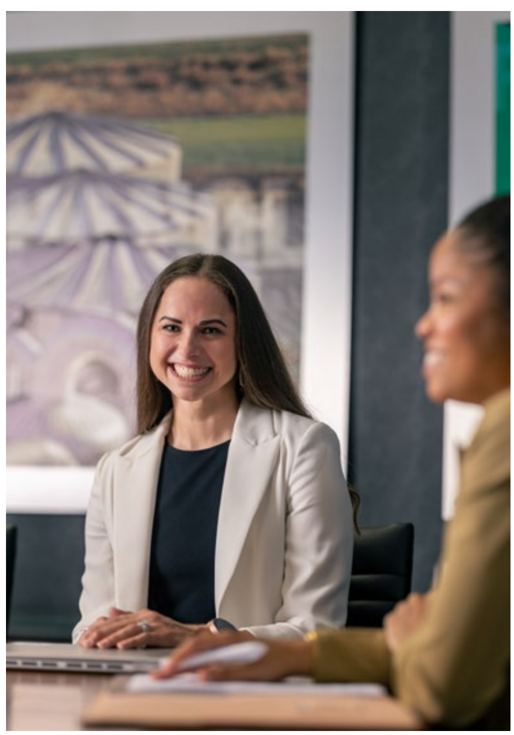
Valero Report on Guiding Principles

Safety, Environment, Employees, Community and Governance

August 2026



Valero®

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Contents

Valero's Vision

The world requires reliable and affordable energy, and we see this as an opportunity. We are advancing the future of energy through innovation, ingenuity and unmatched execution.

Guiding Principles

SAFETY

ENVIRONMENT

EMPLOYEES

COMMUNITY

GOVERNANCE

Please visit www.valero.com to learn more about our company. The terms "Valero," "we," "our" and "us," when used herein, may refer to Valero Energy Corporation (NYSE: VLO), to one or more of our consolidated subsidiaries and/or consolidated joint ventures, or to all of them taken as a whole. The term "DGD," when used in this report, may refer to Diamond Green Diesel Holdings LLC, its wholly owned consolidated subsidiary, or both of them taken as a whole.

Policies and Procedures

This report includes statements regarding various policies, values, standards, approaches, methodologies, procedures, processes, systems, strategies, programs, initiatives, assessments, technologies, practices, metrics and similar measures related to our sustainability and climate-related data, disclosures, targets, actions, performance, and compliance systems (collectively, "Policies and Procedures"). While we believe that our Policies and Procedures reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop and evolve, we may revise or cease reporting or using certain Policies and Procedures if we determine that they are no longer appropriate, or we are otherwise required to do so. References to Policies and Procedures in this report do not represent guarantees or promises about their efficacy or continued implementation or use, or any assurance that any 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 our control and are difficult to predict, and there may be circumstances, factors, or considerations that may cause different implementation thereof, revised or discontinued use thereof, or exceptions in specific instances. Please see Forward-Looking Statements below and the risk factors in our Annual Report on Form 10-K for the year ended December 31, 2025.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 (the Securities Act) and Section 21E of the Securities Exchange Act of 1934 (the Exchange Act), including, but not limited to, statements about our Policies and Procedures. Please see the Cautionary Statement Concerning Forward-Looking Statements set forth on page 57 of this report, which includes important information regarding the identification of forward-looking statements used in this report and important factors that could cause actual results to differ materially from those in the forward-looking statement.

Additional Information About This Report

This report and the disclosures herein are not "soliciting material," are not deemed filed with the Securities and Exchange Commission (SEC), and are not to be incorporated by reference into any of Valero's filings under the Securities Act or the Exchange Act, whether made before or after the date of this report and irrespective of any general incorporation language therein unless specifically identified in such filing as being incorporated by reference in such filing. This report discusses or references other Valero reports, policies and disclosures that are available on Valero's website, as well as certain third-party conclusions, reports and data (the foregoing, External Materials). Such External Materials are not themselves a part of this report. Furthermore, references in this report to website URLs are intended to be inactive textual references only and the content of such websites is not a part of this report.

This report represents a good faith effort by Valero to address its efforts, initiatives and performance on an array of diverse and broadly defined sustainability and climate-related topics and other matters of interest to certain stakeholders. The inclusion of or reference to any such information in this report is not an indication that this information or statements related thereto are necessarily material to investors or require disclosure in our filings with the SEC.

The information provided in this report is intended for interested readers in the United States. Because science is evolving, and comprehensive review is not feasible, references and analyses provided are merely intended as an aid to readers to help understand Valero's approach and considerations in our business strategy.

A Message from Our CEO

Lane volunteering at St. PJ's Children's Home in San Antonio.

In 2025, we had our best year for mechanical availability, personnel safety, and environmental scorecard performance – building on the personnel and process safety records we set in 2024. These accomplishments are a testament to our long-standing commitment to our guiding principles.

We also achieved record refining throughput and ethanol production in 2025. These accomplishments reflect the hard work, expertise and dedication of our entire team, and highlight our operational and commercial excellence.

We remain focused on the things that have been a hallmark of our strategy – maintaining operating excellence, executing our projects well, discipline around capital investments and our commitment to stockholder returns.

Our operational excellence begins with our focus on the health, safety and well-being of our employees and the communities where we operate. This will always be our top priority.

On the capital investment front, we continue to deliver on our commitment to grow Valero's earnings capacity through organic investments.

Our innovation efforts have made us a leading producer of liquid transportation fuels. We are leveraging our global liquid fuels platform to expand our long-term competitive advantage through strategic investments in economically viable low-carbon projects.

As I think about our community, I am proud of Valero's culture and legacy of giving back, as demonstrated through the Valero Texas Open and Benefit for Children, as well as the incredible generosity of our employees through volunteerism and employee giving.

I am honored to work alongside our nearly 9,900 employees, whose innovation, ingenuity and unmatched execution continue to advance liquid transportation fuels.

None of this would be possible without the unwavering support of our Board, stockholders, business partners and other stakeholders.

We hope you enjoy learning more about Valero's culture and guiding principles. Thank you for your continued support and trust.

R. Lane Riggs
Chairman, Chief Executive Officer & President

Our Business

We are a Fortune 500 company (NYSE: VLO) and a multinational manufacturer and marketer of petroleum-based and low-carbon liquid transportation fuels and petrochemical products, and we sell our products primarily in the United States (U.S.), Canada, the United Kingdom (U.K.), Ireland and Latin America. We manage our operations through our Refining, Renewable Diesel and Ethanol segments.

Refining Segment

WORLD'S PREMIER INDEPENDENT REFINER – GROWTH PROJECTS FOCUSED ON COST CONTROL, OPTIMIZATION AND MARGIN EXPANSION

- **14** petroleum refineries
- **3.0 million barrels per day** (bpd) of high-complexity throughput capacity
- **Lowest-cost producer** of gasoline, diesel, jet fuel and other specialty products, including petrochemicals and asphalt

Renewable Diesel Segment

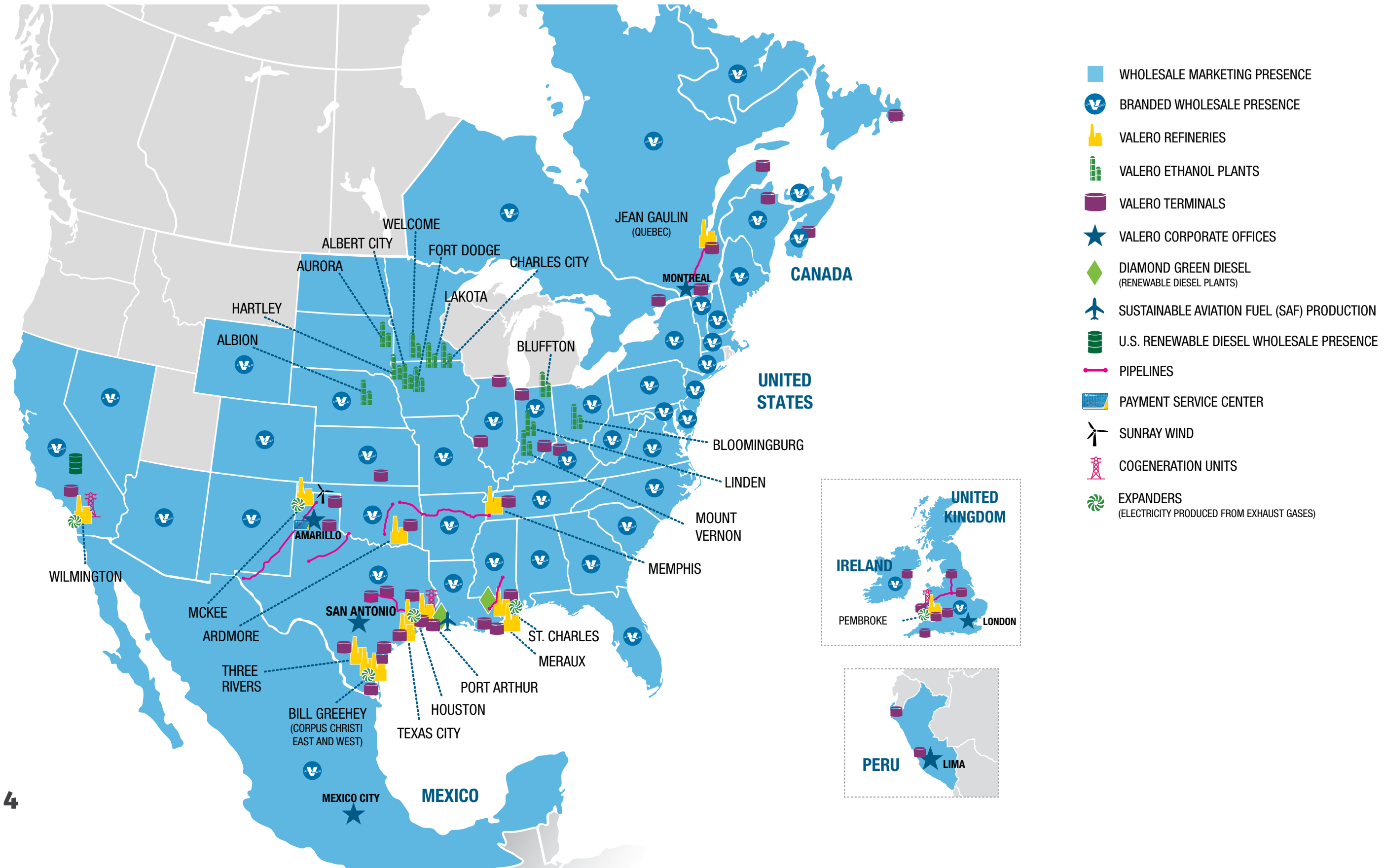
WORLD'S 2ND LARGEST RENEWABLE DIESEL PRODUCER – PROFITABLE, HIGH-RETURN PROJECTS TARGETING GROWING LOW-CARBON MARKETS

- **Up to 1.2 billion gallons per year** of renewable diesel
- **Up to 235 million barrels per year** of synthetic paraffinic kerosene (SPK) or neat sustainable aviation fuel (SAF)[1]
- **Up to 80% reduction** in renewable diesel's life cycle GHG emissions, compared with traditional diesel[2]
- **Renewable diesel and blended SAF are compatible** with existing engines and infrastructure

Ethanol Segment

WORLD'S 2ND LARGEST CORN ETHANOL PRODUCER AND LARGEST U.S. EXPORTER – EXPANDING CAPACITY AND DEVELOPING PROJECTS TO CREATE A HIGHER VALUE ETHANOL

- **12** ethanol plants
- **1.7 billion gallons per year** production capacity
- **4.4 million tons** of high protein animal feed produced per year
- **At least 30%** reduction in life cycle GHG emissions, compared with petroleum gasoline[2]
- **Existing logistics assets well positioned** to support export growth



Low-Carbon Innovation

The world continues calling for low-carbon alternatives … Valero keeps answering the call!

For Valero, investments in low-carbon fuels that began in 2009 have provided an advantage for the company to capture market opportunities. As of December 31, 2025, we have invested $6 billion in our low-carbon businesses. Our low-carbon growth projects have been held to the same minimum after-tax internal rate of return (IRR) as our refining growth projects, creating value for stockholders while contributing to greenhouse gas (GHG) emissions reductions in the transportation sector.

Renewable Diesel, Renewable Naphtha and Renewable Propane

A drop-in fuel interchangeable with traditional diesel, **our renewable diesel is manufactured primarily from waste feedstocks**, including used cooking oil, animal fats and inedible corn oil, as well as other feedstocks such as soybean oil. These feedstocks are pretreated and purified prior to conversion into renewable diesel and specialty grades, such as renewable arctic diesel.

Valero is the world's second-largest renewable diesel producer and currently operates two renewable diesel plants located in St. Charles Parish, Louisiana, and Port Arthur, Texas, with a total annual production capacity of 1.2 billion gallons of renewable diesel.

Renewable naphtha and renewable propane are produced in the process and recovered as coproducts. With an annual production capacity of 50 million gallons, **renewable naphtha** can be used as a gasoline blendstock or a feedstock for producing low-carbon plastics.

Renewable propane has multiple end uses, including as a low-carbon fuel, a renewable petrochemical feedstock or a feedstock in the production of **low-carbon hydrogen**.

Renewable diesel reduces life cycle GHG emissions by up to 80%, compared with traditional diesel.[2]

Sustainable Aviation Fuel (SAF)

Made with feedstocks used in the renewable diesel process, synthetic paraffinic kerosene (SPK), or neat SAF, is a non-petroleum-based fuel. Blending SPK and traditional jet fuel results in blended SAF, and current fuel specifications allow SPK to be blended up to 50%[3] with traditional jet fuel for use in an aircraft. Blended SAF is a drop-in fuel for existing aircraft and infrastructure.

Our large-scale SAF production project at the Port Arthur, Texas, plant was successfully completed in the fourth quarter of 2024 and is now fully operational. The project provides the plant the optionality to upgrade approximately 50% of its current 470 million-gallon renewable diesel annual production capacity to neat SAF.

Neat SAF can lower life cycle GHG emissions by up to 80%,[2] *when compared with conventional jet fuel.*

Ethanol

Ethanol is a low-carbon, high-octane fuel. When used as a gasoline blendstock, ethanol boosts the octane rating of the finished fuel. Valero operates 12 ethanol plants located in the U.S. Midwest, with a combined production capacity of 1.7 billion gallons per year. The plants are dry mill facilities that process corn to produce ethanol and coproducts, such as dry distillers grains (DDGs) for livestock feed and inedible corn oil.

Ethanol offers at least 30% lower life cycle GHG emissions, compared with petroleum gasoline.[2]

Fiber Cellulosic Ethanol

In addition to starch ethanol, we use an enzymatic process to convert waste fibers into cellulosic ethanol, a second-generation fuel.

"When [cellulosic ethanol is] used as a vehicle fuel, it can support deep reductions in [life cycle] greenhouse gas emissions, with a carbon footprint 73% smaller than conventional gasoline."[5]

Compared to gasoline's CI of approximately 100 gCO_2e/MJ and EV's average CI of about 50 gCO_2e/MJ (depending upon battery components, manufacturing place and the electric grid),[4] cellulosic ethanol has a CI in the high 20s.[5] When combined with carbon sequestration, the cellulosic ethanol product can have a CI in the single digits, further increasing the value of ethanol in low-carbon markets.

Carbon Capture and Storage (CCS)

CCS is a proven technology that has been in commercial use for decades in the oil and gas and fertilizer industries. It involves three steps:

1. **Capture:** CO_2 is separated from other gases produced at industrial process facilities or in the atmosphere.
2. **Transport:** Separated CO_2 is compressed and transported by pipeline, rail, trucks or ships for storage.
3. **Storage:** CO_2 is injected into deep underground geological formations for permanent storage.

Industrial Carbon Capture. A Valero provider of hydrogen operates a large-scale system to capture CO_2 from its two steam methane reformers located within the Valero Port Arthur Refinery. Recognized by the Department of Energy, this industrial CCS project was the first-of-its-kind operating at such a industrial large scale by capturing approximately **1 million metric tons of CO_2 per year**.

Ethanol Carbon Capture and Storage. Currently, we are developing stand-alone CCS projects at several of our eastern ethanol plants, potentially capturing more than **1 million metric tons of CO_2 a year**. Certain of our ethanol plants are located near geology believed to be suitable for successful CCS projects, making them potentially attractive for development.

Low-Carbon Fuels — Frequently Asked Questions

What is carbon intensity or CI? CI means the quantity of life cycle GHG emissions for a particular fuel per unit of transportation energy delivered, which is expressed in grams of carbon dioxide equivalent per megajoule (gCO_2e/MJ).

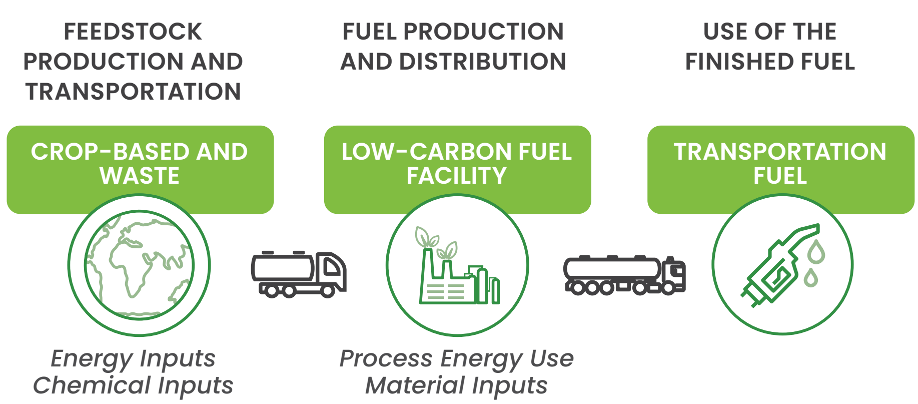
Where are feedstocks sourced to produce low-carbon fuels? Our ethanol and renewable diesel plants are in advantaged locations. In the case of ethanol, the U.S. Midwest, where Valero ethanol plants are located, offers abundant corn supply. In addition, Valero has built existing logistics assets well positioned to support export growth of ethanol. Our renewable diesel and neat SAF production are competitively located in the U.S. Gulf Coast with access to domestic and global feedstocks, which allows for flexibility of supply of used cooking oil, animal fats, soybean oil and inedible corn oil. Used cooking oil and animal fats are sourced domestically and internationally. **Notably, the other member of our renewable diesel joint venture[6] is the largest renderer in North America and globally, which provides a source of used cooking oil and animal fats. Inedible corn oil is sourced from Valero's ethanol plants in the U.S. Midwest.**

How are low-carbon fuel supply chains documented? International sustainability certifications are designed to ensure that low-carbon fuels are sustainably sourced and produced, traceable, and correctly classified through the supply chain,[7] including:

- **Origin stage.** Accepted feedstocks include waste and residues (i.e. used cooking oil, animal fats), agricultural biomass (i.e. vegetable oils) and recycled or circular materials (i.e. corn fiber for cellulosic production) that include proof of origin, feedstock classification and supply chain documentation.
- **Gathering or collecting point.** Volumes from multiple sources are consolidated, and documentation is collected and verified.
- **Chain of custody.** A standard set of documents are used to track feedstocks as they move through the supply chain. Each movement is documented and verified.
- **Mass balance system.** Because feedstocks are physically mixed, suppliers and producers use a mass balance approach to ensure traceability without requiring physical segregation.
- **Production facilities.** Certifications demonstrate verified GHG emissions of the final product as well as accurate mass balancing and full supply chain traceability.
- **GHG emissions accounting.**[7] For each certified finished fuel, a life cycle GHG emissions analysis calculation is verified to ensure the delivery of life cycle GHG emissions reductions, compared with fossil fuel alternatives.

Animal fats and tallow used in the production of renewable diesel or SAF are ***not produced specifically for fuel****— they are a* ***waste stream collected at rendering or gathering facilities****. The international certifications treat these as waste or residue feedstocks.*

What is life cycle analysis or LCA? It is a cradle-to-grave analysis to determine a fuel's CI. In the case of liquid transportation fuels, LCA means calculation of the aggregate quantity of GHG emissions related to the full fuel life cycle, including all stages of fuel and feedstock production and distribution, from feedstock generation or extraction through the distribution, delivery and use of the finished fuel by the ultimate consumer, as depicted in the graphic to the right.



Do low-carbon fuels reduce GHG emissions? Yes, low-carbon fuels reduce life cycle GHG emissions. In the case of corn ethanol, our product offers at least 30% lower life cycle GHG emissions,[2] compared with petroleum gasoline. The reduction percentage could be higher if certain feedstocks such as corn kernel fiber are used or if the energy intensity in ethanol's production or supply chain decreases. Renewable diesel and neat SAF offer up to 80% lower life cycle GHG emissions,[2] compared with traditional diesel and jet fuel, respectively. The reduction percentage changes depending on the LCA methodology or pathway, feedstocks and energy intensity in the supply chain, such as feedstock gathering mileage or distribution mileage of the finished product. In addition, global low-carbon fuel programs calculate life cycle GHG emissions with different assumptions and models.

Do low-carbon fuels have tailpipe emissions? Yes, low-carbon fuels combust just like their fossil fuel counterparts. However, low-carbon fuels have lower life cycle emissions than fossil fuels due to the biological or waste origins of the feedstock. For instance, in life cycle GHG emissions calculations, the tailpipe emissions released from combusting ethanol are offset by the carbon uptake during new corn crop growth. As a result, vehicles running on low-carbon fuels produce less net CO_2 per mile traveled than vehicles running on conventional fuels.

Can low-carbon fuels displace fossil fuels? Yes. According to the U.S. Energy Information Administration, renewable diesel made up nearly 65% of California's transportation distillate consumption in the third quarter of 2024. In addition, the key driver of GHG emissions reductions in California is the displacement of petroleum diesel by renewable fuels, which made up 71% of the total diesel pool by 2025.[8]

Where are Valero's low-carbon fuels sold? Our low-carbon fuels are sold around the world, including continental Europe, Scandinavia, the U.K., South America, Canada and the United States, especially in California, Oregon and Washington. We believe that our ability to supply these low-carbon fuels can play an important role for governments and others to achieve their GHG emissions reduction targets.

Why don't you use the GHG Protocol to measure the carbon content of your low-carbon businesses? We are informed by the GHG Protocol but we don't use it because of the complexity of our business, especially for low-carbon fuels that have to comply with global low-carbon fuel standards and policies that base CI calculations on LCA and account for the full fuel life cycle. For instance, combustion of biofuels is not part of the accounting of Scope 3, Category 11 in the GHG Protocol but it is counted by global LCA methodologies.

Global Low-Carbon Fuel Regulations Driving Demand Growth for Renewable Diesel[10]

	2030 GHG Emissions Reduction Target	Net-Zero GHG Emissions Target	Primary Transportation Fuel Policy Mechanism	2030 Transportation Fuels Goal
California[11]	40%	Net-zero by 2045	Low Carbon Fuel Standard (LCFS)	Reduce the carbon intensity of transportation fuels by at least 30%
Canada	40 to 45%	Net-zero by 2050	Clean Fuel Regulations (CFR)	Reduce the carbon intensity of transportation fuels by 15%
EU	55%	Net-zero by 2050	Renewable Energy Directive III (REDIII)	Replace 29% of transport fuels with renewable energy, or reduce sector GHG intensity by 14.5%
UK	68%	Net-zero by 2050	Renewable Transport Fuel Obligation (RTFO)	Replace 19% of transport fuels with renewable fuels
Oregon	Clean Fuels Program requires a 20% carbon intensity reduction by 2030 and a 37% reduction by 2035			
New Mexico	Clean Transportation Fuel Standard, targeting a 20% carbon intensity reduction by 2030			
Washington State	Clean Fuel Standard requires a 45% carbon intensity reduction by 2038 (may be as high as 55% if certain conditions met)			
British Columbia	Low Carbon Fuel Standard requires a 30% carbon intensity reduction by 2030			
Norway	Biofuel for road transport mandated at 20% in 2026 and 21% in 2027			
U.S. Federal Policies	Renewable diesel demand is also driven by the EPA's Renewable Fuel Standard (RFS) and the IRS Production Tax Credits (PTC) included in the One Big Beautiful Bill (OBBB)			

Are Valero's GHG emissions of low-carbon fuels audited and certified?

Yes, our low-carbon fuels are audited and certified not only as part of the limited assurance of our GHG emissions disclosures with external auditors, but also by independent auditors representing the countries, states or provinces (including certain international organizations or certification programs) where we sell low-carbon fuels. In the case of California's Low Carbon Fuel Standard (LCFS), each certified pathway follows stringent rules and certification processes. California's LCFS has certified more than 3,700 fuel pathways of low-carbon fuel CI calculations.[9] Pathways are "[v]ariations in feedstock types, origin, raw material production processing efficiencies and transportation," all of which contribute to an individual producer's fuel pathway CI and are independently verified. California's verifications are based upon ISO 14064-3 and 14065. The EU requires certification bodies be accredited to ISO 17065 and 14065, and audits be conducted in accordance with ISO 19011 or the equivalent. **In 2025, more than 70 independent verifications were conducted on our low-carbon fuels production, some of which included a partial or full traceability review of the supply chain.**

Our production of renewable diesel and SAF is independently recognized and verified with the highest levels of compliance. Our compliance and auditing programs go beyond the sustainability requirements of many low-carbon markets and jurisdictions.

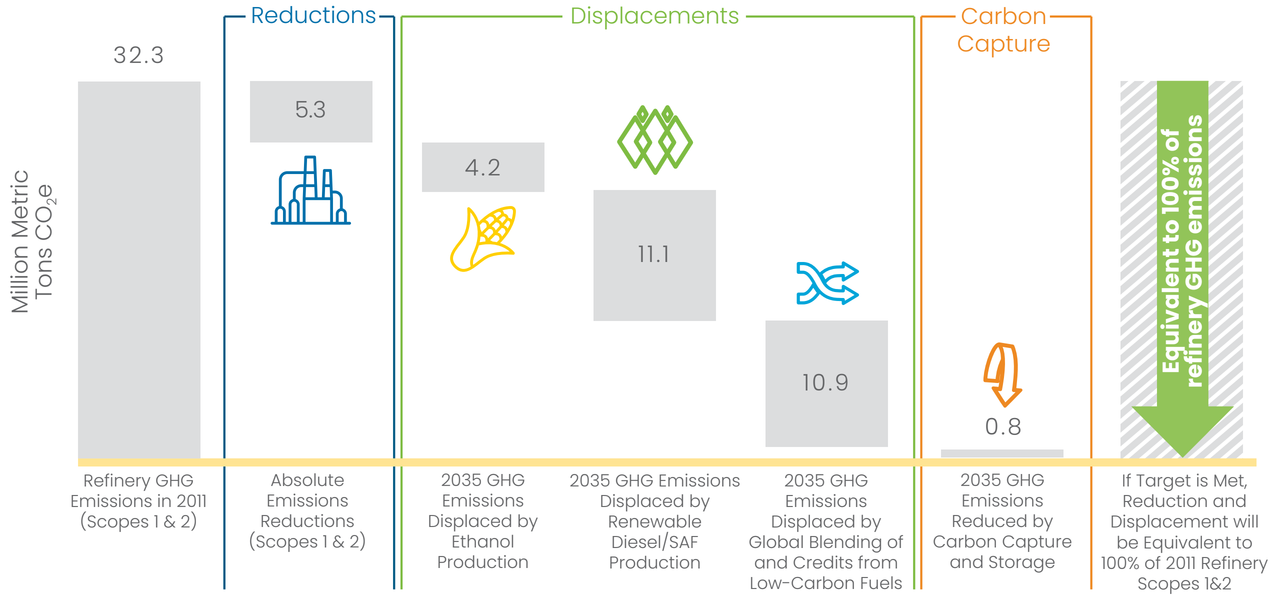
SAF Mandates are Expanding Globally

	SAF Mandates
CORSIA[12]	Program aims to offset growth in CO_2 emissions from international aviation above 85% of 2019 emissions. Participation is voluntary over 2021-2026 and becomes mandatory for participating nations starting in 2027[13]
EU[14]	2% in 2025, 6% in 2030, 20% in 2035, 34% in 2040, 42% in 2045, and 70% in 2050
France[15]	1.5% in 2024, 2% in 2025 and 5% in 2030
Sweden[15]	1% in 2021 and increasing to 30% in 2030
Switzerland	2% in 2026 and increasing to 6% by 2030
Norway	2% in 2026, expected to increase to 30% in 2030
UK	2% in 2025, increasing linearly to 10% in 2030 and then to 22% in 2040
British Columbia	1% in 2028, 2% in 2029 and 3% in 2030
Brazil	GHG emission reduction of 1% in 2027, progressively increasing to 10% by 2037, through the use of SAF
India	Target of 1% by 2027, 2% by 2028, and 5% by 2030
Japan	10% by 2030
Singapore	1% in 2026, possibly increasing to 3%-5% in 2030
South Korea	1% in 2027, increasing to 3-5% in 2030 and 7-10% in 2035
Thailand	1% in 2026, increasing to 1-2% over 2027-29, 3-5% over 2030-32, and 5-8% over 2033-37
Potential Policies	Indonesia, Malaysia, Iceland[14], Liechtenstein[14], and Netherlands[15]

GHG Emissions[16]

2035 Target

Our GHG emissions target reflects our leading liquid transportation fuels strategy. Refinery absolute reductions and our low-carbon projects are expected to generate reductions and displacements **equivalent to 100% of the tonnage from our global refinery GHG emissions (Scopes 1 and 2) by 2035**. Each component below showcases our strategy:



While the original baseline and ultimate goal remain unchanged, we have revised the 2035 GHG Emissions Target to reflect two changes. First, the absolute refinery GHG emissions (Scopes 1 and 2) reductions were increased to account for the idling of processing units and ceasing refinery operations at our Benicia refinery in California by the end of April 2026. Since 2025 was its last full year of refinery operations, the 2025 GHG emissions from that refinery were included in the "Reductions" component of the target. Secondly, the target was also revised to reflect the decreased CCS GHG emissions reductions within the "Carbon Capture" component of the target, which were adjusted to incorporate expectations and developments related to certain CCS projects.

Independent Limited Assurance

Since 2021, we have engaged one or more independent third parties to evaluate, validate, and/or verify our GHG emissions disclosures, which we intend to continue completing annually. In 2026, this included limited assurance on/of:

- Company-wide 2025 Scopes 1 and 2 GHG emissions, including refining, renewable diesel, and ethanol segments
- Company-wide 2025 lifecycle GHG emissions displacements from our renewable diesel, SAF and ethanol production, as well as the blending of and credits from low-carbon fuels
- Global refinery 2025 Scope 1 intensity per barrel
- The validation of our 2035 GHG emissions reduction/displacement target

Copies of independent limited assurance verifications can be found on our website at www.valero.com > Investors > Governance & Engagement > Other Reports. **All calculations were found to be science-based and in conformity with acceptable engineering practices.**

GLOBAL REFINING	2021	2022	2023	2024	2025
Refining throughput of crude oil and other feedstocks (million BOE)	1,017.3	1,077.8	1,087.3	1,065.8	1,090.8
GHG emissions, Scope 1 (million metric tons CO_2e)	23.7	24.8	24.9	24.3	24.8
GHG emissions, Scope 2 Market-based (million metric tons CO_2e)	4.9	4.9	5.1	5.0	5.0
GHG emissions, Scope 2 Location-based (million metric tons CO_2e)	5.0	5.0	5.2	5.0	5.1
LOW-CARBON FUELS	**2021**	**2022**	**2023**	**2024**	**2025**
GHG emissions, Scope 1 (million metric tons CO_2e)	2.1	2.1	2.3	2.4	2.5
GHG emissions, Scope 2 Market-based (million metric tons CO_2e)	0.5	0.5	0.5	0.5	0.6
GHG emissions, Scope 2 Location-based (million metric tons CO_2e)	0.5	0.5	0.5	0.5	0.5
GHG emissions reduction achieved with displacements (million metric tons CO_2e)	16.7	20.5	22.4	22.6	23.2

GHG Emissions Methodologies

There is currently not one standardized methodology for calculating all GHG emissions. For instance, direct GHG emissions that result from on-site sources controlled and owned by the organization, commonly referred to as Scope 1, can be calculated using different parameters and methodologies. Another well-known example is the calculation of Scope 3, which is inherently unreliable because of the varying interpretations of and visibility into indirect emissions that are attributed to the activities of the organization but are outside of its control or knowledge.

At Valero, we have complied with mandated GHG emissions reporting requirements for more than 15 years. As a result, we have established a robust process to disclose our GHG emissions inventory following regulatory frameworks in the U.S., Canada, and the U.K., and global life-cycle analysis (LCA) methodologies applicable to low-carbon fuels.

Direct GHG emissions (Scope 1): Corporate disclosure of our Scope 1 GHG emissions from fuel combustion and hydrogen production sources at our 14 petroleum refineries can be estimated following the GHG reporting program obligations under U.S. 40 CFR Part 98 (Subparts C, P, Y and PP); the Commission Implementing Regulation (EU) 2018/2066 of 19 December 2018 on the monitoring and reporting of greenhouse gas emissions pursuant to Directive 2003/87/EC of the European Parliament and of the Council; and Quebec – Q-2, r. 15 - Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere. We also calculate and separately disclose the direct GHG emissions (Scope 1) from our 12 ethanol plants and two renewable diesel plants following the GHG emissions reporting program obligations under U.S. 40 CFR 98 (Subpart C).

Indirect GHG emissions from the consumption of energy and steam purchased by the organization for its use (Scope 2): To calculate Scope 2 emissions, we follow the guidance from two approaches in the GHG Protocol: market-based and location-based. We calculate Scope 2 for our three segments: refining, ethanol and renewable diesel.

Scope 1 Intensity: To calculate the GHG emissions from the refining process per unit of throughput, we divide the global refinery Scope 1 emissions in million metric tons CO_2e (as described above) by thousand barrels of oil equivalent (BOE). In the past we have compared our Scope 1 intensity with the refining peer group, including PSX, MPC, DINO and PBF. Since 2019, relative to peers' performance, Valero's Scope 1 intensity was the lowest of the peer group. However, our peers are no longer disclosing their Scope 1 emissions with ample time to conduct a verification by a third-party independent assessor prior to the publishing of this report.

Displacements: This represents the tonnage reduction of GHG emissions equivalent (CO_2e) that result from the substitution of petroleum fuels with the production of, blending of, and credits from low-carbon fuels, including, but not limited to, products that we currently produce or are expected to produce as part of our publicly available GHG emissions target (such as ethanol, cellulosic ethanol, renewable diesel, renewable naphtha, renewable propane, and SPK or neat SAF), as well as low-carbon fuels and credits we procure. This calculation is based on a comparison of low-carbon fuels LCA and the fossil fuel benchmark LCA, which could vary depending on the product and/or the jurisdiction.

For our production of renewable diesel, the carbon intensity (CI) estimations are based on the market-based CI assigned to the product from the verifications and audits from jurisdictions where renewable diesel production was sold. On neat SAF, the CI calculations are based on the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) from the International Civil Aviation Organization (ICAO). In the case of our production of ethanol, the CI estimations are based on the Argonne National Laboratory GREET3.0 2021 model. Regarding the CI estimations for ethanol and biodiesel that we procured, including credits, to fulfill our blending obligations, we used the Argonne National Laboratory GREET3.0 2021 (ethanol) and 2019 (biodiesel) models, as well as published papers. When calculating the displacements from blending and to avoid double counting, our low-carbon fuel production that contributes to our blending obligation is excluded.

In accordance with the Sustainability Accounting Standards Board's (SASB) Standards Application Guidance 3.0 Reporting Boundaries, as the operator of the consolidated entity, displacements include the entire production of renewable diesel, renewable naphtha, renewable propane, and SPK or neat SAF of the consolidated entities that we operate.

Independent Assessment of our Refining Strategy

Under multiple carbon-constrained scenarios, independent assessments have found Valero's overall refining portfolio to be resilient.

Responding to the requests of certain stakeholders regarding independent assessments of the resilience of our strategy under hypothetical oil and biofuel demand scenarios, we have issued three reports following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and using multiple demand scenarios. Our first TCFD report, the Review of Climate-related Risks and Opportunities, was published in September 2018. At that time, we engaged HSB Solomon Associates (Solomon), a leading refining benchmarking data provider and advisory firm, to conduct an independent analysis under multiple demand scenarios, including the potential transition to a lower-carbon economy consistent with one of the International Energy Agency's (IEA) 2°C scenarios. In the 2021 TCFD Report and Scenario Analysis, Solomon examined our refining business and reviewed the resilience of our strategy under the IEA's Sustainable Development Scenario (SDS), referred to as a well-below 2°C scenario. And in the 2022 TCFD Report, Solomon conducted an independent scenario analysis based on the assumptions of the IEA Net Zero by 2050 Scenario, as applied by Solomon. The assessments in such reports found Valero's overall refining portfolio to be resilient.[17]

In 2025, we engaged Solomon again to assist us in independently evaluating the resiliency of our global refining strategy and our alignment with the goals of IEA Net Zero by 2050 Scenario (NZE), as updated by the IEA and applied by Solomon. Solomon compared the competitiveness of refineries around the world based upon their cost to produce transportation fuels.

Solomon's independent scenario analysis assumptions included:

- Solomon locked in the GHG emissions reduction goals from NZE and attempted to fit refinery yields to the product demand assumptions as provided.
- Data gaps in NZE assumptions, as well as the unrealistic refinery product yields that did not align with product demand assumptions, prevented the balancing of the scenario.
- To bridge these data gaps and to ensure feasible refinery production, Solomon reverted to regional product demand assumptions for 2030 and 2040 from the more detailed IEA Sustainable Development Scenario[18] regional oil demand projections and held these assumptions until 2050 in the NZE analysis.
- Solomon mitigated the increase in GHG emissions resulting from closing the data gaps and demand assumptions by applying a designated CCS scenario.
- Solomon determined that the refiners with the highest cost to produce transportation fuel would close as demand fell.

Independently of Valero, Solomon's conclusions under Net Zero are:

- Valero's overall refining portfolio would be resilient in the low-carbon marketplace of NZE as applied by Solomon.
- Valero's strategy of continuing to operate one of the most competitive and efficient refining fleets would be aligned with the net zero goals of the Paris Agreement.
- Solomon's analysis identified that conditions for our refineries in California could be challenging under certain assumptions of the hypothetical scenario on an individual or regional basis.

California's strict legislation and regulations are behind refinery production reductions.

In recent years, California's increasingly strict legislation and regulations have subjected our refining and marketing operations to potential increased operational restrictions and new reporting requirements. The considerable uncertainty and potential adverse effects on our operations and financial performance resulted in the evaluation of strategic alternatives for our operations in California.

In March 2025, we approved a plan to idle the processing units and cease refining operations at the Valero Benicia Refinery by the end of April 2026. Subsequently, we evaluated the Valero Benicia and Wilmington Refineries for potential impairment and concluded that their carrying values were not recoverable.

While we evaluate potential redevelopment options for the future use of the Benicia refinery property, we plan to maintain all required operating permits and keep the facilities in a safe, clean, and idled condition. In addition, we expect to continue to fulfill our contractual obligations to customers in the Northern California market through imports or other alternative supply arrangements.

Safety

Safety is our foundation for success.

At Valero, we believe that safety and reliability are critically important. The protection of our employees and communities are at the heart of the workplace culture values we aspire to as a company. Also a decrease in the number of employee and process safety events should generally reduce unplanned shutdowns and increase the operational reliability of our refineries and plants. This, in turn, should also translate into a safer workplace with fewer environmental incidents and stronger community relations. We strive to improve safety and reliability performance by offering year-round safety training programs for our employees and contractors and by seeking to promote the same expectations and culture of safety. We also seek to enhance our safety performance by conducting safety audits, quality assurance visits, and comprehensive safety and risk assessments at our facilities.

Safety Initiatives Recently Implemented

Enhanced Gas Detection

Four-gas detectors for all refinery employees: Reinforcing its position as a leader in industry safety, Valero is transitioning to four-gas detectors for all refinery employees. This initiative, to be substantially completed by December 2026, enhances worker protection, reduces incident potential, and reflects a strong commitment to preventing incidents through improved, proactive gas detection.

Emergency Response

In line with our commitment to set new industry standards, we conduct comprehensive training in emergency response protocols using fluorine-free foam.[19]

Employees with four-gas detectors at the Valero Corpus Christi Refineries.

Valero's Safety Assessment for Excellence (VSAFE)

VSAFE re-engineers the traditional health and safety audit and compliance model to focus on driving health and safety excellence. VSAFE assesses the design and effectiveness of safety performance in more than 120 expectations that are key to driving culture and continuous improvement. Using a proprietary process with site data, field assessments and employee/management interviews, subject matter experts work alongside site champions at each refinery to perform this assessment every three years.

BEST YEAR EVER

2025 was our best year ever refinery safety performance for employees, and for employees and contractors on a combined basis.

2025 was also our best year ever for mechanical availability.

Safety Management Systems

Through the various disciplines within Occupational Safety and Health, we provide ways of caring for our employees, contractors and neighboring communities.

Safety plays an important role in many of the major elements of Commitment to Excellence Management System (CTEMS). Examples of safety programs and initiatives under CTEMS include:

Protecting People & Environment

- Compliance with relevant health, safety, and environmental laws and regulations
- Occupational health program that includes industrial hygiene monitoring, medical surveillance programs, fatigue prevention and other human factor programs
- Processes to identify, communicate and safely handle chemicals, hazardous materials and wastes
- Ensuring all sites prepare for and respond to all levels of operational emergencies

Safe, Stable & Reliable Operations

- Operating, maintenance, safe work and inspection programs in place, rigorously followed, verified and updated
- Quality assurance programs to ensure materials meet designated specifications
- Processes to prevent repeat failures
- Employee participation programs to maintain a positive and open safety culture

People & Skills Development

- Employees receiving appropriate training throughout their employment
- Processes to review and update training programs

Technical Excellence & Knowledge

- Incident and significant near-miss reporting and investigation processes to ensure timely sharing of information and closure of corrective actions

2025 Safety Awards

Valero Chairman's Awards

Valero St. Charles Refinery

The Valero Chairman's Safety Award recognizes a site that demonstrates the highest level of occupational and process safety performance. The Valero St. Charles Refinery earned this distinction through several notable achievements, including zero recordable employee or contractor injuries and zero Tier 1 process safety incidents. In addition, the refinery experienced no significant Goal Zero events in 2025. This marks the seventh time the Valero St. Charles Refinery has received this award.

Valero Quebec Refinery

The Valero Chairman's Refinery Reliability Award is determined primarily by the refinery's ability to maintain safe, stable and reliable operations over the course of the year; and over a longer period of time, the ability of the refinery to plan and execute cost-effective maintenance and turnaround activities. The Valero Quebec Refinery had zero downtime events and only eight hours of unplanned downtime across the refinery. This marks the 10th time Quebec has earned this award.

Valero Albion Ethanol Plant

The Valero Chairman's Award for Excellence in Renewables is presented to the plant that demonstrates outstanding performance across all areas of operations, including safety, environmental stewardship, reliability, and community involvement. The Albion plant, a solid performer for many years, earned this distinction for the first time. This achievement reflects an exceptional record, including zero employee or contractor recordable injuries in 2025; no Tier 1 process safety events for more than six years; no scorecard reliability events for more than eight years; and no environmental scorecard events for more than 13 years.

American Fuel and Petrochemical Manufacturers (AFPM) Safety Awards

Safety is the foundation of success at Valero, and employees remain committed to continuously improving performance year after year. These efforts were recognized with seven AFPM Safety Awards awarded to Valero for its 2025 performance, as follows:

Valero's Port Arthur and McKee Refineries received the Elite Platinum Safety Award, which recognizes top sites with outstanding safety performance, program innovation, and leadership.

The Valero Houston Refinery received the Elite Gold Award, which recognizes facilities with safety performance in the top five percentile. The Houston Refinery has achieved 13 years without an employee lost-time injury and six years without a contractor lost-time injury.

Valero's St. Charles and Wilmington Refineries, along with DGD St. Charles Renewable Diesel Plant, each received the Elite Silver Safety Award, which recognizes facilities with safety performance in the top 10 percentile of the industry.

The Valero Three Rivers Refinery was recognized with the IH Innovation Award - one of only three Innovation Awards presented annually for outstanding, forward-thinking initiatives that enhance safety.

In addition to these honors, nine Valero sites earned the Safety Achievement Awards for their consistent commitment to safe operations.

U.S. Department of Labor Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP)

Our participation in **OSHA's Voluntary Protection Program** exemplifies our consistent pursuit of going beyond regulatory requirements by voluntarily submitting to robust safety audits. OSHA approves **VPP Star Site status** only if the facility demonstrates that enhanced safety systems have been implemented and embraced in a collaborative way by leaders and employees. Sites are reassessed by OSHA every three to five years in order to maintain their VPP status.

- VPP Star Site status at nine refineries: Ardmore, Corpus Christi (East and West), Houston, McKee, Memphis, St. Charles, Texas City and Three Rivers refineries.
- Other facilities with VPP Star Site status: Corpus Christi Asphalt Plant, Houston Asphalt Plant, St. James Terminal, Valero Aviation Department and the DGD St. Charles Renewable Diesel Plant.
- VPP equivalent assessment and internal approval: Valero's international refineries, Pembroke and Quebec.
- In 2025, the Valero Wilmington Asphalt Plant became a new Cal/OSHA VPP Star Site.

Life-Saving Rules

As an enhanced compliance safety policy, Valero integrates Life-Saving Rules — any violation will result in the most serious levels of discipline.

By undergoing comprehensive training, realistic field exercises and adhering to these critical rules in day-to-day operations, our employees and contractors make Valero a place where we can all feel proud and safe coming to work every day.

1	Work with a valid permit when required.
2	Verify energy isolation before beginning work.
3	Obtain authorization before entering a confined space.
4	Obtain authorization before overriding or bypassing a safety system.
5	Use specified life-protection equipment.
6	Protect yourself against a fall when working at heights.
7	Smoke in designated smoking areas only.

Goal Zero Safety Program

Our Goal Zero program is designed to eliminate incidents and injuries in six focus areas by taking a data-driven risk-based approach. The program utilizes comprehensive incident reporting data and evaluates each incident against the AFPM Personal Safety Incident Matrix. This matrix classifies incidents according to their potential outcomes, injury type/consequence and activity/cause contributing factors. Each of our Valero sites establishes goals and objectives aligned with each of the Goal Zero's six focus areas.

- Reducing Health Hazards such as:
  - H_2S
  - Chemical Contact
  - Heat Exposure
  - Inhalation Hazards
  - Low Oxygen

- Impact/Cut-Resistant Gloves
- Enhanced Job Hazard Analysis (JHA), Permitting and Assessment Tools
- Pre-Job Hand Hazard Evaluation
- Assessments and Inspection for Hand Power Tools

- Lock-out, Tag-out (LOTO) and Blinding
- Energy Isolation Lists/Energy Isolation Plans
- Bleeder Management
- Zero Energy Verification
- Equipment Clearing to Return to Service

- Focused Worksite Assessments
- Mechanical Integrity Inspections (walking-working surfaces)
- Self-Retracting Lanyards (SRLs)
- Area Housekeeping Accountability
- Walking/Working Surfaces and Slips, Trips and Falls Reduction Management Plan

- 360 Walk-Arounds
- Refinery Vehicle Management
- Management/Incident Accountability Meetings
- Training Qualification Verification

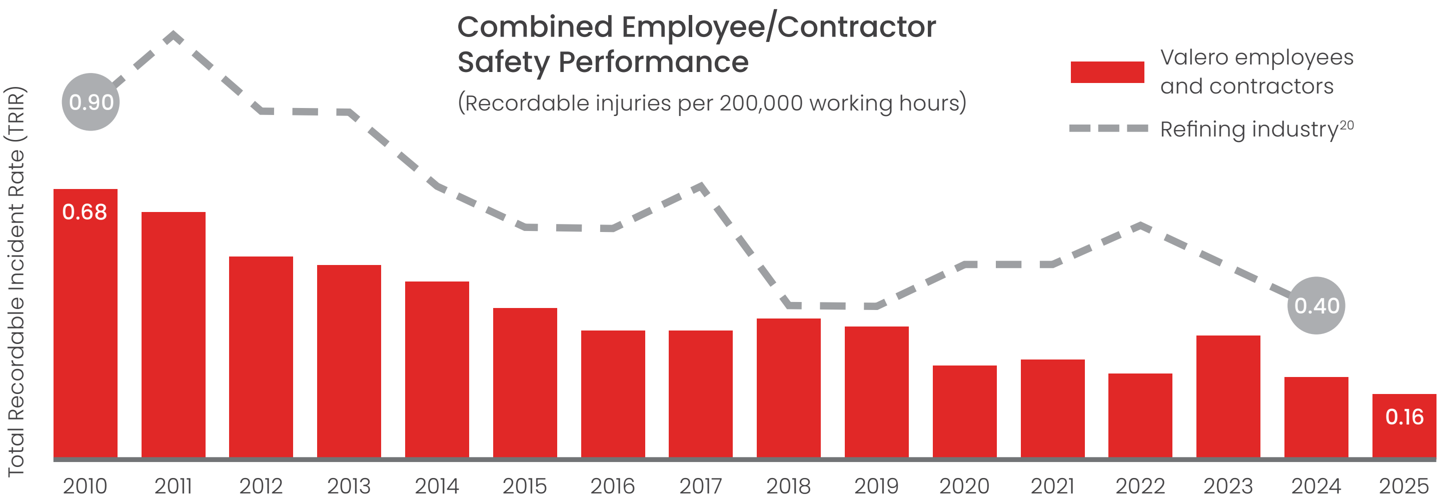
- Maintenance Planning for Elevated Work
- Tool Tethering
- Barricades/Mesh/ Canopies
- Lifting Equipment Upgrades
- Enhanced JHA, Permitting and Assessment Tools

A majority of Valero refineries are designated as VPP Star Sites by OSHA, recognizing exemplary occupational safety, process safety and health programs.

Employee Safety Training

Safety training ensures that our employees are provided the knowledge, skills and abilities required to execute their jobs to the highest standard. As stated in our CTEMS expectations, all employees receive appropriate training throughout their employment. This includes training in emergency preparedness, process safety, the seven Life-Saving Rules, cybersecurity risks, and on all processes and equipment changes affecting their job assignments. Training programs include computer-based sessions, instructor-led courses, frequent safety meetings and daily safety talks. We also have internal processes in place through which we continue to review and update our training programs.

In 2025, Valero employees completed more than 562,000 hours in safety training programs.



Contractor Safety Training

As safety is a top priority, the contractors we hire are required to uphold the strong safety culture of Valero in their everyday work. In 2025, our contractors completed more than 781,100 safety training hours.

All contractors are prescreened by a third party to ensure they meet or exceed Valero's health and safety expectations. Contractors are also trained initially and annually through a reciprocal contractor safety council focused on site-specific health and safety requirements. As a part of our CTEMS expectations, we have a program in place to ensure contractor alignment with Valero's safety, health, environmental and reliability expectations. This includes:

- Clear accountabilities and requirements for safety and contract performance
- Requirements for contractors to have in place controls ensuring procured materials and services are verified and qualified as contracted

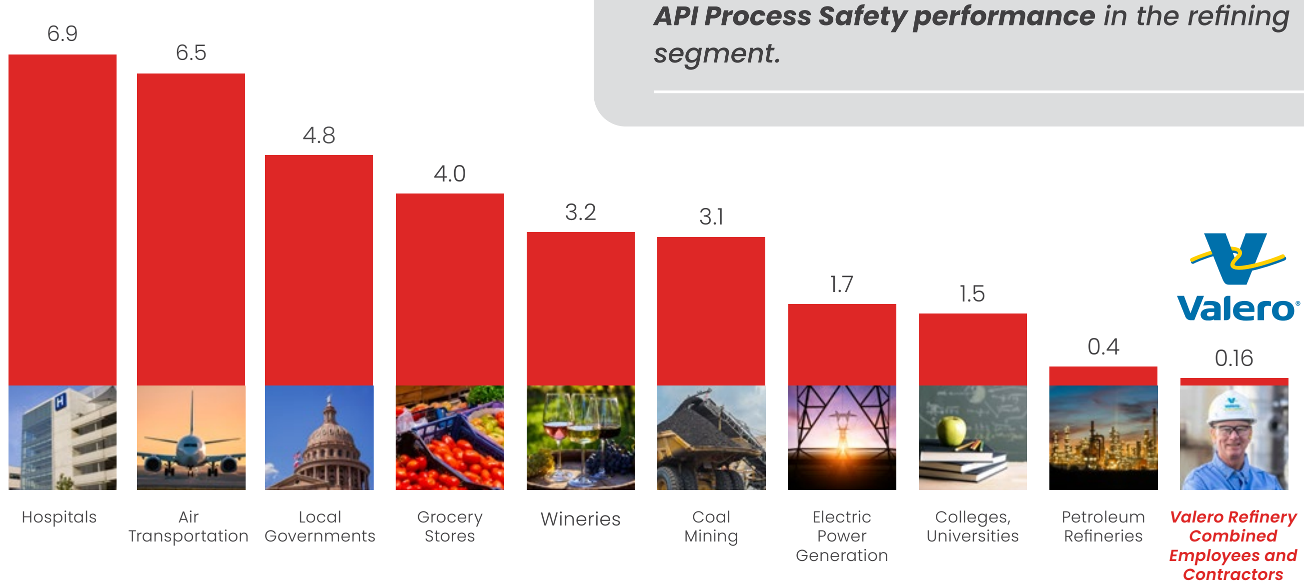
Contractor safety training at the Valero Three Rivers Refinery.

Safety Performance Metrics

Valero Refineries vs. Other Sectors[20]

(Recordable injuries per 200,000 working hours)

*In 2025, Valero achieved its **best-ever refinery total recordable incident rate (TRIR)** for employees, and employees/contractors on a combined basis, and **second best-ever Tier 1 API Process Safety performance** in the refining segment.*



Valero Global Refining[21] (Recordable injuries per 200,000 working hours)

	2019	2020	2021	2022	2023	2024	2025
Personnel Safety Employee (TRIR)	0.25	0.35	0.21	0.32	0.40	0.16	0.13
Personnel Safety Contractor (TRIR)	0.39	0.15	0.27	0.15	0.24	0.25	0.19
Fatality Rate Employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fatality Rate Contractor	0.00	0.00	0.01	0.00	0.00	0.00	0.00
Process Safety Event Rate - Tier 1	0.05	0.06	0.05	0.08	0.05	0.04	0.04
Process Safety Event Rate - Tier 2	0.17	0.17	0.16	0.18	0.20	0.26	0.21

In the past three years, half of our 12 ethanol plants have gone without an employee recordable injury and no Tier 1 Process Safety Events (PSE).

Process Safety and Reliability

Our process safety and reliability programs proactively contribute to our goal of operational excellence.

Valero employs an industry-leading technical process safety and reliability assessment program to drive first-quartile reliability performance and help maintain the safety of our employees and communities. This program provides safeguards for certifying that our equipment is correctly designed, regularly maintained and safely operated.

Through CTEMS,[22] we have mature processes in place to analyze process safety events (PSE). Understanding the reasons for a PSE is the first step. We then take necessary actions to prevent repeat failures, address unreliable equipment or improve specific program expectations to ensure safe and reliable operations. Valero began developing a suite of technical assessments over 10 years ago to inform the annual strategic resource planning process and ensure continuous improvements are made in the most impactful areas. Below is a list of some of the most mature technical assessments and focus areas:

- MAIN – Inspection and mechanical integrity
- ESARN – Electrical systems
- ROTO – Rotating equipment
- PACE – Process automation and controls effectiveness
- CYBER – Cybersecurity
- AOE – Alkylation operations excellence
- ORA – Operational reliability

These assessments leverage the expertise of our technical subject matter experts who work alongside site champions to evaluate the design and effectiveness of each site's specific reliability programs. The results identify areas of opportunity, which are prioritized to help each site achieve our overall operational excellence goals. Our ORA, MAIN and ROTO assessments were updated in 2024 to account for progress driven through our CTEMS annual focus areas and site-specific improvement plans. These updated assessments will allow priorities and resources to shift to remaining opportunities and new emerging issues.

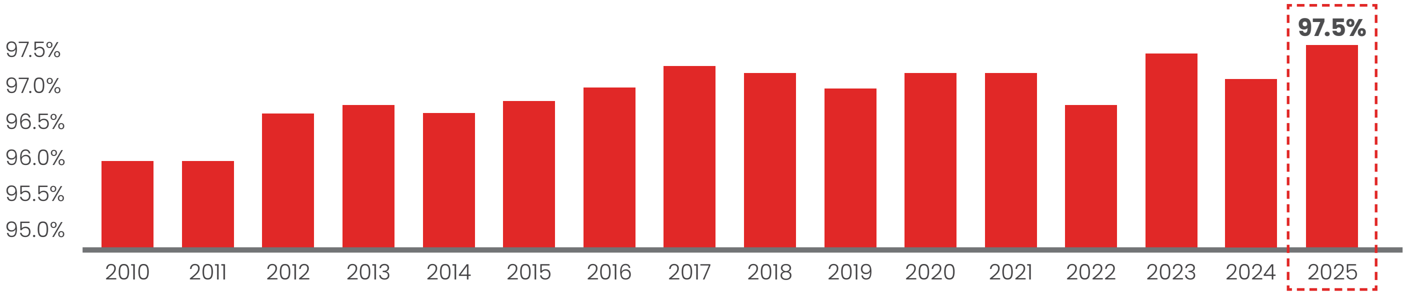
Mechanical Availability

Our high mechanical availability rate is a result of our highly reliable refinery operations and is underpinned by our CTEMS expectations of:

- Avoiding unplanned downtime
- Implementing our structured turnaround planning process
- Minimizing environmental impacts
- Ensuring efficient use of resources

In addition to our capital investments in reliability, our comprehensive reliability assessments, proprietary management systems and internal strategic planning process help reduce environmental incidents and improve safety.

*In 2025, Valero achieved its **highest-ever refinery mechanical availability at 97.5%**, reflecting the company's reliable operations and strong performance record.*



In 2025, Valero had our second-best year for overall process safety performance.

A **record 11 refineries** ended 2025 with no PSE Tier 1 events, and **three refineries** achieved five consecutive years without a PSE Tier 1. This represents a significant, **industry-leading process safety achievement.**

0.04
annual PSE Tier 1 rate in 2025 was our **second-best performance**

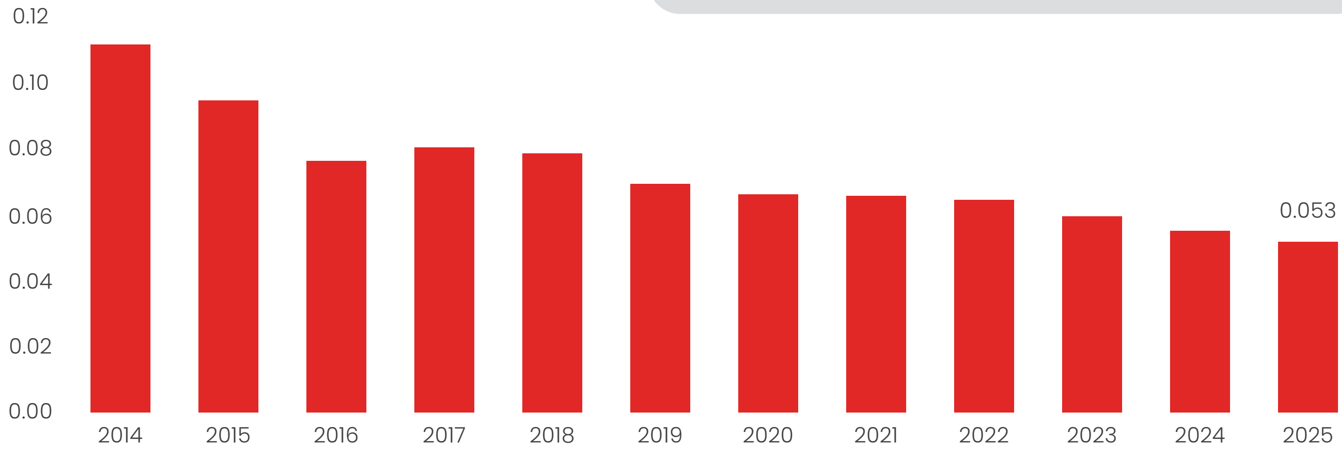
0.053
five-year average PSE Tier 1 rate is our **best-ever performance**

7
PSE Tier 1 events is our **second-lowest record ever**

8
consecutive years we have reduced our five-year average PSE Tier 1 rate.

PSE Tier 1 Rate, Five-Year Average[23]

(per 200,000 working hours)



Process Safety Initiatives in 2025:

In 2025, we strengthened our process safety performance by advancing risk assessment consistency, enhancing incident investigation quality, and deepening the integration of human and organizational performance principles across our operations.

We expanded the use of **standardized risk assessments** to improve consistency and reduce variability in how critical process hazards are identified and managed. Several new assessments addressing high-risk operating scenarios were published, with additional assessments advanced through final review. We also collaborated closely with site teams and local regulatory agencies to complete hazard analyses and layers of protection reviews for critical equipment, supporting compliance with evolving regulatory requirements and reinforcing robust risk management practices.

To improve prevention and organizational learning, we continued to elevate the **quality of incident investigations** and broaden how lessons learned are shared across the company. New process safety learning videos were issued to reinforce key risk awareness topics, while subject matter experts provided oversight and technical support for investigations involving complex equipment failures and process upsets. These efforts help ensure effective corrective actions are implemented and that learnings are embedded across the organization to prevent recurrence.

Human and organizational performance remained a core focus in 2025. Through leadership in industry forums, development of practical tools, and updates to industry guidance, we advanced the understanding of human factors and system-level contributors to process safety events. These activities support our strategy to integrate practical, field-ready human performance tools into everyday work processes, strengthening reliability and reinforcing a strong process safety culture.

Managing Physical Risks

With refineries along coastlines and ethanol plants in the U.S. Midwest, Valero has long evaluated and prepared for physical risks to its facilities from natural disasters and weather events, including hurricanes, tornadoes, floods and other threats. Our emergency preparedness and response programs are focused on the mitigation of these risks.

Enhancing Physical Resilience

In the past 10 years, Valero has invested more than $14.5 billion of capital to sustain its operations, including turnarounds, catalysts, investments in safety, preventive equipment maintenance, environmental mitigation, and reliability and regulatory compliance. Sustaining capital is used to keep our facilities performing and to mitigate and reduce physical risks to our operations and our people, including:

- Infrastructure at raised elevations to reduce the effects of flooding
- Upgraded critical buildings, including control rooms and employee shelters resilient to physical risks
- Refineries designed to withstand hurricane forces, with safe shutdowns and nonessential personnel evacuations initiated in advance of major hurricanes

Emergency Management Planning

Our emergency management planning includes:

- Emergency response plans at each facility that comply with all local, state and federal regulations and are regularly updated with third-party assessments to ensure excellence
- Ensuring emergency response equipment and infrastructure are maintained in fully functional condition and are readily available along with trained personnel when needed for emergency response
- Maintaining qualified emergency response teams with strong relationships with third-party response personnel
- Conducting regular drills and assessments to promote response readiness and alignment with our Goal Zero program
- Allocating capital resources to emergency preparedness and response capabilities through the strategic planning and capital budget processes to make our facilities efficient and resilient
- Employing the use of emerging technologies to optimize decision-making and response execution
- Capturing lessons learned from drills and real-world incidents to continually improve emergency response plans, training, and procedures

Hurricane Preparedness

Valero's U.S. Gulf Coast facilities are periodically exposed to hurricanes and other severe weather events, including strong winds, storm surges and flooding. While our refineries are engineered to withstand these weather impacts, our management and refinery leadership teams use a sophisticated hurricane-specific preparedness program to protect our people and assets. This includes pre-hurricane season activities, as well as a five-phase process to monitor evolving conditions as the storm approaches, allowing for adequate time and resources for our employees and facilities to safely prepare.

Phase 1	At the start of hurricane season with facility plans reviewed and updated, verify supplies and begin daily monitoring.
Phase 2	Assess predicted storm path and potential for impact.
Phase 3	Determine site(s) that are likely to be significantly impacted, and activate the Corporate Emergency Operations Center, operating plan and contingencies, call center, and equipment and service providers.
Phase 4	Execute shutdown, ride-out and/or evacuation plans.
Phase 5	Initiate post-hurricane response, including the assessment of impacts on employees, the environment, surrounding communities and plant operations, and implementation of plans for recovery, support and safe startup of operations.

Valero's Emergency Response Team (ERT)

Valero is committed to providing each member of the ERT the opportunity to attend training necessary for developing and maintaining the skills and knowledge required to be an ERT member.

During training, ERT members prepare for a variety of scenarios, expand their skills, share information from experience and mentor new members. At each site, the ERT maintains strong relationships with local community response personnel by participating in joint drills and assessments. Frequent ERT training exercises promote excellent response readiness.

A Life Saved Through Preparedness and Leadership

In 2025, Chief Mike Wright of the Valero St. Charles Emergency Response Team demonstrated outstanding leadership and medical expertise during a life-threatening cardiac arrest. He took command of the scene, effectively coordinated CPR, and supported emergency responders upon their arrival. Chief Wright's performance exemplifies the commitment to safety, preparedness, and excellence of the Valero St. Charles Emergency Response Team.

VIDEO

Tank Fire Drills Strengthen Team Preparedness

In 2025, Valero conducted large-scale tank fire response drills at all refinery locations in the U.S., Canada and the U.K. to validate emergency response capabilities and coordination with mutual aid partners. These exercises focused on proper application of foam systems designed to smother large-scale flammable storage tank fires safely and effectively.

As a critical component of refinery operations, these exercises provide hands-on training for Valero's emergency response teams while emphasizing safety protocols and reinforcing technical proficiency and discipline in high-risk scenarios.

By continuing these drills, Valero ensures ongoing preparedness, strengthens response effectiveness, and enhances overall safety for personnel and facilities when managing complex industrial fire events.

Environment

We have made multibillion-dollar capital investments to sustain our operations as part of our commitment to safety, reliability, preventive equipment maintenance and environmentally responsible operations for our refineries. We have formal processes and monitoring systems designed to protect our people, our communities and the environment. We initiate mitigative actions when environmental events are identified.

Valero Funds Large-Scale Wastewater Infrastructure Project for Industrial Use in the City of Corpus Christi

Valero is stepping up to help provide a meaningful water solution for Corpus Christi, Texas. Valero is funding, designing, and constructing a multi-million-dollar wastewater infrastructure project that includes assets which, upon completion and commissioning, will be transferred to the City.

This project represents a significant long-term investment to repurpose municipal wastewater, reduce demand on the city's potable water supply, advance regional water conservation efforts, support reliable long-term water supply and sustain jobs in the community. Valero remains committed to working collaboratively with the City on long-term infrastructure improvements that benefit the community and strengthen operational reliability.

Environmental Management Systems (EMS)

Environmental Risk Management

Employees at each of our refineries, ethanol plants and renewable diesel plants are dedicated to environmental excellence and risk mitigation. Formal risk assessment processes, including hazard identification, risk evaluation, analysis and mitigation, are implemented at every site. In addition, we train our employees to be knowledgeable and qualified to perform duties in an environmentally responsible manner. Our compliance team monitors and communicates changing regulations and helps to verify our operations comply with legal requirements. We have processes in place to assess the implementation and effectiveness of operational controls and for tracking and evaluating environmental performance. Our programs are designed to ensure documents are identified, managed and maintained, as appropriate. Valero's progress on environmental management, including strategic planning, goals and objectives, is reviewed internally at least annually. We engage both internal and third-party audits in our approach to environmental management. These audits and verifications are conducted to identify the adequacy and effectiveness of our environmental controls, regulatory compliance and excellence vision. Additionally, our Pembroke refinery is ISO 14001 certified.

Valero has well-developed management structures that are central to our decision-making and risk management, including three programs that support our environmental management as follows:

In 2025, Valero achieved its best-ever company-wide environmental performance and second best-ever refinery environmental performance, as measured through our Environmental Scorecard Incidents metric.[24]

1. Commitment to Excellence Management System (CTEMS):

CTEMS is a proprietary systematic approach to planning, executing, checking, and acting to improve everyday work activities at many of our refineries and plants. CTEMS is structured around nine core elements, each described below and containing multiple expectations to achieve our commitment to excellence.

Leadership Accountability – Through active participation in CTEMS leaders demonstrate commitment to and personal accountability for operational excellence as a core value. Leaders make employees aware of CTEMS expectations, actively involve them in the processes, and share learning across the organization. They review CTEMS performance results annually.

Protecting People & Environment – A formal process ensures that our ongoing operations are compliant with relevant health, safety, and environmental laws and regulations. Identifying and assessing risks and potential environmental impacts are components of this process. Environmental performance indicators are established, monitored, and reported, and programs and processes drive improvement.

People & Skills Development – Training processes ensure that employees receive appropriate training throughout their employment. We expect teams to effectively communicate with each other, thereby fostering collaboration, creative thinking, teamwork, and open communication.

Operations Reliability & Mechanical Integrity – Quality assurance programs, inspections, and preventive maintenance standards ensure equipment reliability. Valero's internal risk matrix is used to evaluate hazards, incident investigations, recommendations, process hazards analysis results, and high-risk activities.

The Valero St. Charles Refinery, with zero reportable environmental events in 2025, was awarded the Valero Chairman's Environmental Award for a second time.

Technical Excellence & Knowledge Management – The Project Development and Execution Process (PDEP) incorporates health, safety, environmental, reliability, operability, maintainability, and loss prevention standard requirements into the selection, development and execution of projects. An internal incident and significant near-miss reporting and investigation process is in place, and a company-wide tracking system ensures timely sharing of information and closure of corrective actions.

Change Management – A process is used to ensure that permanent and temporary changes are in accordance with the Valero Management of Change Standard.

Business Competitiveness – Programs are in place to improve energy and operating efficiency. Competitive benchmarks are used and evaluated, and gap closure plans are implemented. A procurement process supports safe and reliable plant operations. Our annual strategic planning drives business competitive improvement.

External Stakeholder Relationships – Programs, such as community advisory panels facilitate meaningful dialogue with local communities and raise awareness of potential community issues.

Assurance & Review – CTEMS is assessed periodically using a disciplined and systematic approach. The effectiveness of all policies, programs, processes and procedures is reviewed to ensure they are appropriate and address the commitment for continual improvement.

2. Environmental Excellence and Risk Assessment (EERA):

EERA elevates the environmental audit and compliance functions to an environmental excellence vision. Its main goal is to assess the design and effectiveness of environmental performance regarding specific excellence objectives, and to facilitate continuous improvement across our operations. EERA defines more than 100 expectations and involves a proprietary five-step process (generally summarized on the next page) using due diligence on data and field assessments reviewed by a combination of external and internal subject matter experts.

On-Site – Refinery leadership reviews and self-scores against EERA expectations.

Digital Documentation – Third-party and in-house subject matter experts conduct an extensive deep-dive review of refinery environmental data and reports in a due diligence-style process.

Technology – Technical field assessment is conducted using industry standards and advanced technology to evaluate effectiveness in controlling emissions.

Inspection – Results from the technology review and due diligence process are used by a team of experts in a substantive on-site inspection and cultural assessment.

Implementation – Final gap assessment report is produced by experts and leadership team with mitigation pathway and scoring improvement actions.

3. Fuels Management System (FMS):

FMS provides operational safeguards, software, training, and protocols for uniformity across our refineries and plants to reinforce our compliance with applicable fuels regulations. Built on the success of FMS, our Low Carbon Assurance Program (LCAP) was implemented to further delineate and strengthen our internal processes to assure compliance with applicable low-carbon fuels regulations, policies and standards. LCAP defines key regulatory requirements, management expectations, and internal regulatory assurances relating to transportation fuels regulated by low-carbon fuels regulations, policies, and standards.

Managing Air Emissions

In addition to the comprehensive air monitoring programs already deployed at our refineries to comply with regulatory and permit obligations, we have incorporated supplementary advanced monitoring systems to identify opportunities to reduce air emissions. Ambient air measurements allow refineries to monitor the surrounding communities and posture our team for quick response and mitigative actions even on small emissions sources. We have the following air monitoring programs:

GMAP Vans Equipped with Ultraviolet Differential Optical Absorption Spectroscopy (UV-DOAS) Instruments provide real-time mobile air monitoring and quality screenings. The vehicle-mounted UV-DOAS uses ultraviolet spectroscopy and meteorological measurements to identify and quantify gases, such as benzene, SO_2, and NO_x, at low part-per-billion levels. With an analyzer response time as short as one second, the UV-DOAS combines measurements with geographic mapping of gas concentrations, which enables rapid detection and source identification.

ATLAS Emissions Management platform was implemented in 2024 to streamline emissions calculations and reporting, support permit compliance tracking, drive consistency across Valero's facilities, and facilitate company-wide benchmarking and air emissions performance initiatives. Additionally, accounting-style data quality controls have been built into the platform to ensure information integrity for the reporting of GHG emissions.

Continuous Emissions Monitoring Systems (CEMS) are placed in the outlet stacks of certain fired equipment (boilers and heaters) as well as in process vents of units such as the Fluid Catalytic Cracking Unit (FCCU). CEMS continuously measure the concentration of compounds, such as NO_x and SO_2, exiting the stack to confirm operations are within permitted limits.

Continuous Flare Monitoring Systems are installed on flares to measure the amount of process gases routed to the flare for destruction and track operational parameters to confirm the flare is operating properly.

Stack Testing is conducted periodically on equipment to confirm it is operating properly and within permitted limits.

Leak Detection and Repair (LDAR) programs ensure our operating sites comply with the EPA's air quality regulations for reducing fugitive emissions. Inspections are conducted on a routine basis. Leaks identified are fixed and re-monitored to confirm repairs are effective. In 2023, we implemented an enhanced LDAR program using optical gas imaging (OGI), resulting in improved leak identification, greater worker safety and cost savings. Following the success of the program, we are considering adopting optical gas imaging-enhanced LDAR at additional refineries.

Routine Optical Gas Imaging (OGI) Inspections of storage tanks, wastewater treatment operations and other equipment are performed using OGI cameras equipped with infrared technology capable of detecting VOC leaks that are not visible to the naked eye.

*While methane emissions are mainly associated with the extraction and transportation of oil and gas, smaller amounts may also be emitted from flares or fuel gas combustion as part of the refining process. Although our refineries use natural gas, **methane emissions account for less than 1% of our GHG emissions inventory**.*

Unit Battery Limits Monitors placed around the perimeter of refinery process units continuously measure for target compounds. These stationary air monitors serve as an early warning system if elevated concentrations are detected.

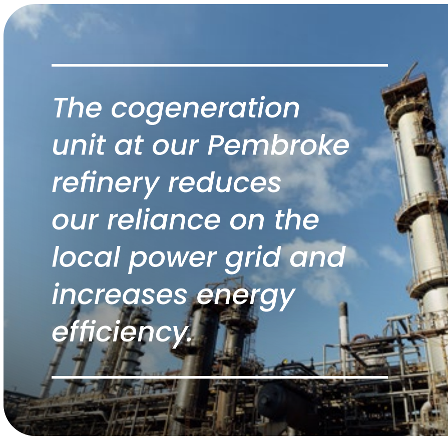
Personal Gas Monitors are being used throughout all Valero refineries. Employees and contractors are required to wear these monitors while in and around process units. The monitors sound an alarm and record the event when elevated levels of gases are detected.

Upgraded Personal Four-Gas Monitors are being rolled out to continuously measure O_2, CO, H_2S and lower explosive limit.

Fenceline Benzene Monitors are located around most of our refineries to collect passive samples at designated intervals. Additionally, environmental Gas Chromatographs (eGCs), stationary analyzers that detect gases such as benzene in ambient air, are deployed at certain sites in areas at or inside the fenceline to allow for rapid detection.

Renewable Energy and Efficiency Initiatives

In 2025, roughly 25% of our total refinery power consumption originated from renewable sources, including solar, wind, hydro and others. We independently produce some of our own power with cogeneration plants, expanders and heat transfer technology.



The cogeneration unit at our Pembroke refinery reduces our reliance on the local power grid and increases energy efficiency.

Hydropower – More than 99% of the electricity used at our Quebec City refinery comes from renewable sources – mainly hydropower, with small amounts from wind, biomass, solar and thermal.

Wind Power – Adjacent to our McKee refinery in the Texas Panhandle, our wind farm generates most of the electricity required to operate the refinery.

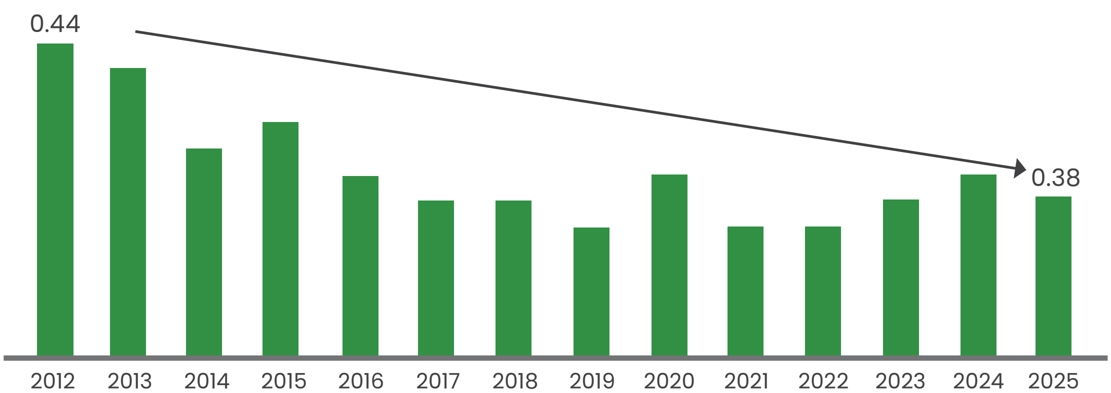
Cogeneration Plants – Fueled mainly by natural gas, our cogeneration plants reduce our dependency on local power grids, which are often costlier. Cogeneration is a highly efficient and reliable way of producing electricity and steam for the refinery process. Valero has cogeneration systems at refineries in Wilmington, Port Arthur, and Pembroke.

Expanders – At six of our refineries, we have installed "expanders" on processing units that generate power from exhaust gases. In all, our expanders are designed with the capacity to annually displace more than 600,000 tons of carbon dioxide that otherwise would be generated by conventional power plants.

Heat Transfer – Our refineries utilize heat integration technology to improve energy efficiency and reduce energy-related operating expenses. Heat exchangers enable the transfer of thermal energy from high temperature process streams to lower temperature streams, decreasing natural gas or refinery fuel gas needs for heating, lowering utilities requirements for cooling, and reducing corresponding emissions.

Refinery Energy Intensity[25]

(Million Btu/bbl throughput)



Refinery energy intensity has ***declined by more than 12.5%*** *since 2012 with capital investments, including flare-gas recovery and other energy efficiency projects.*

Waste Management

Valero remains focused on reducing the generation of wastes across air, water and solid streams. Reducing at the source and reusing, recycling and repurposing of materials are key components of our waste reduction program.

In 2023, Valero implemented a customized Waste Navigator database across its U.S. refining fleet. The database tracks waste from generation to ultimate disposition, driving standardized waste management practices and systemic improvements in waste reduction, reuse and recycling. In addition, the database allows closer oversight of disposal vendors.

91%

of all refinery hazardous and exempted waste was recycled in 2025.[26]

Hazardous Waste – In 2025, more than 54 million pounds of catalyst were recycled to recover valuable metals. Valero's hazardous waste management program includes regular waste reviews, risk assessments, waste stream prioritization and formal personnel training programs. Every operating site follows specific expectations on the handling and recycling of hazardous wastes as specified in CTEMS.

Spill Prevention – Valero is focused on reducing spills across our operations to protect our people and the environment, always with the goal of zero spills. Our commitment to reducing environmental scorecard incidents is a top priority and is strengthened by the inclusion of this metric in the all-employee bonus calculation. The environmental scorecard incidents metric is weighted to the intensity of incidents, with greater impact for more significant events, including the severity of spills.

Reducing, Reusing, Recycling and Repurposing

For Valero, being the most efficient and reliable operator in a highly competitive industry means being a better environmental performer. We look for ways to reduce emissions and waste, reuse energy and byproducts, recycle materials, and repurpose wastes.

Flare-Gas Recovery Systems Resulted in More Than 97% Flaring-Free Operations in 2025 – Nearly 80% of Valero's large process flares are equipped with flare-gas recovery systems. These systems reduce flaring and air pollution and recover fuel gases, which are used to fire heaters and boilers, thereby reducing natural gas consumption.

Sulfur Removal – Sulfur recovered in refining processes is used for a variety of beneficial purposes, including crop fertilizer, pharmaceuticals, detergents and cosmetics. Sulfuric acid is also critical for the extraction of nickel, cobalt and rare earth minerals from their ores.

Marine Vapor Recovery Units – At certain refineries, vapors generated during the loading of vessels with gasoline and other light products are captured and routed back to the refinery for reprocessing.

Fuel from Oil Waste – Our high-conversion refineries are capable of upgrading oil waste into high-value fuel and products.

Wastewater Management – Process water and stormwater are managed at our wastewater treatment plants, and treated before discharging or reusing. We use bacteria to digest oil and treat wastewater streams to return clean water to the ecosystem.

Energy Efficiency Initiatives – We prioritize improvements in process monitoring and control systems to reduce energy consumption, which in turn reduces costs and emissions.

Repurposing of Material Recovered from Tank Cleaning – Recovered material is often reprocessed in our refineries and upgraded to fuels and other products or used as fuel at third-party facilities, avoiding landfill waste.

Halifax Restoration:

In 2025, Valero advanced a remediation of its 475-acre Halifax Gate closed refinery site in Nova Scotia, successfully applying a risk-based, regulator-aligned approach to significantly reduce environmental impacts. Remediation included ongoing groundwater monitoring and stormwater controls and land-use restrictions to further support safe and sustainable site management. The property was acquired by the Canadian Department of National Defense, returning the property to beneficial reuse.

Water Management

Water management is a critical component of our business. Most of our water consumption takes place in our refining operations, as water is needed for cooling, heating, processing and safety. Based on the World Resources Institute's Water Risk Atlas tool, Aqueduct, three of our 14 refineries are located in regions with high baseline water stress. Thus, we continue taking a risk-based approach to water management and have focused on exploring water conservation and mitigation strategies, including the evaluation of municipal wastewater reuse and acquisition of secured water rights.

During the past few years, we have taken an active role in the funding and development of treated municipal wastewater projects that would alleviate the potable water scarcity. We continue engaging with local governments, industry associations, suppliers and regulatory agencies to develop innovative solutions in water management, as follows:

Valero Wilmington Refinery - We installed facilities to use treated municipal wastewater to supplement our cooling tower makeup water. We expect to save up to 420 million gallons of potable water per year, equivalent to roughly the annual amount consumed by 3,800 U.S. households.[27]

Valero Texas City Refinery - Valero is investing in a water reuse project that will provide the refinery with a long-term supply of reclaimed municipal wastewater, reducing reliance on freshwater sources.

Valero Corpus Christi Refineries - We are independently funding, designing and constructing a large-scale wastewater infrastructure project to repurpose city's municipal wastewater for use at refinery operations.

Valero Three Rivers Refinery - We use treated wastewater for use in irrigation for hay production.

Valero McKee Refinery - We recently began operation of a novel Closed Circuit Reverse Osmosis Treatment technology to treat and reuse brine (water with high concentration of salt) instead of freshwater in the cooling tower process, which is expected to replace 25 million gallons of water annually from the Ogallala Aquifer.

Valero Welcome Ethanol Plant - It is one of the industry's first operators to achieve "zero discharge" of wastewater through the recovery and recycling of process water and stormwater.

Our wastewater treatment plants are specialized industrial facilities with complex, multi-stage purification process.

GLOBAL REFINING	2021	2022	2023	2024	2025
NO_x (MT)	8,400	9,200	9,100	8,800	9,100
SO_x (MT)	7,600	7,800	7,400	7,500	6,900
PM_{10} (MT)	2,600	2,400	2,200	2,100	2,200
VOCs (MT)	7,500	6,600	7,000	7,300	6,400
Fresh water withdrawn[28] (million m^3)	166.1	182.0	187.0	185.8	180.7
Oil spill events to land (>1 bbl)	28	23	23	22	28
Oil spill events to water (>1 bbl)	0	2	2	1	1

Biodiversity

We engage in diverse ecological projects with local, state and federal regulatory agencies, as well as with neighbors and nonprofits. We work together with local and regional organizations that provide a variety of environmental services ranging from the protection of endangered species and restoration of wetlands to reforestation, rehabilitation of former industrial sites and promotion of environmental awareness through educational training programs.

2025 Biodiversity and Conservation Initiatives

The following programs and projects are part of our biodiversity initiatives beyond the company's business activities. We prioritize the needs of local nonprofits and other community stakeholders when selecting biodiversity projects and value these opportunities to engage with our neighbors.

Nature-Based Programs:

Valero volunteers joined the Pontchartrain Conservancy to plant trees in the LaBranche Wetlands area of St. Charles Parish.

WHC CERTIFICATION
CERTIFIED

Continued Partnership with the Pontchartrain Conservancy – St. Charles and Meraux

Valero's partnership with the Pontchartrain Conservancy—now spanning more than 10 years—has resulted in Valero volunteers from our Valero Meraux and St. Charles Refineries planting over 10,500 trees in their respective parishes. Building on this long-standing collaboration, Valero donated $1 million to the Conservancy in 2021 to support a multiyear swamp restoration initiative.

Wellness Nature Garden – Pembroke

Valero volunteers at the Valero Pembroke Refinery contributed to local environmental enhancement by planting trees, shrubs, and flower beds in their Wellness Nature Garden, fostering biodiversity, improving green space, and supporting employee wellbeing.

Scenic Galveston and Rice University's SSPEED Center (BCarbon) – Houston/Texas City

Scenic Galveston and Rice University's SSPEED Center are launching two Valero-supported initiatives to strengthen storm resilience by restoring coastal wetlands and improving flood protection for the Houston-Galveston region. One project will establish a new wetland nursery at Virginia Point to supply native plants to support large-scale restoration and living shoreline projects, while the second supports SSPEED research to evaluate nature-based and structural flood-mitigation solutions, including potential levee extensions.

Caesar Kleberg Wildlife Research Institute – Three Rivers

In 2025, the Valero Three Rivers Refinery committed to partnering with the Caesar Kleberg Wildlife Research Institute (CKWRI) at Texas A&M University–Kingsville, the state's leading wildlife research organization. Within CKWRI, the Texas Native Seeds (TNS) program is a nonprofit research and development group dedicated to advancing native plant restoration across Texas. The refinery and TNS are targeting to restore 10 acres of Valero-owned property over the next three years, returning the area to a healthy South Texas native habitat that better supports local wildlife. This collaboration will also provide hands-on training opportunities for TAMUK student workers and potentially identify target plant species for seed collection that TNS can use to support their goals.

Water-Focused Programs:

Harte Research Institute - Corpus Christi

In 2025, volunteers from the Valero Corpus Christi Refineries participated in the Sink Your Shucks oyster recycling program in collaboration with Texas A&M University-Corpus Christi's Harte Research Institute. Volunteers filled over 1,400 bags with oyster shells that were used to support an oyster reef in Aransas Bay.

Ocean Guardian School – Port Arthur

The Valero Port Arthur Refinery remains a committed Gulf Star Partner with the Gulf of America Alliance, supporting its Ocean Guardian School Program in collaboration with the National Oceanic and Atmospheric Administration. Through this program, a teacher leader at Bob Hope Elementary is implementing hands-on conservation projects with students throughout the school year. These initiatives include creating a school garden and enhancing campus landscaping, as well as developing educational brochures and posters to raise awareness about the importance of protecting local watersheds.

Wildlife Protection Programs:

Sabine Pass Reef Initiative – Port Arthur

Developed through the combined efforts of multiple organizations, including the Valero Port Arthur Refinery, High Island 54 Shallow is a 20-acre artificial reef located in Texas waters less than two miles from Sea Rim State Park, making it the closest artificial reef to shore in the state. Constructed from more than 200 tons of materials, the reef provides critical underwater structure and habitat, enhancing marine biodiversity and supporting a healthier seabed ecosystem. By restoring habitat in previously barren areas, the project supports marine life and recreational fishing opportunities.

Pwllcrochan Environmental Centre – Pembroke

For more than 20 years, the Valero Pembroke Refinery has utilized its Pwllcrochan Environmental Centre as an outdoor classroom for local elementary students. Located near the refinery, the Centre offers a fun and immersive way for students to explore and learn about biodiversity. In 2025, the program welcomed over 900 students from 19 schools, guiding them through activities such as pond dipping, collecting and identifying seeds, and viewing wildlife camera footage of nesting jackdaws and roosting lesser horseshoe bats.

Employees

We believe our talented and dedicated employees are a critical differentiator that drives our competitive advantage and long-term success. We seek to foster a strong team culture that supports all employees, and we strive to provide a safe, healthy and rewarding work environment with opportunities for professional growth and financial stability.

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GOLD EMPLOYER

Our Company Culture and Team Valero Strategy

Our company culture and well-defined expectations of ethics and behavior guide the daily work of our employees and support our efforts to produce exceptional company results. The six values that define our culture are:

Employee at our Valero Texas City Refinery.

SAFETY – Safety is our foundation for success. From workplace safety to health and wellness, employees are encouraged to promote and demonstrate their commitment to safety at all times.

EXCELLENCE – Employees treat every day like game day – working hard, being disciplined and holding themselves to the highest standards to deliver best-in-class results.

ACCOUNTABILITY – Employees make a personal choice to take ownership of performance. Creating an environment of accountability helps achieve important company goals and drives excellence.

TEAMWORK – Strong teams drive successful organizations. Valero believes that great teamwork and strong relationships are built through respectful collaboration, the sharing of perspectives and strong communication.

DO THE RIGHT THING – Our commitment to integrity means doing the right thing for the right reason. Our people are trustworthy and set positive examples, leading to open, honest and sincere communication.

CARING – Through caring, we create opportunities to positively impact the teams we support, the environment we share, the customers we serve and the communities where we live and work.

We invest in our employees through programs and practices that help them succeed, strengthen our culture and support our long-term business objectives. In building and fostering great teams, we are guided by the following:

- Our competitive pay, benefits and support programs are designed to attract, retain and reward talented employees while recognizing innovation, ingenuity and excellence.
- We hire and promote employees who demonstrate strong teamwork, integrity and shared values.
- We seek to provide a best-in-class work environment built on a foundation of respect, accountability and trust.
- We foster a culture of continuous learning that drives excellence at every level of the organization and supports career-long growth and development.
- We regularly assess employee performance, organizational structures and succession plans to support operational excellence, efficiency and effectiveness.

Employees with diverse backgrounds, talents, experiences, education and perspectives contribute to strong, innovative and engaged teams. We are committed to providing equal employment opportunities and maintaining a workplace free from unlawful discrimination and harassment based on race, color, religion, national origin, age, sex, marital status, physical or mental disability, veteran status or any other characteristic protected by applicable law. As a federal contractor, we are committed to providing full opportunity for hiring to veterans of the U.S. Armed Forces, as well as individuals with disabilities.

A Nationally Recognized Workplace

Stronger Connections Through Engagement

Valero strives to create connections and stronger working relationships for employees through shared experiences and mutual respect. A collaborative, supportive work environment is fostered through teamwork and activities that promote workplace engagement. From Day 1, employees are immersed in a culture that provides stability and support while reinforcing Valero's company vision, guiding principles, and position as a responsible, team-driven industry leader.

Employees have opportunities to connect and engage through programs such as Valero Volunteer Councils, Emerging Leaders Network, Team Valero Ambassadors, Total Wellness Ambassadors, New Employee Integration, Frontline Leadership, and a host of curated events designed to support continued alignment with the Team Valero strategy.

Building Team Valero

We are committed to attracting top talent to advance our company goals and strengthen our industry leadership. In 2025, we continued to expand our talent network and broaden awareness of career opportunities at Valero. Our hiring practices focus on identifying the most qualified candidates through job-specific selection criteria, expanded recruitment efforts, blind résumé reviews and a robust interview process. Supported by policies, training and guidance for hiring managers, these practices help ensure we hire talented individuals who bring valuable skills, expertise and experience to our teams and culture.

Recruiting Highlights

Hiring Training – Hiring managers and college recruiting teams complete job-specific interview training designed to raise awareness, mitigate bias and promote a fair and consistent hiring process for all applicants.

Expectations and Standards – We provide equal employment opportunities in accordance with applicable federal and state laws. Valero's Code of Business Conduct and Ethics reinforces our commitment to a workplace free from discrimination and harassment.

We believe our employees provide a competitive advantage and are key to our success.

Fueling Valero's Talent Pipeline

Creating a strong and sustainable talent pipeline is essential to developing our future workforce. We continue to broaden and enhance our recruitment efforts to reach the most qualified pool of candidates. Our college and university partnerships, Valero Intern Program and Freshman Engineering Summit help us identify top talent while creating opportunities for learning, development and future careers at Valero.

Valero Intern Program

VIDEO Through summer, spring or fall co-ops, and year-long opportunities, we extend paid internships to high-performing college and graduate students across a variety of business functions, including engineering, accounting, commercial supply and trading, information systems, cybersecurity, legal, communications and human resources.

Since 1997, the Valero Intern Program has become the main recruiting vehicle for our professional workforce. In 2025, we welcomed 278 interns representing 56 colleges and universities. Approximately 92% of interns (seniors) who received full-time offers accepted and chose to begin their careers at Valero.

In addition to providing valuable hands-on experience and exposure to Valero's culture, the program helps attract, develop and retain future talent. Program highlights include:

- Competitive pay
- Company-paid medical and dental benefits
- Company-matched 401(k) and Pension Plan
- Formal mentorship program
- Professional and personal development opportunities
- Relocation assistance
- Exposure to business operations, company leadership and industry experts
- Social and community involvement
- Annual all-intern symposium at Valero headquarters

In 2025, *U.S. News & World Report* recognized Valero as an employer offering meaningful, growth-oriented internship experiences and top engineering career opportunities.

In 2025, 23 former Summit scholars applied and were accepted in the Valero Intern Program.

Valero's Freshman Engineering Summit

The Freshman Engineering Summit is a four-day immersive experience for approximately 25 high-performing engineering students who have completed their freshman year of college and are interested in pursuing an engineering career in energy. Through in-person workshops, roundtable discussions, a hands-on refinery tour, a volunteer event and exposure to Valero's talented workforce, the Summit introduces a new generation of emerging engineers to Valero's workforce and the world of energy. As part of their experience, each student receives a $1,500 scholarship and an opportunity to apply to Valero's next summer intern program.

Education and Community Partnerships

In addition to strategic partnerships with major universities, Valero partners with local workforce agencies, community organizations, colleges, technical schools and high schools to help develop a strong community-based workforce. These partnerships create meaningful connections with local talent, expand access to skilled future employees and help build pathways to careers at Valero.

Scan for a list of our university recruiting partnerships.

$2.5 billion
Total People Investment in 2025[29]

GLOBAL COMPENSATION	BENEFITS AND PROGRAMS
$1.4 billion direct compensation **$349 million** bonus payments **$115 million** incentive stock awards	**$362 million** financial well-being **$339 million** physical and emotional well-being

Total Wellness and Rewards

Investment in Valero's Total Wellness benefits and programs support employees' **financial, physical and emotional well-being** and reflect a caring commitment to our people.

Our Total Wellness mission is to foster employee well-being by promoting healthy lifestyles and sound financial decisions. From hire to retire, this investment helps build a safe, healthy and productive workforce committed to our shared success.

Total Wellness
CHOOSE WELL. LIVE WELL. BE WELL.
Valero®

Our Approach:

- Offer competitive pay and benefits that support employees through every stage of life, from early career through retirement.
- Foster a wellness culture that provides meaningful resources and promotes access for all employees.
- Provide programs and resources that help employees and their families navigate health and well-being challenges.
- Support long-term financial security through education, resources and compensation practices aligned with our pay-for-performance philosophy.
- Offer flexible policies and support that address the diverse needs of our workforce.

We continually evaluate our benefits and wellness programs to support positive outcomes for employees and their families. Through peer benchmarking, employee surveys and exit interviews, we help ensure our programs remain competitive and support our ability to attract and retain top talent.

1 Financial Well-Being and Rewards

Supporting employees' financial well-being is an important part of attracting, retaining and rewarding a talented workforce. Valero's competitive compensation and financial wellness programs help employees build financial stability throughout their careers.

Valero is proud of its highly competitive retention rate of 97%.

Generous 401(k) Match — 98.7% of Eligible U.S. Employees Enrolled in 401(k) Plan in 2025

Valero provides a retirement savings plan designed to help employees build long-term financial security. For most U.S. employees, the company match is available up to 7% of eligible pay and vests immediately.

Company-Sponsored Pension Plan

As a unique additional layer of added financial security, offered by less than 15% of private employers nationwide, Valero provides a 100% employer-funded pension plan for eligible U.S. employees. Employees become eligible after one year of service and are fully vested after three years. Annual pension contributions are based on age, years of vesting service and eligible compensation.

Annual Merit and Bonus Awards

The annual merit award process adjusts eligible employees' salaries for market competitiveness, performance and relativity to peers. Annual bonus awards recognize employees who contribute to Valero's success, and serve as a pathway to review employee performance over the past year. Compensation programs and processes support fair and equitable pay for all employees.

In 2025, more than $900,000 in tuition reimbursement was awarded to employees. Over the past six years, 182 undergraduate and graduate degrees and professional certifications have been earned by Valero employees receiving tuition assistance.

Employee Tuition Reimbursement

Valero's Educational Assistance Program helps employees pursue advanced degrees and professional certifications aligned with their roles and career goals. By investing in employee learning, we strengthen organizational excellence while supporting long-term career growth.

Valero Scholarship Program for Dependents

Each year, outstanding children of Valero employees are awarded Valero Scholarships based on academic achievement, community involvement and leadership. Recipients receive $2,500 annually for up to four years of undergraduate study.

Customized Financial Education & Planning

Educational workshops and resources help employees pursue their personal financial goals. Employees have access to complimentary financial education webinars, including Valero's Planning for Retirement and Financial Habits That Matter workshops, as well as sessions hosted by financial service providers.

Adoption Assistance

Adopting a child is a life-changing experience for the child and the new family. Valero is proud to support families by reimbursing a portion of adoption-related expenses.

Additional Benefits

In addition to retiree medical benefits (subsidized in certain cases), health savings account contributions and short- and long-term disability benefits, Valero provides assistance for employees facing catastrophic events, including serious illness of a family member, funeral expenses or hardship resulting from natural disasters. Support is provided through a confidential process, and assistance does not require repayment.

Taking Care of Benicia Employees in California

Throughout Valero's transition to idle our Valero Benicia Refinery by April 2026, our top priority was supporting our employees. We recognized that this transition was more than a business decision – it was a major life change for many employees and their families. Our focus was to provide stability, options and support as employees made important decisions about their futures. ***We committed to continuing employment for all Benicia refinery employees in good standing who expressed an interest in transferring within the company.*** *Employees who remained with Valero received retention incentive payments, while those who chose to retire or pursue opportunities outside the company were offered separation packages that included separation payments, outplacement services, and continued health benefits for a period of time.* ***As a result of these efforts, 150 employees accepted and were transferred to 10 Valero locations across the United States****, allowing them to remain a part of the Valero family.* ***By providing employment opportunities, financial support, and transition resources, we worked to ensure employees and their families felt supported.***

2 Physical Well-Being

Valero's thoughtful investment in a collection of wellness benefits and rewards help promote better health, financial security and overall well-being for employees and their families. Designed with the same values that drive accountability and excellence in our teams, **Valero makes significant investment to ensure 100% coverage for the cost of most family health plans**, alongside premium wellness programs, physician and pharmacy access, competitive pay, retirement resources and other incentives. Annually, Valero invests in customized employee programs that inspire greater wellness and satisfaction companywide, including:

Comprehensive Healthcare Plans — 97% of Eligible Employees Enrolled in Medical Coverage in 2025

Customizable medical benefits – **covered at 100% for most employees and their families** – include flexible benefit options such as Medical, Prescription Drug, Dental, Vision Insurance, Flexible Spending Accounts, Health Savings Account, Life Insurance, Legal Insurance and Group Critical Illness. Through "Valero Provided Dollars," eligible employees and their families receive healthcare coverage with little to no out-of-pocket premium costs. Outside of the U.S., employees receive a significant contribution toward the cost of healthcare coverage in their respective countries. In the majority of cases, contributions cover 100% of the cost for employees.

On-Site Employee Wellness Centers and Family Wellness Center (U.S.)

The goal of Valero on-site wellness centers is to encourage more proactive healthcare through convenient access to high-quality primary care for acute, routine and preventive services for employees and eligible dependents. At Valero Headquarters, employees have on-site access to full-time, physician-staffed employee and family wellness clinics, including pediatrics, while on-site clinics at many of our U.S. locations provide care for operations teams directly where they work. Services include:

- Diagnostics and treatment of employee illnesses and minor injuries
- Physician-led management of chronic conditions
- Vaccinations
- Allergy shots
- Weight loss/lifestyle management support and diabetes intervention
- Wellness coaches to support diagnoses and physician-led directives

Employee visit to the on-site wellness center at Valero's San Antonio headquarters.

In 2025, a new wellness center partner helped expand access to care, resulting in 100% of employees having access to in-person or virtual care 24 hours a day, seven days a week. The opening of an on-site pharmacy in June 2025 at company headquarters also provided Texas-based employees reduced prescription and over-the-counter medication costs, as well as access to a dedicated pharmacist to ensure medication adherence and to serve as an integral part of an employee's care team. Enhancements yielded positive results in:

- **Utilization:** 28,985 on-site clinic visits by employees and eligible family members
- **Accessibility**: 100% access to on-site clinics or virtual care for all employees and eligible family members
- **Technology:** Greater patient engagement and direct provider and pharmacist access through a mobile app; more than 5,200 patient portal activations
- **Care Management:** Greater continuity of patient care through assigned care managers and stronger patient/provider partnerships
- **Reporting & Claims:** Better integration of patient data into Valero's health plans, offering a better picture of overall population health and more confident decision-making regarding benefit offerings

Annual Biometric Screenings: Free to all U.S. Valero employees

3,461 employee annual biometric screenings were completed companywide in 2025.

Annual health screenings measure key indicators to provide a valuable, comprehensive picture of individual health – and a baseline to allow for more educated, proactive wellness decisions and discussions with healthcare providers. This annual service is offered at no cost to all U.S. Valero employees and certain eligible dependents and retirees.

Fitness Centers, Subsidies and Online Resources

Fitness centers are available at most major U.S. locations, including a full-time fitness staff at Valero Headquarters. Wellness resources and programs are designed to support employees' physical health goals through both in-person and virtual offerings.

Childcare

The children of Valero employees are an important extension of Team Valero. Parents have access to state-of-the-art, licensed and accredited childcare centers, on-site at company headquarters and within local operations areas nationwide. Employees are granted discounted services (HQ) or a stipend to support childcare expenses (Field). Back-up childcare and tutoring services are also available through a third-party Valero partnership.

Vacation and Leave Programs

Competitive paid leave allowances provide short- and long-term support while employees are away, encouraging greater emotional and physical wellness upon return to work. Programs include, but are not limited to:

Vacation Time – Competitive vacation schedules are based on years of service and recognition of relevant prior experience upon hire.

Childbirth and Parental Leave – In the United States, employees are eligible for nine weeks of paid childbirth leave beginning on their date of hire. In addition, all new parents – including adoptive and surrogate parents – receive three weeks of paid parental leave. Birth mothers receive a total of 12 weeks of paid leave. Employees also receive resources and support before the arrival of a child. Outside the United States, paid leave benefits meet or exceed applicable legal requirements.

Family Illness Leave – U.S. employees are eligible for 10 days of paid leave to care for family members. Outside the United States, leave benefits meet or exceed applicable legal requirements.

Military Service Leave Beyond Minimum Standards (U.S.) – Valero provides up to 10 days of full pay annually, followed by differential pay for employees called to military service for up to 24 months. Valero employees and their families continue to be eligible to receive all company-sponsored health and welfare benefits while on military service leave.

3 Emotional Well-Being

Valero supports employees' mental health and emotional well-being through programs and resources that help employees and their families navigate life's challenges, build resilience and thrive both at work and at home.

Employee Assistance Program – Life Connections

Life Connections is a confidential, free support service that provides access to a wide range of employee and family support, including:

- Wellness tips and reminders
- Childcare and eldercare referral services and suggestions
- Counseling services for family, relationships, stress, grief and other concerns
- Support programs for mental health conditions, such as insomnia, chronic pain and substance abuse

Similar assistance programs and resources are offered for our international employees in the U.K. and Ireland, Canada and Mexico. In Peru, a certified social worker is employed to support the needs of our employees.

Behavioral and Mental Health Benefits

Valero offers a variety of programs and resources to promote mental health awareness and support individual well-being. These include access to wellness professionals, meditation resources, stress and anxiety workshops, awareness campaigns, nutritional counseling and annual screenings.

- Virtual program focused on cognitive behavioral therapy
- Mobile app offering support for anxiety, depression and stress
- Virtual therapy sessions through multiple providers

Additional services and workplace events encourage habits that improve emotional health and support better work-life balance.

Developing Team Valero

Our global workforce is strengthened by opportunities to connect, develop expertise and reinforce teamwork. Valero prioritizes internally developed, role relevant learning over third party content, allowing development to directly support Valero's operations, culture and expectations.

Our learning model emphasizes relevance, shared ownership and alignment with operational needs. By leveraging internal expertise, Valero delivers practical, credible training that reflects the realities of our business. Leaders across the organization help define learning objectives, identify skill gaps and contribute functional expertise to support employee development.

Refinery Basic Operator Training (BOT) – This 10-week, refinery-based program lays the foundation for a safe and successful career in operations. By leveraging internal subject matter experts and experienced employees as instructors, the program equips new operators with practical knowledge while reinforcing Valero's culture and operational standards. In 2025, more than 7,800 applications were received for 118 refinery operator openings. Successful applicants demonstrate mechanical aptitude, a commitment to safety and a willingness to learn. BOT prepares these employees for their first assignment and supports their long-term career growth at Valero.

BOT graduate typical starting pay and total rewards exceed $100,000.[31]

Renewables Operator Qualifications – This 12-week program prepares newly hired ethanol plant operators for success by teaching them to safely monitor, operate and troubleshoot units in their assigned areas.

Across the company, training and development are rooted in continuous improvement. Beginning Day 1, employees have access to onboarding programs and learning resources that support knowledge building and future leadership development. These include:

- New Hire Orientation
- New Employee Integration Program
- Informal Mentorship Program
- Frontline Leadership, which provides training and development for new supervisors
- Performance Management Training

A shared commitment to continuous improvement helps ensure learning remains aligned with evolving business priorities. Customized development opportunities allow employees to build skills specific to their site, department and geographic location.

Training Programs

ROLE-SPECIFIC PROGRAMS

Engineering Technical Excellence Program – Enhances technical skills for engineers at all levels of experience.

Subject Matter Instructor (SMI) Development – Cultivates internal experts across Valero and prepares them to deliver training sessions – virtually or in person – on a wide range of department-specific or professional topics.

Instructor Development – Individualized development and coaching of experts to facilitate courses.

Additional Support – Engineering development virtual program, commercial development program, and operations qualification and unit-specific courses.

More than 823,000 training hours, and more than 5,300 training classes, were completed by employees in 2025.[30]

LEADERSHIP PROGRAMS

Supervisor Toolkit – Designed to prepare new supervisors for their role, including a 12-month road map to develop essential skills, build strong teams, ensure an inclusive work environment and understand their own leadership style.

Frontline and Beyond Frontline – Builds essential skills for managing and leading others, including a year-long cohort learning experience with an executive leader coach.

Refinery Supervisor Development – Customized curriculum designed to reinforce expectations of field leaders to build strong teams and drive operational excellence.

Additional Support – Leadership transition guide, extraordinary leaders program and performance management resources.

VIDEO *Valero invests in educational partnerships that help prepare the next generation of skilled workers. Valero attracts local talent enrolled in process technology (PTECH) degrees and provides hands-on training through the refinery basic operator training (BOT) program. For many in the BOT class, Valero is their first refinery job.*

Community

We will be a good neighbor by sharing our success with the communities where we live and work, through volunteerism, charitable giving and the economic support of being a good employer.

Making a Difference Around the World

We are a significant employer, and we strongly contribute to the local economies in the communities where we operate. Our direct and indirect financial support helps local businesses, education and other economic development needs, thereby contributing to the overall health and vitality of the communities where we operate across the globe.

9,811
direct jobs bolstering local economies with payroll[32]

$211,035
median total annual compensation of all employees for 2025, excluding our CEO[33]

10,000+
contractors

$1.8 billion
spent in 2025 on maintenance and growth projects boosting construction and service jobs

See non-GAAP disclosures on page 57.

Connecting with Stakeholders

Valero has a long-standing history of engaging with fenceline communities.

Valero strives to operate as a good neighbor, and looks for opportunities to work with local officials and directly with fenceline neighbors to improve the quality of life for neighbors and communities. Valero aims to treat its fenceline neighbors fairly, regardless of race, color, national origin, culture or income. We work to ensure our neighbors have an opportunity to understand our proposed activities and to provide them with a meaningful opportunity to have their concerns heard, with the goal of providing them with greater comfort in our operations.[34]

To better understand exactly how crude oil moves from global waters into the refinery for processing, the Wilmington Refinery Community Advisory Panel (CAP) took a tour of a crude oil tanker for an in-depth walkthrough and explanation of maritime crude logistics.

Neighbors and Community Advisory Councils/Panels

VIDEO We work to ensure our neighborhoods understand our proposed activities, and we strive to provide them with opportunities to have their concerns heard. Our refineries participate in community advisory councils (CACs) or community advisory panels (CAPs) that consist of different stakeholders who hold meetings throughout the year. These meetings are opportunities for Valero personnel to share with our community information on our operations and receive input and questions from our neighbors.

In addition to these CAP or CAC meetings, we also provide different outreach options to engage with our neighbors, such as a community information line, newsletters, direct mailings, electronic notifications or websites with details on past, present or future activities.

2025 Highlights

$83.4 million

generated for charities through employee and company donations, corporate philanthropy, fundraising and volunteerism, including:

$32 million *Valero Energy Foundation*[35]

$24 million *Global Corporate Donations*

$22 million *Global Fundraising for United Way agencies to be distributed to more than 53 affiliates*

$5.4 million *Global employee giving and employee volunteerism*

139,192

Valero volunteer hours globally

Regulatory Agencies and Government Officials

Federal, state and local regulatory agencies provide regulatory oversight through the development and enforcement of regulations. Engagements with regulators are mutually beneficial, serving as opportunities for Valero to provide business and operations updates and for agencies to discuss regulatory matters. We also work closely with government officials to ensure alignment of our business with public policies. Both regulators and government officials were invited to our facilities throughout the year as part of our proactive engagement efforts.

In this photo, the Valero Pembroke Refinery Vice President Kyle Gentry welcomes UK Conservative Party Leader Kemi Badenoch MP for a refinery visit.

Non-Governmental Organizations (NGOs)

We engage regularly with representatives from NGOs in local communities to answer their questions as well as look for ways we can partner on projects for the betterment of the community and review resource requests that could improve our community. For example, in Corpus Christi, our refineries are actively involved with the Coastal Bend Air Quality Partnership and its Ozone Advance Report as well as its Coastal Bend Air Action Plan, which will be released in late 2026 and provide voluntary initiatives to help reduce emissions in the air shed. In Wilmington, we partner with International Bird Rescue to sponsor projects that assist with waterbird rehabilitation and wildlife emergencies. Also, in Quebec, our refinery is a member of the Green Alliance, which is the leading environmental certification program for the North American maritime industry.

Indigenous Tribes

We collaborate with indigenous tribes to preserve sites with biodiverse, historical, cultural and spiritual significance when undertaking infrastructure projects.

In this photo, the Valero Ardmore Refinery leadership team welcomes Ms. Jill Daugherty, Director of Government Affairs for the Chickasaw Nation, during her visit to the refinery.

Industry and Business Partners

We collaborate with industry and business partners such as local chambers of commerce to embrace the highest standards of responsible operations, including ethical business practices and compliance with laws and regulations, specifically, those related to health, safety, environment, human rights, labor and governance matters. We also work with and participate in trade associations. This diverse team of government and public affairs professionals review federal, state and local policies that could impact our industry and the community.

The Impact of Our Investments in 2025[36]

DONATIONS FOR FENCELINE COMMUNITIES, INCLUDING CORPORATE AND EMPLOYEE GIVING AS WELL AS VOLUNTEER HOURS **$10.9M**

Education and Workforce Development: Facilitating Educational Opportunities

DONATIONS FOR EDUCATION & WORKFORCE DEVELOPMENT **$18.4M**

Recognizing that educational opportunities are a path to success, Valero has partnered with several agencies committed to ensuring that children and adults have the knowledge, skills, training and resources to help them thrive.

VIDEO **Memphis, Tennessee** – Through the Benefit for Children program, Valero has donated more than $650,000 for students at the Soulsville Foundation where music education and performance opportunities enrich Memphis' youth.

Dumas, Texas – Valero replaced a van for the Dumas Discovery Center to provide safe transportation for their students to and from school and for special field trips.

Texas City, Texas – Valero funded a new welding plasma table at Santa Fe High School for the nearly 200 students enrolled in the Career & Technical Education Welding and Ag Mechanics program.

Three Rivers, Texas – Over the past decade, Valero and the Valero Benefit for Children have contributed more than $500,000 for educational causes in the Three Rivers area. These investments provided teachers with grants to enhance technology, enrich curricula and create more engaging learning environments.

Wilmington, California – Valero purchased STEM-related books about ocean life for the Cabrillo Marine Aquarium and Valero volunteers read to 3,000 children during "Read Across America Month."

Healthcare: Helping Our Communities Have Access

DONATIONS FOR HEALTHCARE NEEDS **$12.6M**

Valero has partnered with numerous healthcare initiatives in its communities to provide access to programs, clinical screenings, new state-of-the-art medical equipment and other resources that help promote health and well-being. Some examples include:

Ardmore, Oklahoma – Valero donated $75,000 at JD McCarty Center, Oklahoma's only medical facility for children with developmental disabilities.

Dumas, Texas – Valero has provided a total of $580,000 at Moore County Hospital to fund lifesaving equipment such as dialysis and nephrology resources, two EKG machines, nine vital sign monitors, 3D digital mammography technology and advanced lab equipment.

Lakota and Hartley, Iowa – Valero funded the acquisition of the Lund University Cardio-Pulmonary Assist Systems (LUCAS), a portable, mechanical device that delivers automatic, consistent chest compressions to patients in cardiac arrest.

VIDEO **Port Arthur, Texas** – Valero continues to fund the Baptist Hospitals of Southeast Texas that provide much-needed equipment and resources including specialized NICU beds, children's wheelchairs and staff training.

Quebec, Canada – Valero donated $500,000 to Hôtel-Dieu de Lévis Foundation to improve the quality of healthcare, transforming the psychiatry unit and modernizing the seniors' health-care unit.

VIDEO **San Antonio, Texas** – Through the Valero Benefit for Children (BFC) program, Valero supported Kinetic Kids' iCan Bike Camp, a nonprofit dedicated to providing adaptive sports for children with special needs.

Mexico City, Mexico – Valero participated in a breast prosthesis program called "Soy Rosa IMSS" (Mexican Social Security Institute) to support women undergoing mastectomies.

Basic Needs: Providing Food and Shelter to Those in Need

Contributions to food banks and residential shelters, and of clothing and personal hygiene kits, are some examples of Valero's support to the basic needs of neighboring communities. Some investments include:

DONATIONS FOR BASIC NEEDS

$17.3M

Aurora, South Dakota – Through the Valero Benefit for Children program, Valero partners with the Salvation Army to host “Share the Warmth,” providing winter clothing to those in need.

Montreal, Canada – Since 2018, Valero has supported Montreal’s East Collective Gardens’ urban agriculture projects that provide 2,000 pounds of fruits and vegetables annually to the local food bank, Action Secours Vie d'Espoir.

Mexico City, Mexico – Valero partnered with the Day Center for Older Adults to address senior citizen isolation and neglect by providing food, therapeutic materials, medication and transportation services.

Corpus Christi, Texas – Since 2022, Valero has partnered with Habitat for Humanity and sponsored five playhouses for families, which give children a place to safely play and be creative.

Dumas, Texas – Through the Valero Benefit for Children program, Valero volunteers with Snack Pak 4 Kids to bridge the weekend gap by providing food bags with easy-to-prepare, kid-friendly items.

Houston, Texas – Through the Valero Benefit for Children program, Valero has contributed more than $600,000 to Local Infant Formula for Emergencies (LIFE), Texas’s only baby formula food bank. Valero employees also conduct an annual formula drive.

Lima, Peru – Valero contributed 40,000 diapers and 100,000 wipes to Hospital Nacional del Nino (Children’s Health Institute) to improve daily care and hygiene for young patients and their families.

Supporting families with essential diapers and wipes.

Valero volunteers supported on-the-ground relief efforts, from clearing debris to distributing food, water, cleaning supplies and fuel cards. It reflected the heart of Valero employees, people helping people.

Kerrville, Texas | Employee Generosity

*After devastating floods struck the Texas Hill Country in July 2025, Valero employees quickly responded, personally giving to help displaced families and communities facing hardships. Valero employees collectively donated $130,000, which the company matched dollar for dollar, bringing the total contribution to $260,000. These funds were directed to the **Community Foundation of the Texas Hill Country's Kerr County Relief Fund.** Valero also supported organizations on the front lines, including the Salvation Army, San Antonio Food Bank, Texas Search and Rescue, and the American Red Cross.*

Civic: Supporting Conservation Programs and Safety Infrastructure

Valero supports initiatives that foster the success of communities where we live and work, including revitalization of city parks, beaches, zoos, libraries and museums, as well as safety infrastructure, including police, fire and emergency management services. Some examples include:

DONATIONS FOR CIVIC PROJECTS AND ACTIVITIES
$2.2M

Pembroke, Wales – Valero volunteers supported the cleanup of four local beaches, removing debris and other waste from the shoreline.

VIDEO **Memphis, Tennessee** – Valero contributed $1 million to the renovation of Tom Lee Park, a revitalized riverfront city park. Valero volunteers are active in cleanup efforts and tree plantings, as well as supporting field trips for students to the park.

Port Arthur, Texas – Valero donated $125,000 in the Port Arthur American Little League to build a baseball training facility, including an integrated learning center for underserved youth.

St. Charles Parish, Louisiana – Valero donated $250,000 for the renovations of the New Sarpy Park, including a covered pavilion over the basketball court.

Lakota, Iowa – Valero funded the Ledyard Fire Department's purchase of a Heiman Fire Thunderstorm slide-in unit, enhancing fire apparatus and emergency response capabilities.

St. Bernard Parish, Louisiana – Valero funded a new drone for the St. Bernard Parish Sheriff's Office to support search and rescue, disaster response, crime scene documentation and situational awareness during critical incidents.

Make-A-Wish Spotlight

Since 2021, Valero, through the Valero Benefit for Children, has contributed more than $1.4 million to the Make-A-Wish Foundation of the Texas Gulf Coast and Louisiana, helping grant life-changing wishes to children across our communities. This partnership has brought has brought to life more than 100 wishes in communities surrounding Valero refineries in Texas and Louisiana.

In April 2026, Make-A-Wish honored Valero at its annual Wish Ball in Houston. Representatives from the Valero St. Charles, Port Arthur, Houston, Texas City and Corpus Christi refineries were on hand to accept the award on Valero's behalf.

Over the years, wishes have ranged from hosting a Quinceañera to sending children to Walt Disney World or on other dream trips. Other wishes have included inviting kids who dream of becoming engineers to visit our sites to spend time with Valero engineers.

Every wish is fueled by courage, hope and a dream—and Valero is proud to help make those dreams come true. To learn more about Valero's partnership with Make-A-Wish, click HERE.

Celebrating hope, strength, and the power of a wish—an unforgettable moment for a brave young wish recipient whose dream became a reality.

Volunteerism is Part of Valero's Culture

139,192 Employee Volunteer Hours in 2025

Quebec, Canada – Volunteers from the Valero Jean-Gaulin Refinery welcomed 100 children to one of its nearby parks for a variety of activities that teach them about local wildlife, the environment and ways to conserve natural habitats.

Port Arthur, Texas – Valero volunteers provided hands-on science demonstrations at Lamar University's CoLABoration camp by helping students understand how concepts like density and separation relate to transportation fuels.

London, U.K. – Valero volunteers took part in the Mudchute event to revitalize Mudchute Farm by planting trees and shrubs and improving the play areas for the community.

Welcome, Minnesota, and Lakota, Iowa – Valero Lakota and Welcome Ethanol Plants joined together with the Martin County Community to pack 105,312 meals for Kids Against Hunger.

Ardmore, Oklahoma – In collaboration with the Ardmore Beautification Council and Carter County OSU Extension, Valero Volunteers and community partners planted more than 200 native plants and installed a new irrigation system to revitalize the Butterfly Way Station ahead of the monarch butterfly migration.

St. Charles Parish, Louisiana – Valero volunteers partnered with Matthew 25:35 to donate and distribute nearly 1,800 pounds of non-perishable food items to feed approximately 330 families.

Texas City, Texas – In support of Texas City ISD and Dickinson ISD, more than 70 Valero volunteers packed and distributed 500 backpacks to prepare students for the new school year.

Major Valero Fundraisers Generated More Than $47 Million

Valero Funds United Way Organizations

In 2025, Valero employees and the Valero corporate match accounted for an all-time high of **more than $22 million** committed to United Way, making the company's total contribution since 1980 **more than $300 million.**

53
UNITED WAY AFFILIATES IN THE U.S., MEXICO AND PERU

In 2025, Greg Gentry, Senior Vice President Refining Operations, served as the United Way Campaign Executive Chair and set a new employee giving record companywide.

VIDEO United Way Day of Caring in San Antonio, Texas

Valero's annual Day of Caring in San Antonio is one of the most anticipated volunteer events. More than 250 Valero volunteers were on hand in 2025 to transform the St. Peter-St. Joseph Children's Home (St. PJ's) and Seton Home with carpentry, painting, landscaping, cleaning and more to help spruce up the centers and bring smiles to its clients' faces. With more than 130 years of service, St. PJ's provides a safe, loving refuge for children in crisis, supporting their healing while working to break cycles of abuse and neglect. Similarly, Seton Home, founded in 1981, helps break cycles of abuse and poverty by supporting pregnant and parenting teen mothers and their children through housing, education, and comprehensive services.

United Way Quotes

"The generosity of the Valero Family represents a workforce that cares deeply about the place they call home. Together, Valero and its employees are true partners in building a stronger, healthier tomorrow for Mid & South Jefferson County."

Janie Johnson, CEO, United Way of Mid & South Jefferson County (Valero Port Arthur Refinery)

"Valero's partnership goes far beyond a donation — it's a genuine commitment to the people of our community. Because of their generosity, families are finding hope, stability and support when they need it most."

Heidi Gullickson, Executive Director, Brookings Area United Way (Valero Aurora and Albion Ethanol Plants)

"The Valero Ardmore Refinery understands that strong communities are built through shared responsibility. Their people, resources and leadership continue to partner with our United Way to strengthen the fabric of South Central Oklahoma and improve the lives of families across our region."

Bryce Chitwood, Executive Director, United Way of South Central Oklahoma (Valero Ardmore Refinery)

"Valero is an incredible partner to United Way of North Central Iowa. Valero employees lead, volunteer and show up for our community in meaningful ways. Their generosity, board leadership and hands-on involvement is how Valero is helping create real, lasting impact for families across North Central Iowa."

Jen Arends, CEO, United Way of North Central Iowa (Valero Charles City and Lakota Ethanol Plants)

"Valero's milestone year of giving, surpassing $1 million for the first time and achieving nearly 100% employee participation, is an extraordinary accomplishment. We are grateful for the passion, generosity and teamwork that make Valero such an inspiring partner in driving lasting impact across Greater Houston."

Amanda McMillian, President & CEO, United Way of Greater Houston (Valero Houston Refinery)

Valero Texas Open and Valero Benefit for Children

The Valero Texas Open continues to be a leader on the PGA TOUR in charitable fundraising, **with an all-time total of more than $306 million,** including funds recently raised in 2026. With the support and generosity of Valero's business partners and sponsors, **the Valero Texas Open, Valero Benefit for Children and Champions *fore* Charity generated $25.2 million in proceeds in 2026.**

The Valero Benefit for Children funds children's programs in the communities where Valero operates, supporting initiatives that address basic needs, education and healthcare.

2026 Valero Texas Open champion J.J. Spaun celebrates with children from the First Tee of Greater San Antonio.

PGA TOUR Charity - SAMMinistries

As a Valero Benefit for Children recipient, the Children's Enrichment Center at SAMMinistries in San Antonio provides children with a safe place to learn and grow. SAMMinistries offers a variety of services and resources to help families overcome homelessness.

BUSINESS PARTNER SPOTLIGHT

USA DeBusk has worked with Valero for more than two decades. They provide an extensive portfolio of services to support unit turnarounds and maintenance before, during, and after. Their skills include both highly specialized technologies and traditional services. These integrated capabilities are customized to deliver value using multi-service synergies, best-in-class safety procedures, strategic project planning, and advanced automated technologies throughout their projects.

Beyond their work at Valero's refineries, USA DeBusk has also been a dedicated community partner, supporting the Valero Benefit for Children and the Valero Texas Open since 2005. Today, they are among Valero's top sponsors, helping raise funds that benefit hundreds of charities each year.

USADEBUSK

"We are proud to be long-time Valero Texas Open and Valero Benefit for Children supporters. Children in this country are the future. Anything we can do to help our children grow and become great leaders will only help our great country." – Andrew DeBusk, CEO

Governance

We view our stakeholders as partners to whom we seek to deliver operational excellence, disciplined management of capital and long-term value on a foundation of strong governance and ethical standards.

Governance and Risk Management

Risk Management and Oversight Structure

Full Board

- **Risk management and oversight are responsibilities of the full Board.** The full Board exercises such responsibilities directly and through its committees.
- **Valero's comprehensive liquid fuels strategy is one of several key areas overseen by the full Board.**

Audit Committee

Key functions and areas of oversight and responsibility include Valero's:

- Financial statements and public financial information integrity;
- Compliance with legal and regulatory requirements, with a focus on those with the potential to impact its financial statements or accounting policies;
- Policies and guidelines concerning financial risk exposures and the steps management has taken to monitor and control such exposures;
- Global compliance and ethics program, and annual compliance plan;
- Independent auditor and internal audit function; and
- Initiatives and strategies with respect to cybersecurity and information technology (IT) risks.

Human Resources and Compensation Committee

Key functions and areas of oversight and responsibility include:

- Risks and other matters related to our compensation and talent management programs, policies and strategies, including Valero's benefit plans;
- Management succession planning for Valero's CEO and other senior executives;
- Valero's initiatives and strategies in the areas of human capital management and leadership development; and
- Compliance with Valero's Stock Ownership and Retention Guidelines.

Nominating and Corporate Governance Committee

Key functions and areas of oversight and responsibility include:

- Ensuring that the Board and its committees have the necessary mix of knowledge, skills, experience and other attributes;
- Identifying and recommending qualified director nominees;
- Developing and recommending a set of corporate governance principles applicable to Valero;
- The Board's and its committees' annual self-evaluation of performance;
- Valero's new director orientation and director continuing education programs; and
- Reviewing and acting on any related-party transactions.

Sustainability and Public Policy Committee

Key functions and areas of oversight and responsibility include:

- HSE matters;
- Sustainability and climate-related risks and opportunities;
- Corporate responsibility and reputation management;
- Social, community, and public policy strategies and initiatives;
- Political issues, including political contributions and lobbying activities; and
- Compliance with legal and regulatory requirements for the operations of the company.

Valero's Management / Employees

Ways that our management/employees engage in day-to-day risk identification and management, and promote safety, include:

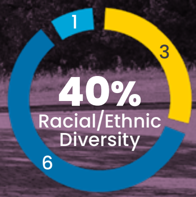
- Executing our risk identification and management programs, plans and systems, such as our CTEMS, EERA and FMS;
- Taking an interdisciplinary approach that coordinates the views of various teams and subject matter experts across Valero, and facilitates continual communication on risk-related matters; and
- Reporting to the Board and its committees, and engaging with stockholders and stakeholders throughout the year.

10 directors*

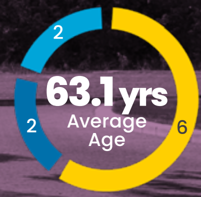
6 new independent directors since 2016

*Age and tenure data are as of December 31, 2025.

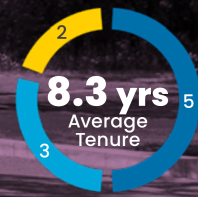
- Men
- Women



- White
- Black/African American
- Hispanic/Latino



- 50s
- 60s
- 70s



Years Tenure
- ≤6
- 7-10
- 11-15

Board of Directors

Front Row (Left to Right)

Randall J. Weisenburger

Managing Member, Mile 26 Capital LLC; former EVP and CFO, Omnicom Group Inc.

H. Paulett Eberhart

Chair and CEO, HMS Ventures; Valero Independent Lead Director

R. Lane Riggs

Chairman of the Board, Chief Executive Officer and President, Valero Energy Corporation

Fred M. Diaz

Retired President, CEO and Chairman of the Board of Directors of Mitsubishi Motors North America, Inc.

Deborah P. Majoras

Retired Chief Legal Officer and Secretary, The Procter & Gamble Company

Back Row (Left to Right)

Marie A. Ffolkes

Managing Partner, GenNx360 Capital Partners; former CEO, TriMark USA, LLC

Robert L. Reymond

Retired Chief Operating Officer of Energy Group of Burns & McDonnell, Inc.

Rayford Wilkins, Jr.

Retired CEO-Diversified Businesses, AT&T Inc.

Kimberly S. Greene

Board Chair, CEO and President, Georgia Power Company

Eric D. Mullins

Chairman and CEO, Lime Rock Resources

For Board oversight and links to Board member bios, visit our website at www.valero.com > Investors > Governance & Engagement > Board Oversight

Director Skills, Experience and Attributes

SKILLS, EXPERIENCE AND ATTRIBUTES	Diaz	Eberhart	Ffolkes	Greene	Majoras	Mullins	Reymond	Riggs	Weisenburger	Wilkins
CEO/Leadership	●	●	●	●	●	●	●	●	●	●
Energy Industry	●	●	●	●	●	●	●	●		
Upstream		●				●		●		
Midstream/Logistics		●	●	●		●	●	●		
Downstream/Industrial Gas/Utilities		●	●	●	●	●	●	●		
HSE	●	●	●	●	●	●	●	●	●	●
Finance and Accounting	●	●	●	●		●		●	●	●
Human Capital Management	●	●	●	●	●	●	●	●	●	●
Corporate Governance	●	●	●	●	●	●	●	●	●	●
Sustainability	●	●	●	●	●	●	●	●	●	●
Cybersecurity/IT		●	●	●	●				●	●
Global Business	●	●	●		●		●	●	●	●
Government, Legal, Regulatory and Compliance	●	●		●	●		●	●	●	●
Risk Management	●	●	●	●	●	●	●	●	●	●
Independent	●	●	●	●	●	●	●		●	●

Comprehensive Liquid Fuels Strategy

We are working to advance the future of energy with capital discipline, innovation and unmatched execution. Our comprehensive liquid fuels strategy is underpinned by excellence in operations, disciplined capital allocation and a commitment to shareholder returns.

OPERATIONS: *Unmatched Execution with a Proven History of Operations Excellence*

- The lowest cash operating cost among peer group while maintaining top-quartile operating performance.[37]
- Safe, reliable, environmentally responsible operations have driven higher profitability and lower volatility through multiple commodity cycles.
- Applying our liquid fuels manufacturing expertise to optimize our integrated low-carbon fuels businesses.

EARNINGS GROWTH: *Growth Through Innovation*

- Refining growth projects focused on operating cost control, optimization and margin improvement.
- Leveraging our global liquid fuels platform to expand our long-term competitive advantage with investments in economic low-carbon projects.
- 25% after-tax IRR hurdle rate for growth projects.

CAPITAL DISCIPLINE: *Demonstrated Commitment to Stockholders*

- Disciplined capital allocation delivering peer-leading free cash flow yield and returns to stockholders across margin cycles.
- Delivered on our annual payout ratio commitment every year under current management (since 2014).
- Delivered higher return on investment.

Peer group includes PSX, MPC, DINO and PBF.

BOARD OVERSIGHT

HSE, Public Policy, Sustainability and Climate

Integrated and Multidisciplinary Approach to Oversight

The challenges and opportunities presented by sustainability and climate-related matters are particularly broad-ranging, complex and interrelated, and as a result often overlap across multiple areas of respective responsibility of each of our Board committees. In order to manage and oversee such matters, each of the Board's committees assists the full Board with oversight of certain matters within its area of respective responsibility and expertise. The Sustainability and Public Policy Committee's key functions and areas of oversight and responsibility are codified in its charter and specifically encompass: (i) HSE matters; (ii) sustainability and climate-related risks and opportunities; (iii) corporate responsibility and reputation management; (iv) social, community, and public policy strategies and initiatives; (v) political issues, including political contributions and lobbying activities; and (vi) compliance with legal and regulatory requirements for the operations of the company.

Tailored Structure and Codification of Duties

The structure and composition of the Sustainability and Public Policy Committee were specifically tailored to enhance the Board's oversight of HSE, public policy, sustainability and climate-related matters, and its committee charter codifies its oversight and responsibilities with respect to such matters. In order to provide knowledge and insight from each of the Board's committees, as well as its senior independent leadership, and facilitate collaboration and coordination with the full Board and among the Board's other committees, the Sustainability and Public Policy Committee is comprised of four independent members, consisting of Ms. Majoras (as the committee's current chair), the chairs of each of the Board's other committees, and Valero's Lead Director. We also encourage, but do not require, all directors to attend meetings of the Sustainability and Public Policy Committee. This structure allows the matters discussed at Sustainability and Public Policy Committee meetings to permeate all of the meetings and discussions of the Board and its other committees and facilitates effective oversight of such matters.

At the executive officer level, Valero's General Counsel has oversight of certain functions actively involved in climate-related management. This position reports directly to the CEO and provides updates to all levels of management, as well as the Board.

BOARD OVERSIGHT

Human Capital Management and Executive Compensation

The Human Resources and Compensation Committee assists the Board in overseeing Valero's compensation, succession planning for our CEO and other senior executives as well as initiatives and strategies in the areas of human capital management and leadership development. At least annually, our senior management team, including the Senior Vice President and Chief Human Resources Officer, reports to the Board on these key focus areas.

BOARD OVERSIGHT

Effective Board and Strong Director Performance

With regards to effectiveness of the Board and refreshment of Board members, the Nominating and Corporate Governance Committee has formal oversight responsibilities established in its committee charter, including identifying and recommending qualified director nominees; conducting the multi-step and continual evaluation of all Board members and leading Valero's new director orientation and director continuing education programs.

Stockholder and Stakeholder Engagement

As a manufacturer that strives to help meet the challenge of supplying the world's need for reliable and affordable energy in an environmentally responsible manner, we understand the value in continually seeking, listening to and acting upon the input of our stockholders and stakeholders. Therefore, we continually engage with our stockholders and stakeholders, both large and small.

The robust engagement efforts we undertook over the course of 2025 and into 2026 before our Annual Meeting of Stockholders consisted of the following:[38]

- Offering dialogue to our 100 largest stockholders;
- Engaging with stockholders that collectively held approximately 40% of our Common Stock; and
- Holding at least 75 different engagements with stockholders and proxy advisory firms, several of which included the participation of Board directors and/or members of our senior management team.

Executive Compensation[39]

Valero's executive pay program is designed to reward executives for superior company performance. The program design emphasizes variable incentive pay (delivered through annual and long-term incentives) such that an executive's pay ultimately realized is significantly dependent upon the achievement of both absolute and relative performance measures.

Executive pay is aligned with company performance and long-term stockholder value creation:

- Tight linkage of company performance and executive pay.
- Alignment of interests of executives and stockholders.
- Risk management and adoption of best practices in executive pay.
- Balance of compensation over short- and long-term periods.
- Retention of top executive talent.

Significant 2025 Business and Organizational Achievements Related to Compensation Targets:[39]

- Earned the third highest adjusted earnings per share ("EPS") in company history.
- Returned $4.0 billion to stockholders.
- Increased Valero's dividend to $1.13 per share in January 2025 (and again to $1.20 per share in January 2026).
- Achieved Valero's highest-ever refinery mechanical availability, refining throughput, and ethanol production.
- Achieved second best-ever Tier 1 API Process Safety performance in the refining segment.
- Achieved best-ever company-wide environmental performance and second best-ever refinery environmental performance, each as measured through our Environmental Scorecards Incidents metric.[24]

Awards

For the 10th consecutive year, Valero was named among **Extel's "Most Honored Companies,"** based on results across several categories of its 2025 All-America Executive Team rankings. Out of over 1,400 companies receiving votes across 44 sectors, less than 10% earned the "Most Honored" distinction. The investment publication determined the rankings from votes of over 3,800 investors and research analysts who evaluated companies and executives.

Valero placed **Top 3** overall in the Integrated Oil sector for the following:

- ***Best Company Board***
- ***Best CEO***
- ***Best CFO***
- ***Best IR Program***
- ***Best ESG Program***

Valero received **1st place** overall in the Integrated Oil sector for the following:

- ***Best IR Team***
- ***Best IR Professional***

Political Engagement

Valero believes that constructive participation in the political process is an important means of enhancing stockholder value and promoting good corporate citizenship.

Board Oversight

The CEO and the General Counsel review and approve recommendations by Valero's government affairs team on political contributions and lobbying activities. Additionally, the Sustainability and Public Policy Committee is responsible for assisting the Board with oversight of Valero's political contributions and lobbying activities and receives and discusses, at least once annually, a formal report from management on these activities.

Policy Advocacy

As part of our engagement, we may advocate directly or with trade associations on issues that affect our business and the energy industry. Our trade association participation focuses on being an active member of business communities where we work and live. Through this involvement, we learn and share best practices from safety and environmental, to labor and technologies, while also promoting dialogue and advocacy for positions that are in the best interest of our business.

Valero's Employee Political Action Committee (VALPAC)

Valero offers certain eligible employees and shareholders an opportunity to participate in the U.S. political process by contributing to VALPAC. Participation in VALPAC is completely voluntary. Over the years, participation in VALPAC has grown steadily, making it one of the largest corporate PACs and a top-tier energy PAC. Through VALPAC membership and active participation in elections, employees show pride in strengthening our business, the communities that give us license to operate and our country. Political contributions made from VALPAC are reported monthly to the Federal Election Commission, and are a matter of public record.

A recent VALPAC event at Valero's San Antonio headquarters

Political Participation

Valero complies with all applicable laws and regulations when considering participation in the political process with corporate contributions.

Our political participation webpage provides extensive and updated political disclosures:

www.valero.com > Investors > Governance & Engagement > Political Engagement > Political Participation.

BOARD OVERSIGHT

Compliance, Ethics and Corporate Conduct

Regular Board and Committee Updates and Reports

Generally, at most regularly scheduled meetings of the Audit Committee, Valero's Chief Compliance Officer (who reports directly to our General Counsel) provides a compliance update on Valero's global compliance and ethics program, including updates with respect to Valero's compliance and ethics-related policies, initiatives, and trainings. The chair of the Audit Committee then provides a committee report to the full Board on the matters presented during this compliance and ethics update. Under the Audit Committee's charter, the Chief Compliance Officer has the authority to communicate directly to the Audit Committee and does so regularly.

Monitoring of Global Compliance and Ethics Program

The Audit Committee monitors Valero's global compliance and ethics program and its effectiveness in detecting and preventing violations of Valero's Code of Business Conduct and Ethics and other company policies, applicable law, and other misconduct. Valero has processes in place to vet its business partners, including expanded compliance checks and sanctions screening.

Anonymous Ethics Helpline

The Audit Committee has also established procedures for the receipt, retention, and treatment of complaints regarding accounting and auditing matters, and other suspected or known unethical behavior or violations of Valero's company policies (such as its Code of Business Conduct and Ethics), including a method for anonymous submission through a third-party operated "Ethics Helpline" that is available in English, French, and Spanish. Valero provides employees, directors, business partners, and others in its supply chain access to this external helpline and strives to ensure that reports into the Ethics Helpline are followed up on, kept confidential, and can be made anonymously and without fear of retaliation.

Our Ethics Helpline is a confidential external helpline operated by a trained third party. It is available toll-free, 24 hours a day, seven days a week and in local languages.

Reports are investigated fairly and thoroughly.

Do you have a compliance question?
Contact the Compliance Department at *LegalCompliance@Valero.com* or *210-345-5800*

Do you wish to remain anonymous?
Confidential helpline available at *EthicsHelpline.Valero.com* or *855-219-2495* within the U.S. & Canada

If calling from elsewhere, use the numbers listed on EthicsHelpline.Valero.com.

Code of Business Conduct and Ethics

Valero's Code of Business Conduct and Ethics is reviewed and approved by the Board and Valero's executive management team. Our Code provides guidance for our day-to-day work and the behavior expected of us, as well as our legal and ethical responsibilities. The Code focuses on the following commitments:

COMMITMENT TO EACH OTHER

- Health, Safety and Environment
- Workplace Environment
- Community and Environmental Justice
- Human Rights
- Data Privacy

COMMITMENT TO BUSINESS PARTNERS

- Conduct Guidelines for Business Partners
- Gifts and Entertainment

COMMITMENT TO SHAREHOLDERS

- Business Records and Internal Controls
- Protecting Company Assets
- Information Security
- Conflicts of Interest and Corporate Opportunities
- Insider Trading
- Communications

COMMITMENT TO THE MARKETPLACE

- Anti-Bribery and Anti-Corruption
- Anti-Money Laundering
- Antitrust, Fair Dealing and Competition
- International Trading
- Anti-Boycott
- Participating in Political Activities

More than 491,000 hours of employee training were conducted in 2025 on compliance-related matters, including health, safety and environment, regulatory matters, antitrust, anti-bribery, use of ethics helpline, data privacy and information security, among others.

Supply Chain Management

Conduct Guidelines for Business Partners

Valero's Conduct Guidelines for Business Partners describes the standards and expectations for Business Partners — namely **suppliers, vendors, contractors, consultants, distributors, agents, representatives** and any third parties or individuals acting on behalf of the company. Applicable in all countries where Valero operates, the Conduct Guidelines for Business Partners reflect Valero's expectations of **high ethical standards** and the unwavering requirement to **act with integrity**, including in the following areas:

- Anti-Bribery/Anti-Corruption
- Antitrust/Fair Dealing and Competition
- Conflicts of Interest
- Corporate Recordkeeping
- Data Privacy
- Fair Employment Practices
- Gifts and Entertainment
- Government Contracting and Small Business Engagement
- Health, Safety and Environment
- Human Rights
- Information Security and Intellectual Property
- Insider Trading
- International Trade Regulations
- Legal Compliance

Vetting of Suppliers

Valero engages third-party companies to help manage supply chain and contractor risks. Business partners are expected to participate in the third-party management systems and to maintain a minimum grade based on Valero's proprietary assessment process and compliance with both regulatory and Valero requirements.

Vendors undergo an initial screening and are monitored on an ongoing basis for risks related to health, safety, environmental and quality performance as well as supplier selection, employee training and qualifications, insurance coverage, and financial strength and stability.

The systems also assess contractor and supplier risk management policies and practices regarding human rights and the environment, and verify certifications, such as ISO 14001. Additionally, audits may be conducted to ensure that suppliers uphold all standards listed in Valero's Conduct Guidelines for Business Partners.

For more policies, visit our website at www.valero.com > Investors > Governance & Engagement > Governance Documents

BOARD OVERSIGHT

Cybersecurity/IT

Oversight of risk management, including with respect to risks from cybersecurity threats, is the responsibility of our Board, which exercises its oversight responsibilities both directly and through its committees. The Audit Committee of our Board has formal oversight responsibilities established in its committee charter concerning our initiatives and strategies respecting cybersecurity and IT risks. At least once annually, the heads of our information services and internal audit teams provide a report to the Audit Committee on (i) cybersecurity and IT risks, as well as Valero's information security operations, structure, and framework; (ii) various cybersecurity and IT metrics; (iii) Valero's cybersecurity and information security management and improvement efforts; (iv) future projects; and (v) Valero's governance and assessments related to cybersecurity and IT. The chair of the Audit Committee reports to the Board a summary of the information presented by the heads of our information services and internal audit teams during their cybersecurity update. Periodically, the Board also receives reports on such matters directly and our cybersecurity Incident Response Plan also contains notification procedures to the Board.

Cybersecurity Training and Incident Response Exercises

Our employees are typically required to complete at least annual cybersecurity training. We also perform periodic tabletop exercises with a company-wide cross-functional team that are facilitated by a third-party expert and are intended to simulate a real-life security incident.

Cybersecurity Testing and Third-Party Expert Review/Audit

We conduct penetration testing as needed and annually conduct Payment Card Industry Data Security Standard testing and firewall reviews, and have periodically engaged a third-party expert to help therewith. We also periodically engage a third-party expert to conduct a review of our information security framework, which is designed to help identify existing and emerging risks, and mitigate against such risks.

Artificial Intelligence (AI)

In 2024, we established a company-wide cross-functional team to assess the risks and opportunities from conventional and generative AI and provided a formal report to the Board. We continued these assessments in 2025 and again delivered a formal report to the Board. We expect to continue these assessment efforts going forward. The Audit Committee also periodically discusses the use of data, technology, and AI by Valero and its independent auditor.

Notes

1 See page 2 of our annual report on Form 10-K for the year ended December 31, 2025 for more information on SAF.

2 Low-carbon fuels reduce life cycle GHG emissions. Life cycle GHG emissions reductions depend on the life cycle analysis methodology or pathway used, carbon intensity of the feedstocks, and energy intensity in the supply chain, such as feedstock gathering mileage or distribution mileage of finished product. Renewable diesel's life cycle analysis carbon intensity was calculated using methodologies approved by the jurisdictions where these fuels were sold and verified by third parties. Neat SAF's life cycle analysis carbon intensity was sourced from the International Civil Aviation Organization's (ICAO) Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) default carbon intensities associated with various feedstocks utilized in our neat SAF production. Our renewable diesel can result in up to 80% lower life cycle GHG emissions, compared with traditional diesel. Similarly, our neat SAF can also result in up to 80% lower life cycle GHG emissions, compared with the CORSIA baseline for traditional jet. In the case of corn ethanol, life cycle GHG emissions reductions could be impacted by the type of feedstocks used, the energy intensity in the supply chain or whether carbon capture and storage is utilized. Ethanol's life cycle analysis carbon intensity was sourced from the Argonne National Laboratory GREET model. When compared with the benchmark carbon intensity of gasoline presented in this model, our ethanol can result in at least 30% lower life cycle GHG emissions.

3 ASTM D7566, Standardized Specification for Aviation Turbine Fuel Containing Synthesized Hydrocarbons.

4 EV's average carbon intensity in the U.S. is calculated using the Department of Energy publication FOTW #1374, December 23, 2024: Model Year 2024 Electric Vehicles Offer Consumers a Wide Range in EV efficiency; the U.S. Environmental Protection Agency's e-Grid 2023 for U.S. average CO_2 emissions from power generation; and EV's life cycle analysis calculations conducted internally by Valero.

5 Is it starch or cellulose? National Renewable Energy Laboratory (NREL) offers answers that could unlock incentives for making cellulosic ethanol (June 16, 2021) https://www.energy.gov/eere/bioenergy/articles/it-starch-or-cellulose-nrel-offers-answers-could-unlock-incentives-making

6 See https://www.darlingii.com/en/solutions/feed for details on animal fat and used cooking oil

7 This process describes practices common to international sustainability certification schemes such as the International Sustainability & Carbon Certification (ISCC) scheme and the Roundtable on Sustainable Biomaterials (RSB) scheme, under which Valero holds various certifications. However, not all low-carbon fuel is certified under these frameworks, based either on customer preference or end market destination. There are similar requirements for mass balance and supply chain traceability under federal and state low carbon fuel programs that Valero participates in.

8 Sources: U.S. Energy Information Administration (EIA), "Consumption of Renewable Diesel Continues General Growth Trend on the U.S. West Coast," Today in Energy, February 18, 2025; and Gary Yowell and Leigh Noda, "Diesel's GHG Reduction Success Story: How California's Second-Biggest Transportation Fuel Emissions Source Is Ahead of Schedule," Stillwater Associates, April 7, 2026.

9 See LCFS Pathway Certified Carbon Intensities: https://ww2.arb.ca.gov/resources/documents/lcfs-pathway-certified-carbon-intensities, and the Certified Fuel Pathway Table within the page for total pathways certified from January 2019 until April 2026.

10 Source: U.S. Department of Energy, agency websites, industry consultants and Valero estimates.

11 California 2030 Transportation Fuel Goal pending Office of Administrative Law approval of amendments adopted by CARB in November 2024.

12 CORSIA stands for Carbon Offsetting and Reduction Scheme for International Aviation. It is a global market-based measure developed by the International Civil Aviation Organization (ICAO) to address carbon dioxide emissions from international aviation.

13 Currently 130 nations voluntarily participate

14 European Union's ReFuelEU Aviation regulation

15 Member of the EU and will be covered by ReFuelEU Aviation

16 See GHG Emissions Methodologies beginning on page 11 for details on all calculations featured in this section. For details on Valero's 2035 Medium-Term Target, see page 10.

17 Third-party scenarios and other third-party reports, conclusions or data discussed in this report reflect the modeling, beliefs, assumptions and outputs of their respective authors, not Valero, and their use, reference to, or inclusion herein does not constitute or imply an endorsement by Valero of their underlying assumptions, likelihood or probability. Any reference to Valero's support of, alignment with, work with, or collaboration with a third party within this report does not constitute or imply an endorsement by Valero of any or all of the positions or activities of such third party.

18 The IEA Sustainable Development Scenario (IEA SDS) as detailed by the International Energy Agency (2020), World Energy Model Documentation 2020 version, IEA, Paris, updated May 7, 2021. All rights reserved.

19 Valero transitioned away from AFFFs (aqueous film-forming foams), which contain PFAS or per-and poly-fluoroalkyl substances.

20 Refining industry employees (U.S. Bureau of Labor Statistics, year 2024).

21 Tier 1 process safety event (PSE) rate and Tier 2 PSE rate as defined by the American Petroleum Institute (API) Recommended Practice 754 – Process Safety Performance Indicators. Total recordable incident rate or TRIR includes recordable injuries per 200,000 working hours, as defined by the U.S. Department of Labor's Occupational Safety and Health Administration.

22 For details on CTEMS (Commitment to Excellence Management System) please go to pages 24 and 25 under Environmental Management Systems.

23 American Petroleum Institute (API), the governing body for industry process safety events (PSE) metrics now reports industry-wide PSE data on five-year averages.

24 Number of incidents reportable to regulatory agencies are measured on a weighted basis and includes application of a severity/volume enhancer to increase the number of incidents recorded for more significant environmental events.

25 Refinery energy intensity analysis starts in the year 2012 since it was the first year after the consolidation of our refinery portfolio.

26 Refinery hazardous and exempted waste is solid waste as defined by the U.S. EPA, Resource Conservation and Recovery Act (RCRA).

27 Based on EPA's WaterSense average U.S. household consumption. U.S. Environmental Protection Agency. (n.d.). How we use water. WaterSense. https://www.epa.gov/watersense/how-we-use-water#Daily%20Life

28 Beginning in 2022, fresh water withdrawn includes volume that was withdrawn and sold. Values in prior years include only freshwater used in Valero's operations.

29 Valero's total investment in global employees includes direct compensation; bonus payment; incentive stock awards; employee benefits, including retirement, medical and welfare benefits as well as other employment-related investments and expenses.

30 Includes training related to regulatory compliance, leadership and other topics.

31 Average includes salary, health and wellness benefits, financial benefits and other incentives.

32 Unless otherwise noted, data reflects Valero's global workforce as of December 31, 2025. See 2025 Valero Form 10-K, page 13.

33 See 2026 Proxy Statement, page 71.

34 Valero Environmental Justice Policy Statement

35 Including net proceeds from major fundraising events such as the Valero Texas Open and the Valero Benefit for Children.

36 Includes donations by Valero and the Valero Energy Foundation.

37 Find more information in the Valero Investor Presentation, April 2026, Slide 5 at www.valero.com > Investors > Events and Presentations.

38 Measurements reflect our reasonable determinations based on available data and information regarding the composition and holdings of our stockholders over the course of our engagement efforts from 2025 and into 2026 before our Annual Meeting of Stockholders.

39 See 2026 Proxy Statement, Compensation Discussion and Analysis, beginning on page 24.

Cautionary Statements Regarding Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act and Section 21E of the Exchange Act, including, but not limited to, statements about Policies and Procedures. You can identify forward-looking statements by words such as “should,” “strive,” “pursue,” “intend,” “anticipate,” “forecast,” “on track,” “would,” “continue,” “poised,” “focused,” “opportunity,” “scheduled,” “believe,” “estimate,” “expect,” “seek,” “could,” “may,” “potential,” “committed,” “advancing,” “developing,” “evaluating,” “target,” “goal,” “ambition,” “aspiration,” “plan,” “aimed,” “considering” or other similar expressions that convey the uncertainty of future events or outcomes. Forward-looking statements in this report include those relating to Valero’s publicly disclosed GHG emissions reduction/displacement targets, statements relating to Valero’s low-carbon fuels strategy, current or future low-carbon projects, expected timing of completion, cost and performance of projects, future market, regulatory and industry conditions, future and potential low-carbon fuel policies, standards and programs, future operating and financial performance, expected timing or issuance of future reports and other disclosures, future production and manufacturing ability and size, our plans, actions, assets and operations in California and management of future risks, among other matters. It is important to note that actual results could differ materially from those expressed, suggested or forecasted in any such forward-looking statements based on numerous factors, including those outside of Valero’s control, such as legislative or political changes or developments, market dynamics, cyberattacks, weather events, and other matters affecting Valero’s operations, financial performance or the demand for Valero’s products. These factors also include, but are not limited to, the uncertainties that remain with respect to current or contemplated legal, political or regulatory developments that are adverse to or restrict refining and marketing operations, or that impose taxes or penalties on profits, windfalls or margins, or that require certain disclosures, global geopolitical and other conflicts and tensions, the impact of inflation on margins and costs, economic activity levels, tariffs, duties or trade restrictions and the adverse effects the foregoing may have on Valero’s business plan, strategy, operations and financial performance. Valero based these forward-looking statements on its current expectations, estimates and projections about the company, current and potential counterparties, Valero’s industry, the legal, political and regularly environment and the global economy and financial markets generally. Valero cautions that these statements are not guarantees of future performance or results and involve known and unknown risks and uncertainties, the ultimate outcomes of which Valero cannot predict with certainty. In addition, many of these forward-looking statements were based on assumptions about future events, the ultimate outcomes of which Valero cannot predict with certainty and which may prove to be inaccurate. Although Valero believes that the assumptions 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, Valero 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 also consider the risk factors and other cautionary statements contained in Valero’s annual report on Form 10-K, quarterly reports on Form 10-Q and other reports filed with the SEC and available on Valero’s website at www.valero.com. These risks could cause actual performance, results, actions and Policies and Procedures of Valero to differ materially from those expressed, suggested or forecasted in any forward-looking statement. Such forward-looking statements speak only as of the date of this report and we do not intend to update these statements unless we are required by applicable securities laws to do so. Results or metrics in this report as of any date, or for any period, ending on or prior to the date of this report 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 report. Neither the future distribution of this report or the information included or referenced herein, nor the continued availability thereof in archive form on our website, should be deemed to constitute an update or reaffirmation of these figures or statements as of any future date.

Non-GAAP Disclosures

Capital Investments Attributable to Valero

Valero defines capital investments attributable to Valero as all capital expenditures, deferred turnaround and catalyst cost expenditures, and investments in non-consolidated joint ventures presented in Valero's consolidated statements of cash flows excluding the portion of DGD’s capital investments attributable to the other joint venture member and all of the capital expenditures of other variable interest entities (VIEs). Capital investments attributable to Valero are allocated between sustaining capital investments attributable to Valero and growth capital investments attributable to Valero. DGD’s members use DGD’s operating cash flow (excluding changes in its current assets and current liabilities) to fund its capital investments rather than distribute all of that cash to themselves. Because DGD’s operating cash flow is effectively attributable to each member, only 50% of DGD’s capital investments should be attributed to Valero's net share of capital investments. Valero also excludes the capital expenditures of other consolidated VIEs because Valero does not operate those VIEs. Valero believes that capital investments attributable to Valero is an important measure because it more accurately reflects capital investments of Valero.

Reconciliation of Capital Investments to Capital Investments Attributable to Valero (in millions)	Year ended December 31, 2025
Capital expenditures (excluding VIEs)	$ 719
Capital expenditures of VIEs:	
DGD	71
Other VIEs	6
Deferred turnaround and catalyst cost expenditures (excluding VIEs)	990
Deferred turnaround and catalyst cost expenditures of DGD	99
Investments in nonconsolidated joint ventures	3
Total capital investments	1,888
Adjustments:	
DGD's capital investments attributable to the other joint venture member	(85)
Capital expenditures of other VIEs	(6)
Capital investments attributable to Valero	$ 1,797

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