matters, at least quarterly. The Sustainability Director serves as the facilitator for the ESG Executive Committee and provides regular updates on sustainability-related initiatives and programs to the group. The Sustainability Director also leads a team that monitors and addresses sustainability-related issues. The team engages with operations to address local matters.

With the formation of the ESG Executive Committee, PBF Energy expanded its Sustainability Department with the creation of the Director of Sustainability position. This position serves as the facilitator for the ESG Executive Committee and provides regular updates on sustainability-related initiatives and programs to the group, as well as reports on local, state, and federal climate-related data for inclusion into enterprise risk management. The Sustainability Director leads a dedicated sustainability team of specialists that manages environmental, social, and governance data; coordinates sustainability initiatives; provides climate-related disclosures required by local, state, and federal agencies; and communicates with external stakeholders regarding PBF Energy's performance.

In 2024, the sustainability team began leading efforts to standardize environmental compliance data collection across the organization to align with PBF Energy's Operating Doctrine Management System (ODMS) policy. This will ensure that PBF Energy will be able to timely comply with existing regulatory requirements, such as the California Climate Accountability Package, and any potential state or federal data collection requirements that may be promulgated in the future.

ETHICAL BUSINESS CONDUCT

PBF Energy is committed to maintaining the highest standards of ethical conduct, financial integrity, and legal compliance. To support this, employees, officers, directors, and stockholders are encouraged to report any concerns related to accounting practices, auditing matters, legal compliance, or potential retaliation. Reports may be made openly, confidentially, or anonymously through PBF's third-party hotline provider, The Network, at (877) 350-0128 or online at pbfenergy.ethicspoint.com.

Employees are protected from retaliation when raising concerns in good faith and are encouraged to report any suspected violations of federal securities laws, accounting standards, or internal controls. Concerns may be reported to company management, the General Counsel, or directly to relevant government agencies, such as the U.S. Securities Exchange Commission, Department of Justice, or Department of Labor. The Audit Committee of the Board oversees the handling of internal complaints in these areas, ensuring issues are addressed appropriately and transparently.

PBF Energy supports the goals and principles set forth in the United Nations Universal Declaration of Human Rights. PBF Energy will take all necessary measures to investigate and address any known breach of our Human Rights Policy. If the nature of the suspected violation warrants it, we will promptly initiate an impartial investigation conducted by qualified personnel. Should the investigation confirm the violation, appropriate actions will be taken, which may include mandatory training, formal warnings, termination of employment, or the termination of any business relationship.

We have a Supplier Code of Conduct that details our expectations of the work practices of certain of our suppliers. Consistent with our policies and procedures, suppliers, consultants, and contract workers adhere to the Supplier Code and apply it to how they do business. Suppliers must communicate the Supplier Code and its principles and requirements to their employees and business partners.

Please review our comprehensive [Code of Business Conduct and Ethics](#) and [Supplier Code of Conduct](#) to learn more about PBF Energy's policies on anticorruption, equal employment opportunity, human rights, and other aspects of ethical business conduct for employees and suppliers.

SPOTLIGHT

STRENGTHENING OPERATIONAL EXCELLENCE THROUGH OUR NEW OPERATING DOCTRINE MANAGEMENT SYSTEM

As part of our ongoing commitment to safety, resiliency, and performance excellence, PBF Energy is actively engaged in the process of implementing a new Operating Doctrine Management System (ODMS) across our operations. This system is designed to standardize, streamline, and elevate the way we manage and execute work, reinforcing a culture of safety, discipline, accountability, and continuous improvement.

A FOUNDATION FOR SAFER, SMARTER OPERATIONS

Comprising 12 doctrines supported by 21 elements, the ODMS represents a unified framework that aligns our operational processes with industry best practices, internal standards, and regulatory requirements. By establishing clear expectations for how work is performed and how decisions are made, the system provides a consistent structure that empowers employees, enhances collaboration, and drives measurable improvements in performance.

At its core, the ODMS is focused on three key outcomes:

Refined Safety and Risk Management

Embedding risk-based thinking and procedural discipline helps reduce incidents, protect people and the environment, and enhance overall operational integrity.

Operational Consistency and Efficiency

Standardizing key processes across sites and business units eliminates variability, reduces inefficiencies, and enhances the reliability of our operations.

Performance Transparency and Accountability

With built-in performance indicators and feedback loops, the ODMS enables real-time monitoring, learning, and course correction—ensuring that our operations evolve with our goals and challenges.

RESILIENCY THROUGH STRUCTURE

The ODMS is both a management tool and a critical enabler of our resiliency goals. By driving operational discipline and more efficient resource use, the system directly contributes to:

Safety

Advancement of a universal safety plan to support PBF Energy's goal of zero injuries or incidents.

Energy Efficiency

Optimized operational and maintenance procedures reduce energy waste and emissions.

Environmental Impact

Consistent procedures help promote continuous improvement in environmental performance and help ensure alignment with corporate expectations

IMPLEMENTATION IN PROGRESS

The system is currently being rolled out in phases, with priority given to the safety-centric ODMS elements. We are engaging cross-functional teams in training, system integration, and change management initiatives to ensure a smooth and successful implementation.

A CULTURE BUILT ON ACCOUNTABILITY AND LEARNING

The ODMS reinforces a core belief—how we operate is the foundation for what we can achieve. By equipping our teams with a common playbook and the tools to perform their work safely and efficiently, we're building a culture that is proactive, adaptive, and aligned with PBF Energy's long-term vision.



Cybersecurity

An effective cybersecurity program is critical for the defense and protection of company data and assets. Our cybersecurity risk management program aligns with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, which outlines five key functions: identify, protect, detect, respond, and recover.

Our program addresses both industry-specific and broader evolving cybersecurity threats. It focuses on two key areas:

Enterprise Systems – business systems supporting daily operations

Operational Technology – systems for process control, including supervisory control and data acquisition (SCADA) and related technologies

Key elements of our cybersecurity risk management program include the following:

- Ongoing identification, monitoring, and mitigation of risks to systems, data, and operational capabilities
- A defined incident response process encompassing detection, investigation, containment, and remediation
- Biannual disaster recovery testing and periodic procedural reviews for critical systems
- Regular security testing: Monthly internal scans, weekly external scans, phishing simulations, and periodic third-party penetration testing
- Quarterly tabletop exercises for incident response readiness involving cybersecurity and IT teams
- Annual threat-based drills tailored to evolving industry-specific risks

In the event of a cybersecurity incident, our response plan outlines defined roles and responsibilities. The plan provides a documented framework for when and how the Chief Information Officer informs and updates the Board of Directors, executive officers, and other internal stakeholders. It also establishes criteria for when external parties—such as regulators, law enforcement, cybersecurity partners, or affected third parties—are notified or consulted about a threat and the status of our response. This structured approach ensures timely, transparent communication and accountability throughout the incident's lifecycle.

We also engage third-party cybersecurity partners to strengthen our detection and response capabilities. These partners help monitor the threat landscape and provide independent assessments of our program's effectiveness.

To date, we have not experienced any cybersecurity incidents that have materially impacted our business, operations, or financial condition. We remain committed to continuously improving our cybersecurity capabilities to support secure, resilient operations in an increasingly digital and interconnected world.

SASB TABLE

Code	Detail	Metric(1),(2)	2022	2023	2024
EM-RM-110a.1	Greenhouse Gas Emissions	Gross Scope 1 (million metric tons CO2e)	11.72	10.78	10.46
PBF Energy	Greenhouse Gas Emissions	Gross Scope 2 (million metric tons CO2e)	0.89	0.87	0.82
EM-RM-110a.1(3)	Greenhouse Gas Emissions	% under emissions-limiting regulations	94.7%	92.7%	92.4%
EM-RM-120a.1	Air Quality	NOX (metric tons)	4,843	4,777	4,490
EM-RM-120a.1	Air Quality	SOX (metric tons)	1,582	1,232	1,525
EM-RM-120a.1	Air Quality	PM10 (metric tons)	1,381	1,175	1,310
EM-RM-120a.2	Air Quality	VOC (metric tons)	1,962	1,816	2,239
EM-RM-120a.2	Air Quality	Number of refineries in/near areas of dense population	6	6	6
EM-RM-140a.1	Water Management	Total fresh water withdrawn (thousand cubic meters)	210,000	200,000	179,000
EM-RM-140a.1	Water Management	Percentage of total freshwater withdrawn in regions with High or Extremely High Baseline Water Stress	2.9%	9.1%	8.3%
EM-RM-140a.2	Water Management	Number of incidents of non-compliance	12	49	45
EM-RM-150a.1	Hazardous Materials Management	Hazardous waste generated (metric tons)	33,300	26,000	26,600
EM-RM-150a.1	Hazardous Materials Management	% hazardous waste recycled	31%	28%	23%
EM-RM-150a.2	Hazardous Materials Management	Number of USTs(4)	13	13	13
EM-RM-150a.2	Hazardous Materials Management	Number of UST releases requiring clean-up	0	0	0
EM-RM-150a.2	Hazardous Materials Management	% in states with UST financial assurance funds	100%	100%	100%
PBF Energy	Waste Management	Total waste generated (metric tons)	95,699	107,842	186,379
PBF Energy	Waste Management	Total waste recycled (metric tons)	29,500	22,700	56,494
EM-RM-320a.1	Workforce Health & Safety	TRIR - employee	0.49	0.42	0.31
PBF Energy	Workforce Health & Safety	LTIR - employee	0.29	0.20	0.10
EM-RM-320a.1	Workforce Health & Safety	Fatality Rate - employee	0	0	0
EM-RM-320a.1	Workforce Health & Safety	TRIR - contractor	0.12	0.28	0.37
PBF Energy	Workforce Health & Safety	LTIR - contractor	0.00	0.02	0.06
EM-RM-320a.1	Workforce Health & Safety	Fatality Rate - contractor	0	0	0
PBF Energy	Workforce Health & Safety	TRIR - total	0.28	0.34	0.34
PBF Energy	Workforce Health & Safety	LTIR - total	0.13	0.09	0.08
PBF Energy	Workforce Health & Safety	Fatality Rate - total	0	0	0
EM-RM-410a.1	Product Specifications & Clean Fuel blends	% of RVO met through production(5)	0%	19%	28%
EM-RM-410a.1	Product Specifications & Clean Fuel blends	% of RVO met through the purchase of RINS	67%	12%	52%
EM-RM-520a.1	Pricing Integrity & Transparency	Total amount of monetary losses due to legal proceedings associated with price fixing or manipulation	\$0	\$0	\$0
EM-RM-540a.1	Critical Incident Risk Management	PSE rates for LOPC Tier 1	0.09	0.10	0.10
EM-RM-540a.1	Critical Incident Risk Management	PSE rates for LOPC Tier 2	0.27	0.19	0.24
EM-RM-000.A	Activity Metric	Refining throughput of crude and feedstocks barrels of oil equivalent (BOE)	337,700,000	329,000,000	330,900,000
EM-RM-000.B	Activity Metric	Refining operating capacity (million barrels per day)	1,023	1,023	1,023

(1)The methodology and scope used for the calculation of reported metrics are subject to refinement over time as data quality improves and internal processes are enhanced. All changes will be documented and any recalculations of previously reported totals will be completed and reported in alignment with standard best practices. For any questions regarding metric calculations, please contact sustainability@pbfenergy.com

(2)Some reported values may differ from those presented in previous reports/data supplements due to the reclassification of certain environmental and/or safety incidents. In an effort to ensure consistency and accuracy over time, the values presented in this table represent the most up-to-date data. All updated data will be indicated in bold.

(3)Calculated values represent the portion of PBF Energy's Scope 1 and Scope 2 emissions which are covered under the Part 98 Mandatory Greenhouse Gas Reporting regulation.

(4)UST = Underground Storage Tank

(5)RVO = Renewable Volume Obligation

WORKFORCE

Total Employees

Location	2022	2023	2024
Headquarters	414	470	497
Delaware City Refinery	525	535	536
Paulsboro Refinery	270	301	302
Toledo Refinery	490	524	521
Chalmette Refinery	582	587	606
Torrance Refinery	588	592	598
Torrance Logistics	96	97	95
Martinez Refinery	561	580	605
PBFX	90	90	95
Total	3616	3776	3855

Percentage of Workforce that is Represented

Location	2022	2023	2024
Headquarters	0	0	0
Delaware City Refinery	71%	70%	70%
Paulsboro Refinery	64%	63%	61%
Toledo Refinery	62%	62%	64%
Chalmette Refinery	55%	57%	55%
Torrance Refinery	56%	54%	54%
Torrance Logistics	47%	53%	43%
Martinez Refinery	57%	56%	56%
PBFX	53%	53%	53%
Total	53%	52%	51%



PERFORMANCE DATA

This report contains forward-looking statements made by PBF Energy Inc. ("PBF Energy" or the "company"), and its management teams, relating to future plans, results, performance, expectations, achievements and the like are considered "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Such statements are based on current expectations, forecasts and projections, including, but not limited to, anticipated financial and operating results, plans, objectives, expectations and intentions that are not historical in nature. Forward-looking statements should not be read as a guarantee of future performance or results and may not necessarily be accurate indications of the times at, or by which, such performance or results will be achieved. Forward-looking statements are based on information available at the time and are subject to various risks and uncertainties that could cause PBF Energy's actual performance or results to differ materially from those expressed in such statements. These forward-looking statements include, without limitation, objectives, expectations and intentions with respect to future earnings and operations. Factors that could impact such differences include, but are not limited to, changes in general economic conditions; volatility of crude oil and other feedstock prices; fluctuations in the prices of refined products; the impact of disruptions to crude or feedstock supply to any of our refineries, including disruptions due to problems with third-party logistics infrastructure; effects of litigation and government investigations; the timing, announcement and consummation of any potential acquisitions and subsequent impact of any future acquisitions on our capital structure, financial condition or results of operations; unforeseen liabilities associated with any potential acquisition; inability to successfully integrate acquired refineries or other acquired businesses or operations; changes or proposed changes in laws or regulations or differing interpretations or enforcement thereof affecting our business or industry; actions taken or non-performance by third parties, including suppliers, contractors, operators, transporters and customers; adequacy, availability and cost of capital; work stoppages or other labor interruptions; operating hazards, natural disasters, weather-related delays, casualty losses and other matters beyond our control; inability to complete capital expenditures, or construction projects that exceed anticipated or budgeted amounts; effects of existing and future laws and governmental regulations, including environmental, health and safety regulations; and, various other factors. All forward-looking statements speak only as of the date hereof. The company undertakes no obligation to revise or update any forward-looking statements except as may be required by applicable law.



