DATA

PEOPLE		2021	2022	2023	2024
Gender breakdown (employees)	Male	78%	78%	79%	79%
	Female	22%	22%	21%	21%
Percent of employees in leadership positions	Male	73%	77%	79%	77%
	Female	27%	23%	21%	23%
Percent of employees hired locally vs. international	Local	98%	98%	98%	99%
	International	2%	2%	2%	1%

SAFETY	2019	2020	2021	2022	2023	2024
Total recordable injury rate [S01]	0.51	0.51	0.23	0.41	0.41	0.50
Lost time injury rate [S02]	0.19	0.07	0.00	0.16	0.20	0.16
Preventable Vehicle Incident Rate [S03]	1.20	1.28	0.32	0.35	0.90	-
DART [S04]	0.25	0.22	0.16	0.16	0.20	0.28
HSE hours trained	31,648	19,690	9,375	19,574	20,350	19,255

S01 Any work-related injury or illness that results in medical treatment beyond first aid, days away from work, restricted work, or transfer to a different position per 200,000 hours worked

S02 Any work-related injury or illness that results in days away from work per 200,000 hours worked

S03 Total Preventable Vehicle Incidents per 1,000,000 miles driven

S04 Any work-related injury or illness that results in days away from work, restricted work, or transfer to a different position per 200,000 hours worked

**The TRIR, LTIR, and DART are calculated per 200,000 hours, equivalent to 100 full-time employees working a calendar year*

WASTE MANAGEMENT	2019	2020	2021	2022	2023	2024
Hazardous (tons)	1143	558	897	1151	793	685
Non-hazardous (tons)	46,615	11,582	25,960	28,624	35,815	34,102
Refinery Recycling (tons)	28,822	32,085	36,918	33,496	32,496	699
Recycling (tons)	246	167	611	929	525	21,250

**For consistent messaging, waste volumes reflect classification per US standard*

WATER	2019	2020	2021	2022	2023	2024
Fresh water use (bbl)	20,079,894	5,440,711	3,159,543	8,638,640	3,976,676	10,243,815
Non-fresh water use (bbl)	1,647,328	1,702,644	1,853,285	1,963,709	1,591,029	1,412,935

ENERGY	2019	2020	2021	2022	2023	2024
Energy use (KWH)	425,793,692	435,698,138	380,425,840	411,014,434	449,755,972	404,883,721

SPILL PREVENTION	2019	2020	2021	2022	2023	2024
Hydrocarbon estimated volume spilled for onsite spills (bbls)	148	626	40	23	280	209
Hydrocarbon estimated volume spilled for offsite spills (bbls)	35	30	66	1	41	17
Produced water estimated volume spilled for onsite spills (bbls)	805	1090	44	40	47.9	281.08
Produced water estimated volume spilled for offsite spills (bbls)	375	71	4	-	-	139
Spill count	67	36	27	22	13	25

METHANE	2019	2020	2021	2022	2023	2024
Methane emissions	2,279	1,830	853	654	737	591

**All CH4 volumes are reported in metric tons*

EMISSIONS	2019	2020	2021	2022	2023	2024
Total gas flared (Mcf)	6,293,047	3,844,412	4,568,937	2,947,231	3,950,842	2,590,164
Total gas vented (Mcf) E01	760	1899	201	912	391	840
Direct GHG emissions (CO2e) E02	2,700,930	2,463,785	1,974,449	2,088,012	2,203,244	2,159,883
Combustion equipment	1,829,320	1,857,734	1,434,541	1,597,289	1,645,345	1,653,194
Drilling & completion activity	309	77	129	18	42	17
Flaring & venting	535,280	341,495	299,106	228,557	282,978	248,591
Fugitive emissions	70,819	10,886	2,276	778	641	469
Process equipment *(compressors, tanks, dehys)*	35,072	29,645	20,188	30,067	42,411	48,049
Pumps, generators, other	13,672	17,477	5,436	3,979	3,915	5,125
Refining Processes	215,222	205,513	211,883	226,462	227,207	203,454
Vehicle transport	1,237	959	889	862	705	984
Direct GHG emissions by constituent						
CO2	2,656,572	2,437,477	1,946,801	2,064,297	2,177,199	2,137,267
CH4	2,279	1,830	853	654	737	591
N2O	52	28	21	25	36	27

E01 Venting occurred primarily during planned maintenance activities

**E02 Emission factors were updated for international assets in 2022, 2017-2021 were back calculated to match new emission factors*

**All CO2e volumes are reported in metric tons*

**All numbers have been rounded in report*

**All flaring and venting volumes are reported in thousand cubic feet*