



2025

Corporate Responsibility Summary



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Message from the CEO

It is a privilege to lead Murphy USA as we continue building on our strong foundation of delivering value for our customers, investing in our people, and operating with integrity. Our 2025 Corporate Responsibility Summary highlights how our Principles continue to guide decisions across our business, from providing everyday low prices and maintaining safe, responsible operations, to supporting employee growth and strengthening the communities we serve. While our business continues to evolve, our commitment to creating long-term value for customers, employees, shareholders, and communities remains unchanged. I am excited about the opportunities ahead and grateful for the dedication of our team members who bring our purpose and Principles to life every day.

Mindy West
President and CEO



INTRODUCTION

About Us

Murphy USA is a leading retailer of motor fuel and convenience merchandise with over 1,800 stores located primarily in the Southwest, Southeast, Midwest, and Northeast United States. Our company and our team of over 16,900 employees serve an estimated 2 million customers each day through our network of retail motor fuel and convenience stores in 27 states. The majority of Murphy USA stores are located in close proximity to Walmart Supercenters. We also operate a combination of convenience stores and convenience stores with retail gasoline under the brand name QuickChek. Currently, Murphy USA ranks 263 among Fortune 500 companies.

Murphy USA delivers every day the quickest, most friendly service and a low-price value proposition to our growing customer base for the products and communities we serve. Customers desire our fuel and convenience products, and we want our customers and communities to trust that Murphy USA sells these products in a highly ethical and responsible way. Our goal is to be the most responsible retailer of these products.

Our Principles

Murphy USA's operations are firmly grounded in our guiding Principles of Integrity, Respect, Citizenship, and Spirit.

Through our unwavering commitment to these Principles, we have cultivated a strong company culture that prioritizes the well-being of our employees and continuously raises the bar on the value we provide to customers and shareholders. Because these Principles are foundational to our culture, they are also woven through our approach to Corporate Responsibility.

ACTIVITY METRICS

Metric	2025	2024	2023
Revenue (\$M)	19,383.5	20,243.7	21,529.4
Employees	~16,900	~17,200	~15,600
Refining throughput of crude oil and other feedstocks SASB: EM-RM-000.A	Not applicable. Murphy USA does not operate refineries.		
Refining operating capacity SASB: EM-RM-000.B	Not applicable. Murphy USA does not operate refineries.		
Number of: (1) retail locations and (2) distribution centers SASB: CG-MR-000.A	1,800	1,757	1,733
Total area of: (1) retail space and (2) distribution centers ¹ SASB: CG-MR-000.B	2,527,627 sq. ft	2,371,007 sq. ft	2,240,775 sq. ft



INTEGRITY

Be persistently ethical and honest to foster trust.



RESPECT

Value and appreciate others.



SPIRIT

Strive to be the best.



CITIZENSHIP

Believe in the power of good actions.

¹ Murphy USA does not have distribution centers. Total square footage for retail space is based upon historical store format square footage estimates that are updated on a periodic basis. Exact square footage may vary slightly by store.

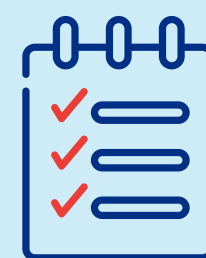
Corporate Responsibility Pillars

We remain firmly committed to the five strategic objectives that have consistently guided our business strategy: grow organically, diversify merchandise mix, sustain cost leadership, create advantage from market volatility, and invest for the long term. These objectives have served as the foundation of our disciplined approach to creating long-term shareholder value. As we continue to advance these priorities, we evaluate Corporate Responsibility considerations through a framework that supports our advantaged business model in a socially responsible and sustainable way. This framework is reflected in our Corporate Responsibility pillars, which help us manage risk, capture opportunity, and report transparently on our progress.



AFFORDABLE

Serve customers with everyday low prices in a transparent manner for the fuels, merchandise, and food and beverage products they need



RESPONSIBLE

Build trust with customers, regulators, and partners by exceeding expectations in areas such as data protection, age verification, and safety



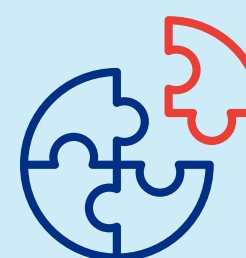
ENGAGED

Empower our people through an inclusive and diverse culture, competitive total rewards programs, and fulfilling career opportunities



COMMITTED

Invest our resources to strengthen the communities we serve and their environment



ALIGNED

Ensure our credibility with investors through strong business ethics, good corporate governance, and effective capital allocation

AFFORDABLE

At Murphy USA, we understand that affordability is essential. As economic pressures mount and consumers face tough financial choices, we are proud that our customers can count on us for everyday low-price value. We are committed to continuing to deliver on our promise of offering fair, affordable pricing to our customers while striving to ensure that our operations reflect a broader commitment to supporting the communities we serve—responsibly, transparently, and with purpose.

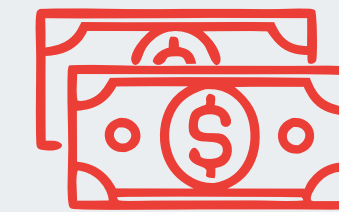
Our Low-Price Value Proposition

Customers trust Murphy USA’s impact-driven commitment to everyday low-price value.

Guided by this commitment, we enable increased savings for our customers year over year. Our unique programs, strategic partnerships, and purpose-driven campaigns allow us to provide products our customers need at affordable prices, helping to ease the financial strain that many of our customers are facing.

FAIR AND TRANSPARENT PRICING

Transparent and reliable pricing is key to building consumer trust. That is why Murphy USA is committed to clear, consistent pricing standards that comply with all state and federal guidelines. Our pricing is clearly displayed on multiple physical price signs as well as through digital channels.



In 2025, customers filling up with Murphy USA saved \$579M on their fuel expenses.²

LOYALTY PROGRAM

Our two distinctive loyalty programs, Murphy Drive Rewards (MDR) and our recently relaunched QuickChek Rewards (QCR), allow members to earn additional savings on fuel, snacks, drinks, and more. These programs enable Murphy USA to strengthen customer connections and deliver a superior experience by offering members new ways to save and receive value for their dollars spent with us.

PARTNERSHIPS

Murphy USA leverages select third-party relationships to bring additional value to our customers for the products they want most. We partner with leading fuel discount programs that enable customers who are members of those platforms to access immediate savings at the pump—enhancing their experience and building trust with both the Murphy USA brand and our partners. For small businesses seeking a reliable fueling solution, our business fuel card offerings—powered by established payment networks—provide valuable opportunities to reduce fuel expenses and manage costs more effectively.

In 2025, loyalty customers saved \$433 million by using our Murphy Drive Rewards and QuickChek Rewards loyalty programs and taking advantage of our partnerships.



QC Rewards

²Based on Regular Unleaded and Diesel price per gallon differential between Murphy USA and our competitors in each community we serve. This figure includes all competitors in a 20-mile radius.

RESPONSIBLE

As a retailer and employer, Murphy USA recognizes our responsibility to operate safely and ethically in service to our customers, employees, and business partners. We demonstrate our commitment to this responsibility through our robust training and enforcement practices around age-restricted product purchases, our strong culture of workplace safety, the way we manage consumer data, and our continued investments in technology to protect our operations and ensure we are there when our communities need us. Moreover, we hold our business partners to the same standards and communicate that expectation in our contractual agreements.

Age-Restricted Products

As a retailer, Murphy USA is on the front line of keeping age-restricted products out of the hands of underage individuals. We take this responsibility very seriously and utilize a variety of mechanisms to ensure we train our employees to properly execute our policies and measure success. We maintain a zero-tolerance policy for failed inspections and terminate employees who fail a federal or state inspection. In addition to regulatory inspections, Murphy USA conducted over 18,700 internal age-verification audits using shoppers who appear age 40 and under in 2025.

In 2025, we passed 94.21% of our federal age-restricted inspections wherein federal regulators employ underage individuals and direct them to visit our stores to attempt to purchase age-restricted products.



Workforce Health and Safety

Murphy USA tracks the Total Recordable Incident Rate (TRIR) for each function of our business and actively works to identify and remediate risks while also looking for areas we can further improve. In 2025, we had an enterprise-wide TRIR of approximately 2.35.

(1) Total Recordable Incident Rate (TRIR), (2) fatality rate

SASB: EM-RM-320a.

	2025	2024	2023
TOTAL RECORDABLE INCIDENT RATE			
Corporate Headquarters	0.78	0.29	0.74
Field Operations	2.48	3.25	3.00
Fuel Terminals	0.0	0.0	0.0
Enterprise-Wide TRIR	2.35	2.98	2.78
FATALITIES			
Total Fatalities ³	0	0	0
LOST TIME INCIDENT RATE			
Corporate Headquarters	0.29	0.10	0.09
Field Operations	0.97	1.40	1.01

³While no work-related fatalities occurred, the company experienced one non-work-related death in each of FY24 and FY25. Though these deaths were not work-related, they were voluntarily reported to OSHA in accordance with internal protocols and regulatory transparency practices.

Discussion of management systems used to integrate a culture of safety

SASB: EM-RM-320a.2

Our [Health, Safety, Security, and Environmental Commitment](#) provides the foundation for our approach to workforce health and safety. To drive continuous improvement, we concentrate training and site visits in districts with the highest three-year average incident rates while regularly evaluating our safety practices.

Our employees are central to our safety strategy. As the frontline of retail operations, store employees play a key role in identifying, communicating, and mitigating safety issues. We assign role-specific trainings across our stores, wholesale fuel terminals, and corporate office, covering ladder safety, safe lifting, injury response, conflict de-escalation, active assailant response, and fuel spill prevention.

Our rapid response program ensures medical emergencies and vehicle accidents are escalated and addressed quickly. We also maintain an Emergency Response Guide in every store that provides procedures for responding to fires, tornadoes, and other emergencies.

Several cross-functional teams support this work. The Safety Coordinator Team, made up of select District Managers, educates field staff on safety standards, investigates accidents, and assists with incident management. The Hurricane Response Team ensures personnel and asset safety at retail locations and fuel terminals during storm events. The Crisis Response Team handles broader emergencies, including public health and safety crises. Playbooks and guidelines support all three teams to enable fast, consistent action.

Murphy USA has received the International Liquid Terminals Association (ILTA) Safety Excellence Award in each of the past four years for exceptional safety performance at our fuel terminals.



Data Security

Description of approach to identifying and addressing data security risks

SASB: CG-MR-230a.1

The Audit Committee of the Board oversees cybersecurity risks for Murphy USA’s Board of Directors. In this capacity, the Audit Committee receives routine updates from management, conducts regular reviews of relevant cybersecurity risks, and monitors existing controls to mitigate the risk of cybersecurity incidents. Additionally, our information security group stays informed about developing cybersecurity trends and threats to maintain preparedness for any threats our digital environment may face. This team follows a robust response plan to report any issues of concern, ensure compliance with regulatory requirements, and highlight opportunities for improvement. More severe incidents are reported to executive leadership and the Board of Directors.

We also assemble investigatory committees to evaluate potential risks and benefits of emerging technologies and consider the potential impacts on Murphy USA to better advise leadership on such developments. Moreover, Murphy USA annually engages third-party experts to assess compliance with the Payment Card Industry Data Security Standard (PCI-DSS), for which we again received an attestation of compliance in June 2026. We also conduct annual independent security testing.

Our security awareness program combines ongoing education with regular testing to reinforce digital best practices. Employees have access to a range of training resources on cybersecurity topics and, if they have company email access, must complete mandatory annual security awareness training. Monthly phishing simulations further assess employees’ ability to identify malicious emails, with remedial training for anyone who does not successfully complete a simulation.

(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected

SASB: CG-MR-230a.2

We have no material data breaches to report for 2023, 2024, or 2025.

ENGAGED

At Murphy USA, we prioritize our employees' well-being, understanding that their success drives our success. Our team members are essential to our growth and our ability to stay competitive. That is why we are committed to providing meaningful career development, regular opportunities for feedback through biennial engagement surveys, open dialogue via quarterly town halls, and robust rewards programs. We foster a culture that values and celebrates diverse perspectives, ensuring every voice is heard and supported.

Empowering Our Employees

With over 16,900 employees nationwide, we understand the importance of empowering our people to excel through meaningful work that drives our business, elevates our customer experience, and supports our employees.

Talent Recruitment

Our approach to recruiting top-tier talent is comprehensive and dynamic, grounded in strategic, data-driven sourcing that attracts high-quality candidates while strengthening Murphy USA's employer brand. We deliver a best-in-class candidate experience by actively incorporating feedback and rigorously tracking key performance indicators, including engagement rates, qualified candidates per opening, FTE conversion rates among interns, and long-term retention—ensuring continuous improvement and measurable impact. In parallel, our early career strategy—anchored by strong university partnerships, paid summer internships, and an Analyst Development Program—builds distinct, scalable talent pipelines that position the organization for sustained future growth. Additionally, Murphy USA's commitment to employee engagement in local charitable organizations enhances brand authenticity and drives organic awareness, creating a meaningful competitive advantage in talent attraction.

We are Murphy USA!



Training and Development

We believe that investing in our employees' training and development is an investment in our business' success. Our selection of development offerings is a key differentiator as we provide resources and opportunities across all levels of our organization, from cashier to executive.

We have a mature training intake process to clearly define performance outcomes and success measurements. All training is instructionally sound, tied to clear learning objectives, and updated as needed. We aim to continuously improve training experiences by capturing feedback on instructor-led training through post-learning event surveys. This feedback helps us enhance the content delivered as well as the participant experience. We also offer a broad range of workshops designed to support key developmental themes and build business capabilities. In 2025, 469 employees participated in our workshops.

Across our field leadership and corporate employee populations, individual performance is assessed annually through our performance management process, with merit increases awarded based on performance against established criteria.

To maintain fairness and consistency and minimize bias, we use objective strategies within our talent management processes. By adhering to a disciplined and systematic approach, we create an equitable environment where all employees are evaluated for advancement based on their merits and capabilities.

We cultivate a healthy internal talent pipeline that supports internal promotions, underpinned by our learning and development culture. To build a sustainable future, our executives engage in proactive succession planning discussions for key positions throughout the year, with a dedicated meeting each spring led by our President and CEO.

To ensure enterprise alignment and promote skill building, we have a three-year roadmap for enterprise development and kick off each year's focus area at our National Leadership Conference (NLC). NLC is an annual opportunity for our field leadership and corporate employees to gather, hear updates and insights from executives, celebrate wins and recognize key contributors, and align on enterprise-wide priorities for the year ahead. In 2025, participants received targeted functional and leadership training tailored to their roles. Home Office participants focused on store operations, hiring and talent management, communication effectiveness, process excellence, and the use of Microsoft Copilot to enhance productivity and communication. Field participants received training in store self-maintenance, interviews and hiring, inventory management, time management, and driving merchandise sales. All participants then applied their learning through a realistic Capstone business simulation focused on store operations, customer service, and decision-making, gaining insight into how business decisions affect both short-term and long-term results.



In 2025, we promoted over 3,300 employees internally and facilitated career development opportunities across Murphy USA and QuickChek.

56,020

educational videos completed by employees through LinkedIn Learning in 2025, with employees spending an average of 1.8 hours per month actively learning on the platform.



Continued Education and Reimbursement

Our goal is to equip employees with the skills and knowledge they need to build long and rewarding careers through both formal and informal education. We offer college tuition reimbursement to eligible corporate employees, store managers, and assistant store managers.

Through our tuition assistance program and partnership with Bellevue University, the university matches Murphy USA's tuition support for eligible employees in these roles. Family members of eligible employees also qualify for educational benefits, supported through a non-taxable grant.

Murphy USA has further expanded its educational offerings through a partnership with the University of Phoenix, providing tuition savings, flexible learning options, and additional pathways for employees to advance their education and professional development.

In 2025, we reimbursed college tuition for 37 employees across the enterprise, totaling approximately

\$139,100

We partner with a best-in-class GED provider to offer a Murphy USA employee GED program. This program allows all Murphy USA employees to earn their GED with no out-of-pocket costs. Since its inception, the program has sponsored 282 employees seeking their GED, totaling over \$57,500.

To further support employees' continuing education, LinkedIn Learning is available to our corporate employees and Store Management. Employees can take courses on pertinent topics of their choosing, such as communication skills and leadership development.

Employee Engagement

At Murphy USA, we cultivate a strong sense of belonging among our employees and promote an open-feedback culture. We conduct biennial all-employee surveys to gauge employee engagement and identify opportunities to enhance the employee experience. We analyze the results at the organizational and departmental levels to pinpoint specific areas that require focus and improvement. With these insights, we then develop targeted action plans to address identified areas of opportunity. In 2025, our employees once again demonstrated strong engagement, with 89% participating in the most recent engagement survey.

EMPLOYEE ENGAGEMENT



LABOR PRACTICES

	2025	2024	2023
Total amount of monetary losses as a result of legal proceedings associated with labor law violations SASB: CG-MR-310a.3	\$990	\$110	\$0

SALARIED AND HOURLY EMPLOYEES

	2025	2024	2023
Salaried	2,552	2,573	2,525
Hourly	14,317	14,503	13,236

Engagement Initiatives

To further support and maintain high levels of engagement and feedback, we have implemented several initiatives beyond our engagement surveys.

DEBRIEFS FOR EACH FUNCTIONAL DEPARTMENT

Personalized review sessions help surface department-level themes and reinforce that employee voices matter.

FUNCTIONAL DEPARTMENT ROUNDTABLES

Foster open dialogue and collaborative problem-solving within departments.

ENGAGEMENT AMBASSADORS

Keep a continuous pulse on employee engagement, facilitating ongoing feedback and swift responses to emerging concerns.

TARGETED DEPARTMENT ACTION PLANS

Specific action plans tailored to each department's unique needs based on survey feedback.

ENTERPRISE ACTION PLAN

Company-wide strategies that focus on key Employee Engagement Survey themes to enhance the overall employee experience.

Pay Equity

At Murphy USA, we are committed to ensuring that all team members receive fair pay, regardless of gender, race, age, disability, cultural background, sexual orientation, religious beliefs, or ethnicity. Murphy USA periodically conducts a comprehensive pay equity analysis of the entire organization. This analysis considers several factors such as role, performance, relevant experience, age, gender, and ethnicity. We carefully review the results to identify any discrepancies and promptly implement remedial measures to ensure fair and equitable compensation for all employees.

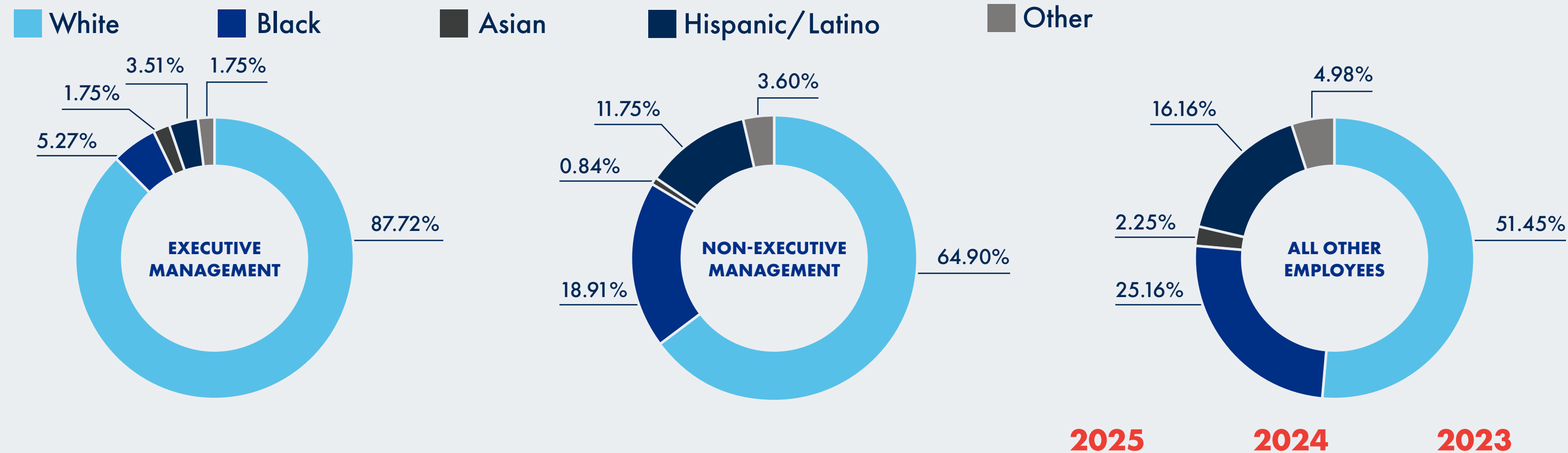
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees⁴

SASB: CG-MR-330a.1

Workforce Inclusion and Diversity

Inclusion and Diversity (I&D) is not an initiative at Murphy USA—it is embedded in our culture. We intentionally lead with inclusion because diverse representation alone is not enough; I&D is reflected in our Murphy USA Principles and how we operate every day. We embody our Principle of Respect through offerings like an online learning course covering topics such as unconscious bias, diversity, inclusion, and belonging. We also reinforce these values through our culture and National Leadership Conference to build awareness across the organization. Additionally, we publish our EEO-1 reports on our website.

RACE/ETHNICITY - 2025

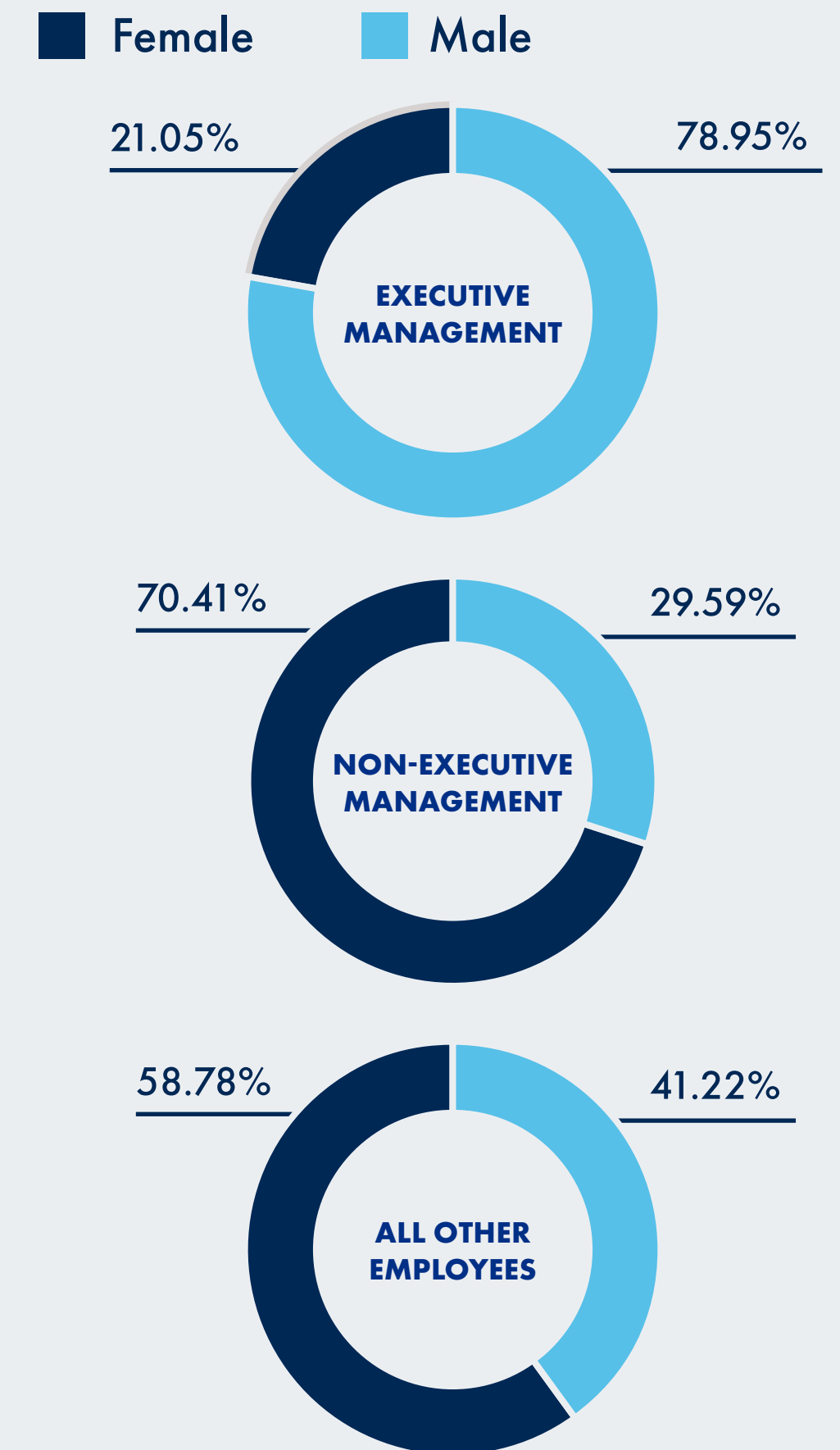


Total amount of monetary losses as a result of legal proceedings associated with employment discrimination

SASB: CG-MR-330a.2

	2025	2024	2023
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	\$178,100	\$203,250	\$288,600 ⁵

GENDER - 2025



⁴“Executive Management” includes Executive/Senior Level Officials and Managers. “Non-Executive Management” includes First/Mid-Level Officials and Managers.

⁵Following a review of the metric requirements, 2023 data has been revised from previously reported amount to improve alignment with the SASB metric definition and comparability across reporting periods.

COMMITTED

At Murphy USA, we believe strong communities are the foundation of a thriving business, and we are committed to being an active and positive force where we operate. We invest in our communities through a range of initiatives—from our employee-driven gift-matching program to long-standing partnerships with nonprofits that address education, health, youth causes, and food insecurity. We also take seriously our responsibility to manage the products we sell with care, ensuring they are handled in ways that protect both people and the environment. By prioritizing community well-being, we reinforce that Citizenship is not just a core Principle of Murphy USA—it is a daily practice embodied by our employees.

Community Relations

Philanthropy

In 2025, Murphy USA proudly continued its mission of giving back with heart and purpose. We focused our philanthropic efforts on four key areas: hometown giving and quality of life, youth causes, healthcare accessibility, and food insecurity.

Murphy USA and the Murphy USA Charitable Foundation provide opportunities for employees to make a difference in our hometown of El Dorado, Arkansas, and in the communities served by our over 1,800 stores. We match eligible donations made by full-time employees to eligible 501(c)(3) nonprofit organizations 1:1, and 2:1 for donations made to educational institutions, hospitals, and organizations working to combat food insecurity. We also match 2:1 for charitable nonprofits where our employees serve on the board, further encouraging good citizenship through board-level service.

From funding cancer screenings and food banks to enhancing local education and community programs, Murphy USA is committed to leaving a legacy of hope, opportunity, and stronger communities—because together, we fuel great futures.

Our community engagement efforts are overseen at the executive level by our CEO, CFO, and VP of Human Resources, and we maintain dedicated personnel to execute on our community engagement strategy.



\$902,554

in gift matching, allowing our employees to direct our giving to the nonprofit organizations they support

7,543

hours of volunteer time given by employees



\$3.4M

raised for Boys & Girls Clubs of America, touching the lives of more than

4.7M children

\$109,000

raised to fight food insecurity

\$786,500

contributed to youth causes and education

Our Commitment to the Environment

A primary focus for Murphy USA is conducting business operations in a manner that prioritizes safety, efficiency, and the protection of human and environmental health. Our [Health, Safety, Security, and Environmental Commitment](#) sets forth Murphy USA’s guidance for managing potential risks related to health, safety, and the environment. It also includes our expectations for our employees and our business partners to promote safe and sustainable business practices.

Greenhouse Gas Emissions (GHG)

SCOPE 1 AND SCOPE 2 EMISSIONS (MT CO ₂ e) ^{5,6}	2025	2024	2023
Scope 1: Mobile ⁷	4,993	5,053	4,977
Scope 1: Stationary ⁸	2,242	1,979	1,947
Total Scope 1 Emissions	7,235	7,032	6,924
Total Scope 2: Location-Based Emissions ⁹	83,889	81,941	85,077
Total Scope 1 & 2 Emissions	91,124	88,973	92,001

⁵Murphy USA considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard, (together the “GHG Protocol”), to guide the criteria to assess, calculate, and report direct and indirect GHG emissions.

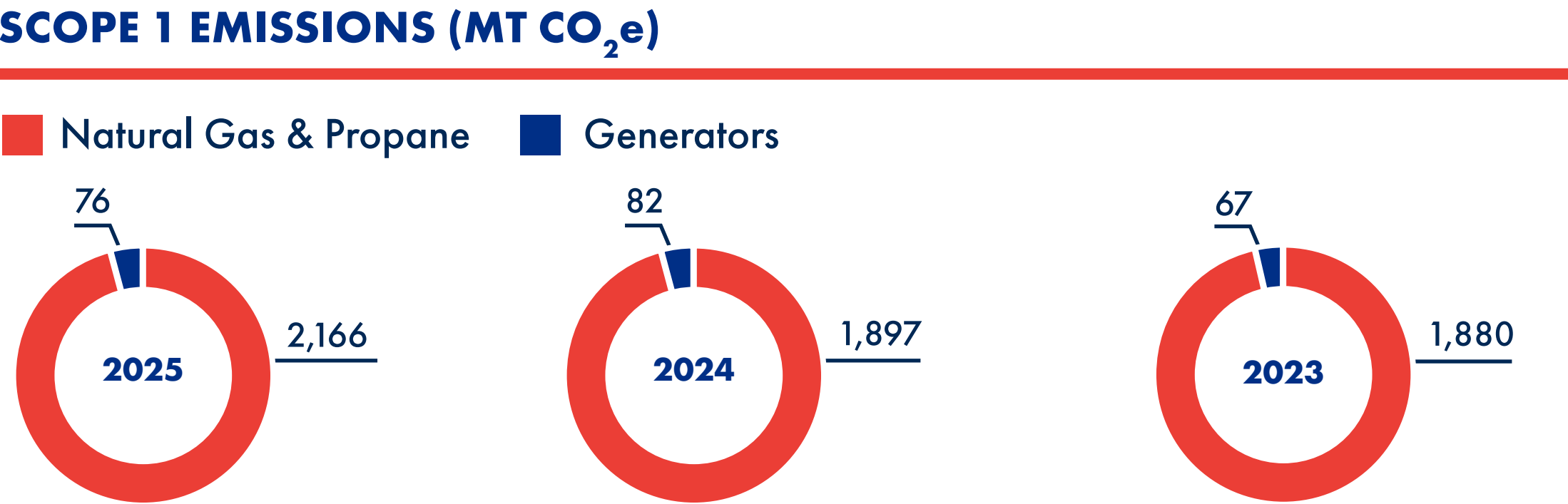
⁶GWPs are based on IPCC Assessment Report 6.

⁷Scope 1: Mobile includes direct combustion emissions from Murphy USA’s owned and leased vehicles, corporate aircraft, and fuel survey mileage.

⁸Scope 1: Stationary includes direct combustion emissions primarily from natural gas and propane used to fuel stationary devices such as water heaters, furnaces, and generators at Murphy USA and QuickChek sites.

⁹Scope 2: Location-Based Emissions includes indirect emissions from purchased electricity acquired and consumed at Murphy USA and QuickChek sites. Excludes purchased heat that was immaterial.

Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
SASB: EM-RM-110a.1



Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets
SASB: EM-RM-110a.2

We continue to refine our emissions surveys for improved measuring, tracking, and reporting of GHG emissions to reflect accepted practices and enhanced accuracy and completeness.

Air Quality

Number of refineries in or near areas of dense population

SASB: EM-RM-120a.2

Not applicable. Murphy USA does not own or operate refineries.

Efforts to improve air quality

All of Murphy USA’s retail gasoline tanks meet the U.S. Environmental Protection Agency’s (EPA) Stage I requirement for a closed loop vapor recovery system. The Stage I Vapor Recovery system is tested in accordance with state and federal regulations to confirm the integrity of the equipment.

During gasoline deliveries, the vapors displaced in the tank are captured by the delivery truck. When the truck returns to the terminal, these vapors are then transferred back to the terminal where a Vapor Combustion Unit will burn them off or where a Vapor Recovery Unit will process and convert them back into fuel. Murphy USA operates in areas where vapor attainment via Stage II is no longer necessary during customer fueling transactions.

At our terminals, there are parameters to properly manage the weighted average of volatile organic compound emissions over time. If these air emissions exceed a regulatory limit over a period of time, the system is programmed to automatically shut down.

Water Management

(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress

SASB: EM-RM-140a.1

MURPHY USA’S WATER USAGE ¹⁰	2025	2024	2023
Potable Water	197,012 kgal	198,874 kgal	198,969 kgal
Irrigation Water	54,135 kgal	55,985 kgal	56,614 kgal

Murphy USA does not recycle water at any of its properties. Water used inside store or office locations is used solely for individual consumption. Water used for cleaning is properly disposed of in accordance with applicable law. For landscaping, the company limits the use of potable water where possible by utilizing water supplied specifically for irrigation purposes.

Murphy USA has 631 stores across 21 states that operate in areas designated as High or Extremely High Stress water areas in accordance with the World Resources Institute (WRI) data as of May 2026.

	2025	2024	2023
Percent water drawn in High or Extremely High Stress water areas	38.00%	40.23%	43.26%

¹⁰Note this figure excludes QuickChek. Water usage data is aggregated by a third-party provider.

Waste and Hazardous Materials Management

(1) Amount of hazardous waste generated, (2) percentage recycled

SASB: EM-RM-150a.

Murphy USA’s petroleum operation consists of terminal distribution and retail fueling. Because Murphy USA does not engage in refining activities, our business does not support generation, or bulk generation, of hazardous waste as defined by EPA regulation 40 CFR Part 262.

For environmental cleanup activities, our environmental consultants send all soil and groundwater samples for analysis. In 2025, only one sample was returned with a hazardous waste classification. Any hazardous waste is taken to approved off-site disposal facilities and manifests are appended to the appropriate regulatory reporting documents once they are obtained.

Based on quantity of waste generated, Murphy USA is categorized under EPA rules as a Very Small Quantity Generator (VSQG). Should laboratory analysis reveal impacted soil or groundwater at hazardous levels, then an EPA ID would be obtained for purposes of reporting and disposal.

Three of Murphy USA’s terminal locations manage small amounts of hazardous waste in the form of petroleum impacted media. For the hazardous waste generated at these three terminal locations, Murphy USA utilizes EPA ID numbers to manage the small amounts of waste that are generated while still qualifying for the VSQG classification.

Murphy USA maintains a waste barrel program where all petroleum contact waste that is generated through the company’s self-maintenance program is containerized. This includes waste from replacement of fuel filters, nozzles, hoses, and breakaways. Waste drums are taken to a recycling facility, which reduces the company’s environmental impact.

WASTE GENERATION AND RECYCLING ¹¹	2025	2024
Hazardous Waste	0.112 tons	4.03 tons
Non-Hazardous Waste	61,776 tons	61,522 tons
Waste taken to landfill	14.9%	8.9%
Waste taken to recycling facility	85.1%	91.1%

¹¹Data collection for these metrics started in 2024. Variance in our recycling metrics is related to remediation and construction projects that include demolition and materials that are generally not recyclable.

Solid waste reduction efforts

Examples of ways that we are reducing waste in our stores include:

- Through the onsite environmental waste drum program, the company was able to recycle 976 drums that contained spent absorbent from fuel spills as well as used nozzles, hoses, breakaways, and fuel filters.
- Through offering a discounted price on fountain drinks when customers bring their own containers, our fountain drink refill program incentivizes our customers to use fewer disposable cups and reduce waste.

(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring clean up, and (3) percentage in jurisdictions with UST financial assurance funds

SASB: EM-RM-150a.2

	2025	2024	2023
Number of Underground Storage Tanks (USTs) ¹²	4,774	4,598	4,392

In 2025, there were a total of 106 UST releases where Murphy USA was responsible for cleanup; 101 Retail; and 5 Terminal. This includes historical releases and new releases. QuickChek had zero releases.

For 2025, 67% of Murphy USA’s UST releases were in states that offer a State Financial Assurance Fund. These state funds were set up by the agency in an effort to assist responsible parties with remediation cleanup efforts.

In 2025, Murphy USA was not made aware of historic releases requiring cleanup in states that do not provide coverage for past events. These would be instances where we were made aware of a historic release that was not remediated to state standards. In 2025, we had no denials of coverage in states with State Financial Assurance Funds.

¹²Compartment tanks are counted as one single Underground Storage Tank.

Product Specifications and Clean Fuel Blends

Volumes of renewable fuels for fuel blending: (1) net amount produced, (2) net amount purchased

SASB: EM-RM-410a.3

Murphy USA’s only activities subject to the Renewable Volume Obligation (RVO) concern minimal butane blending into fuels at certain fuel terminals. In light of the negligible direct implications of the RVO on our operations, we do not report on this metric.

We support Renewable Fuel Standards and supply responsibly priced renewable fuels that our customers value in significant quantities. In 2025, we sold approximately 4.5 billion gallons of ethanol-blended fuel. During 2025, we also sold 218.3 million Renewable Identification Numbers (RINs).

Product Sourcing, Packaging, and Marketing

Discussion of strategies to reduce the environmental impact of packaging

SASB: CG-MR-410a.3

Although Murphy USA does not manufacture packaged products, we are committed to reducing the environmental impact of packaging by engaging with suppliers and distributors who prioritize eco-conscious practices, such as adopting reusable product totes and pallets for their shipments. We also maintain ongoing discussions with our vendors to understand their sustainability initiatives and advancements in packaging materials.



Energy Management in Retail and Distribution

(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable

SASB: CG-MR-130a.1

	2025	2024	2023
Electricity (kwh)	247,305,510	242,197,191	234,548,990
Natural Gas (therms) ¹³	393,840	333,037	325,730
Propane (therms) ¹⁴	12,741	23,257	26,081

All electricity sourced comes from the grid. Energy sourcing is currently managed by the local provider and energy source cannot be confirmed.

Murphy USA continues to strategically grow its participation in the EV charging industry by leveraging leading EV charging solution providers focused on our markets where EV adoption is strong and increased demand for away-from-home charging exists. Currently, we operate 74 charging stations at 10 locations.

Management of spills and releases

We have various measures in place to identify releases as they occur and maintain compliance with the Federal Underground Storage Tank Program. Examples of preventative measures include:

- Required third-party equipment testing certification is performed in accordance with federal, state, and local regulations or industry standards.
- Field personnel are certified in the Class A, Class B, and Class C Operator capacity.
- 30-day walk-through inspections are performed by store personnel and records are kept at the Murphy USA corporate headquarters. We have a store-facing software program that reminds store managers to complete the 30-day walk-through inspection.
- Accounting performs monthly inventory reconciliation of all tanks, and any exceptions are researched by the environmental department.
- All stores are equipped with an Automatic Tank Gauge (ATG), a system of sensors that monitors the underground storage tank (UST) system for potential leaks or malfunctions. Any issues detected within the UST system trigger audible and visual alarms at the store level.
- Any alarms posted by the ATG are picked up by our environmental monitoring software program and investigated.
- We conduct environmental training as part of the onboarding for district managers that includes classroom learning at Murphy USA’s corporate headquarters, as well as hands-on training at store locations across our network.

Murphy USA follows agency directives at all of our remediation projects and has three regional consultants who act on our behalf to address environmental remediation. In 2025, we received regulatory project closure for 24 total projects.

¹³Reported natural gas consumption does not include fuel associated with generator operations. The company is assessing data collection enhancements to incorporate these sources in future reporting periods.

¹⁴2023 and 2024 propane consumption values have been restated following the identification of previously unreported propane usage that was not captured through the company's standard billing and data collection processes. The reduction in 2025 propane consumption is primarily attributable to decreased reliance on propane at terminal facilities.

ALIGNED

To build and preserve investor confidence, we prioritize ethical excellence, disciplined capital allocation, and robust corporate governance. Our leadership team and Board of Directors provide strategic direction and ensure accountability across the enterprise, aligning policies and governance with investor priorities to drive long-term shareholder value.

Corporate Responsibility Oversight and Accountability

The Nominating and Governance Committee of the Board of Directors is responsible for reviewing our initiatives, policies, and practices on significant Corporate Responsibility matters, as well as our Corporate Responsibility disclosures. The Board's Audit Committee is also involved with the oversight of Corporate Responsibility processes and governance.

Our Corporate Responsibility efforts are overseen by our Senior Executive Team and managed by a cross-functional Corporate Responsibility working group made up of management-level employees and leaders

from our core functions. This Corporate Responsibility working group is led by our Vice President and General Counsel. The group is responsible for monitoring our organizational Corporate Responsibility impacts.

We maintain open, transparent communication with investors through conferences, direct outreach, and ongoing engagement, having been recognized the last four consecutive years as the Most Honored Company in Institutional Investor's All-America Executive Team awards across the Best Investor Relations, CEO, CFO, and IR Professional categories.





Business Ethics

Our [Code of Business Conduct and Ethics](#) promotes ethical business across the entire company and is the cornerstone of our ethics and compliance program. The Code applies to all full- and part-time Murphy USA employees (including employees of our subsidiaries), members of the Murphy USA Board of Directors, and other contractors or temporary workers that are under Murphy USA’s control or supervision.

The Audit Committee of the Board is responsible for overseeing our Business Ethics and Compliance Program. The Code, adopted by our Board of Directors and reviewed annually by the Audit Committee of the Board, sets forth the expectations for our collective responsibility to comply with laws, regulations, and our Principles and policies. The Code includes guidance on key risk areas such as conflicts of interest, workplace environment and safety, anti-discrimination and equal employment opportunity, data security and privacy, fraud and anti-bribery, fair dealing and fair competition, zero tolerance for retaliation, and reporting mechanisms for violations.

In addition to the Code of Business Conduct and Ethics, Murphy USA has adopted a Vendor Code of Conduct that addresses expectations for ethical business practices among our vendor partners. It reinforces our Principles by requiring vendors to uphold fair labor standards, prohibit forced or child labor, ensure safe working conditions, comply with environmental regulations, and support human

rights, as articulated in internationally recognized standards such as the United Nations Guiding Principles on Business and Human Rights. This Vendor Code of Conduct serves as an extension of Murphy USA’s Code of Business Conduct and Ethics, broadening the company’s ethical framework to include our supply chain.

Training and Awareness

Murphy USA employees are required to read and certify their understanding of the Code prior to beginning employment. Additionally, employees are assigned comprehensive Code of Conduct training in their first week on the job to help them understand their roles and responsibilities in conducting company business in an ethical manner. This training is then periodically reassigned to reinforce awareness. In addition to re-training, which occurs every 24 months, employees are required to complete a certification confirming their continued understanding of the Code and their commitment to continued compliance with the Code, their understanding of the Code requirements, and their awareness of the various reporting channels for violations and disclosures of conflicts of interest.

All applicable employees, including corporate team members, receive compliance training that adheres to all state and federal compliance training guidelines.

Reporting Mechanisms

Murphy USA encourages employees to report violations of our policies or standards to their supervisors or to the company’s Corporate Compliance Officer. We have multiple reporting channels that enable employees to anonymously raise concerns.

COMPLIANCE HOTLINE
1-800-566-8257

EMAIL
ethics@murphyusa.com

ONLINE REPORTING
www.murphyusa.ethicspoint.com

Our People Partners group conducts all compliance and ethics investigations under the oversight of our Corporate Compliance Officer and keeps reporters informed throughout the process, including anonymous reporters. On a quarterly basis, our management-level Ethics Committee reviews the status and disposition of reported ethics and compliance concerns. Additionally, Murphy USA’s ethics and compliance activities are evaluated by the Audit Committee at least once a year, with any complaints or investigations that have significant financial implications escalated as needed.

Murphy USA does not tolerate retaliation against anyone who raises a concern or cooperates in an investigation in good faith. Retaliation against an employee for reporting an issue in good faith is itself a violation of our Code of Conduct.

Management of the Legal and Regulatory Environment

Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry
SASB: EM-RM-530a.1

Chaired by Murphy USA’s in-house legal counsel, our internal Legislative Affairs Committee meets regularly and is tasked with monitoring both state and federal legislative and regulatory developments that could impact the company. The Committee is made up of representatives from key departments within Murphy USA, including fuels, merchandise, marketing, human resources, environmental, accounting, and sales and operations. The Committee is the initial group that reviews and formulates potential Murphy USA positions on relevant issues based on possible impacts and considers whether engagement with lawmakers is warranted. If the Committee believes engagement is appropriate, the issue is escalated to senior leadership for a final determination.

Murphy USA belongs to numerous trade organizations, and members of Murphy USA senior leadership sit on the boards and committees of key trade organizations that cover fuels, merchandising, and other areas impacting the convenience retail industry. These trade associations may engage in lobbying activities to support initiatives relevant to our industry, and Murphy USA participates in the government relations efforts of these groups as appropriate. Murphy USA does not have a federal PAC and all engagement on pending legislation and/or regulations that may impact Murphy USA is approved by senior leadership.





About This Report

This Corporate Responsibility Summary reflects Murphy USA’s ongoing dedication to maintaining the sustainability of our business strategy, emphasizing transparency, accountability, and the positive impact we make on our customers, employees, and communities. Our 2025 Corporate Responsibility Summary continues to be shaped by the core Principles that have guided us since our 2013 spinoff from Murphy Oil Corporation, as well as our established Corporate Responsibility pillars. The summary includes metrics relevant to Murphy USA’s business, along with selected disclosures included in the Sustainability Accounting Standards Board (SASB) standards for the Extractives & Minerals Processing sector, Oil & Gas – Refining & Marketing industry and the Consumer Goods sector, Multiline and Specialty Retailers & Distributors industry. Unless otherwise noted, this document covers the full year period from January 1, 2025, through December 31, 2025, and references to “Murphy USA” are collective references to Murphy USA and our wholly-owned subsidiary, QuickChek, which was acquired January 29, 2021.

Forward Looking Statements

This document contains forward-looking statements. These statements, which express management’s current views concerning future events or results, are subject to inherent risks and uncertainties. Actual results, including the achievement of any of our targets, goals, or commitments described in this report could differ materially from those expressed or implied in our forward-looking statements as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Some factors that could cause one or more of these future events or results not to occur as expressed or implied include, but are not limited to, the volatility and level of crude oil and gasoline prices, the pace and success of our expansion plan, our relationship with Walmart, political and regulatory uncertainty relating to fuel, nicotine, and environmental matters, uncontrollable natural hazards, and adverse market conditions or tax consequences, among other things. For further discussion of risk factors, see “Risk Factors” in the Murphy USA financial statements on our latest Form 10-Q and 10-K. Murphy USA undertakes no duty to publicly update or revise any forward-looking statements, except as required by law. The Murphy USA financial information in this report is derived from the audited and unaudited consolidated financial statements of Murphy USA Inc. for the years ended December 31, 2025, 2024, and 2023. Please reference our most recent 10-K, 10-Q, and 8-K filings for the latest information.



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