

Friday, June 26, 2020

To: Flint Hills Resources Pine Bend Employees

As you may have heard, Minnesota Attorney General Keith Ellison filed a lawsuit earlier this week claiming the petroleum industry has deceived consumers about the risks of climate change. The lawsuit names Exxon Mobil, API, Koch Industries and Flint Hills Resources.

We are still reviewing the complaint but we strongly dispute any allegation that our company has ever been deceptive or dishonest with respect to the issue of the changing climate and we will vigorously defend ourselves against the claims in this suit.

Consistent with our company's Guiding Principles, we always strive to act with integrity and respect others, and we expect all our business affairs to be conducted in a principled manner and in compliance with all rules and regulations.

As you know, we take enormous pride in all that we have accomplished in Minnesota, both inside the refinery and in our community, including our environmental performance.

Koch's vision states that we will help people improve their lives by providing products and services they value more highly than their alternatives, and will do so responsibly while consuming fewer resources. At Pine Bend, we have done exactly that, and we will continue to advance this Vision in the future in a manner that is consistent with our Guiding Principles.

As you know, at Pine Bend we have long prioritized minimizing our emissions and improving our energy efficiency. This started in earnest in 1997 when we set out to lower our emissions by 50 percent in five years. We achieved that goal and have since lowered our emissions even more, while increasing production to help meet demand for transportation fuels and other products people need. Thanks to the continuous efforts of our employees, we've been able to reduce total onsite emissions in 11 of the last 15 years, and today our emissions per barrel are approximately 20% lower than other U.S. refineries.

Our focus on transformation also continues to yield positive results. In the past five years, we've improved our energy efficiency by 10%, advancing Pine Bend into the top quartile of all U.S. refineries. These efforts have earned us U.S. EPA ENERGY STAR® certification and the EPA's ENERGY STAR® Partner of the Year Award. Since 2010, we've also invested nearly \$1.7 billion in upgrades and improvements that have helped us build on our success, including projects that were done in partnership with the state's leading environmental organizations and that were featured in the Star Tribune just last year <https://www.startribune.com/at-flint-hills-refinery-the-state-s-biggest-construction-job-since-u-s-bank-stadium-is-done/565493292/> and in 2013 <https://www.startribune.com/flint-hills-refinery-signs-expansion-deal-with-environmental-groups/203318151/?refresh=true>

In our community, we've been just as committed to environmental stewardship where we've worked collaboratively with local environmental leaders as a member of [Clean Air Minnesota](#). Pine Bend also is a founding sponsor of [Project Green Fleet](#), a collaborative effort with Environmental Initiative to install pollution control equipment in thousands of Minnesota school buses, heavy-duty trucks, and other

diesel vehicles. Since the effort was kicked-off in 2005, Project Green Fleet has modified more than 3,200 Minnesota school buses and 1,300 diesel trucks with improvements that reduce diesel emissions and help keep Minnesota's air clean. The project was recognized by the EPA as a national model for improving air quality and earned one of two national Clean Air Excellence Awards.

We've also done extensive habitat work through our partnerships with Friends of the Mississippi River and Ducks Unlimited, a partnership that goes back more than 30 years.

At Pine Bend, we will continue to operate our facility safely and with the utmost respect for the environment, which, as you know, is foundational to our ability to maintain our preferred partner status in our community. We thank each of you for your contributions to these efforts and for everything you have done to contribute to Pine Bend's success over the years. We have a strong reputation in our community because of your good work.

Thank you.

Geoff

Geoff Glasrud
VP, Manufacturing Manager
Flint Hills Resources, Pine Bend Refinery