

Performance Table

CATEGORY	DESCRIPTION	2020	2021	2022
ECONOMIC				
COMPENSATION	Compensation linked to Sustainability (Y/N)	N	Y	Y
ENVIRONMENTAL				
GREENHOUSE GAS EMISSIONS (GHG)	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂e)¹	2,815,213	3,141,729	3,231,594
	Offshore Pipeline Transportation ²	88,585	69,943	66,185
	Sodium Minerals and Sulfur Services	2,555,111	2,906,749	2,943,135
	Onshore Facilities and Transportation	42,442	42,121	40,869
	Marine Transportation ³	129,075	122,916	181,404
	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂)	1,996,281	2,156,621	2,255,201
	Offshore Pipeline Transportation ²	81,719	59,690	56,113
	Sodium Minerals and Sulfur Services	1,744,627	1,933,420	1,978,673
	Onshore Facilities and Transportation	42,323	42,000	40,724
	Marine Transportation ³	127,612	121,512	179,692
	Total Scope 1 Greenhouse Gas Emissions Methane (Metric Tons CH₄)	26,749	32,574	32,342
	Offshore Pipeline Transportation ²	227	340	334
	Sodium Minerals and Sulfur Services	26,517	32,229	32,000
	Onshore Facilities and Transportation	0.70	0.75	1.84
	Marine Transportation ³	4.15	3.94	6.19
	Total Scope 1 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)	20.52	22.43	23.14
	Offshore Pipeline Transportation ²	0.18	0.16	0.16
	Sodium Minerals and Sulfur Services	14.92	17.04	16.88
	Onshore Facilities and Transportation	0.37	0.37	0.34
	Marine Transportation ³	5.05	4.85	5.76
	Scope 1 Greenhouse Gas Emissions HFC (Metric Tons HFC)	7.71	1.36	—
Offshore Pipeline Transportation ²	N/A	N/A	N/A	
Sodium Minerals and Sulfur Services	7.71	1.36	0.00	
Onshore Facilities and Transportation	N/A	N/A	N/A	
Marine Transportation	N/A	N/A	N/A	

CATEGORY	DESCRIPTION	2020	2021	2022
ENVIRONMENTAL (CONTINUED)				
GREENHOUSE GAS EMISSIONS (GHG) (CONTINUED)	Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)^{1, 4, 5}	353,780	324,167	296,727
	Offshore Pipeline Transportation	217	194	213
	Sodium Minerals and Sulfur Services	341,699	312,670	283,732
	Onshore Facilities and Transportation ⁶	11,791	11,189	12,694
	Marine Transportation	72.92	114.09	87.66
	Total Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂)^{4, 5}	351,077	321,933	294,542
	Offshore Pipeline Transportation	203	193	212
	Sodium Minerals and Sulfur Services	339,041	310,472	281,597
	Onshore Facilities and Transportation ⁶	11,748	11,154	12,647
	Marine Transportation	72.62	67.71	87.28
	Total Scope 2 Greenhouse Gas Emissions Methane (Metric Tons CH₄)^{4, 5}	39.32	32.52	31.79
	Offshore Pipeline Transportation	0.01	0.01	0.01
	Sodium Minerals and Sulfur Services	38.68	31.97	31.07
	Onshore Facilities and Transportation ⁶	0.63	0.53	0.70
	Marine Transportation	0.00	0.01	0.01
	Total Scope 2 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)^{4, 5}	5.75	4.75	4.65
	Offshore Pipeline Transportation	0.00	0.00	0.00
	Sodium Minerals and Sulfur Services	5.65	4.67	4.54
	Onshore Facilities and Transportation ⁶	0.09	0.07	0.10
	Marine Transportation	0.00	0.00	0.00
Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)^{1, 2, 3, 4, 5, 6}	3,168,992	3,465,896	3,528,320	
GREENHOUSE GAS EMISSIONS INTENSITY	Greenhouse Gas Emissions Intensity Midstream Services (Scope 1 and 2 Metric Tons CO₂e/\$M Revenue)^{1, 2, 4, 5, 7, 8}	288	212	196
	Greenhouse Gas Emissions Intensity SMSS Business Segment (Scope 1 and 2 Metric Tons CO₂e/Dry Short Tons Sold)^{1, 5}	976	905	975
CRITERIA AIR EMISSIONS⁹	Nitrogen Oxides (Metric Tons NO_x) - Excludes N₂O	*	*	1,996
	Sulfur Oxides (Metric Tons SO_x)	*	*	1,953
	Particulate Matter (Metric Tons PM₁₀)	*	*	917
	Volatile Organic Compounds (Metric Tons VOCs)	*	*	780
SPILL PREVENTION	Marine¹⁰			
	Number of Hydrocarbon Spills and Releases to the Environment	4.0	4.0	8.0
	Aggregated Volume (bbls) of Hydrocarbon Spills and Releases to the Environment	0.4	1.5	0.4

CATEGORY	DESCRIPTION	2020	2021	2022
ENVIRONMENTAL (CONTINUED)				
SPILL PREVENTION (CONTINUED)	Offshore Pipeline Transportation¹¹			
	Total Number of Spills or Releases Greater than 1 bbl ¹¹	3.0	0.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl (bbls) ¹²	49.2	0.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl in Unusually Sensitive Areas (bbls)	0.0	0.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl Recovered (bbls)	0.0	0.0	0.0
	Onshore Facilities and Transportation¹¹			
	Total Number of Spills or Releases Greater than 1 bbl	3.0	1.0	1.0
	Total Volume of Spills or Releases Greater than 1 bbl (bbls)	6.5	5.0	10.0
	Total Volume of Spills or Releases Greater than 1 bbl in Unusually Sensitive Areas (bbls)	1.0	0.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl Recovered (bbls)	6.0	5.0	9.0
BIODIVERSITY	Biodiversity Policy (Y/N)	Y	Y	Y
	Marine Fleet Implementing Ballast Water Treatment (%) ¹³	*	*	100%
SOCIAL				
SAFETY	Safety Targets (Y/N)	Y	Y	Y
	Total Recordable Incident Rate (TRIR) ¹⁴	0.97	0.79	0.83
	Lost Time Incident Rate (LTIR) ¹⁴	0.41	0.43	0.26
	Work-Related Fatalities	0	0	0
PIPELINE SAFETY	Total Number of Pipeline Accidents and Incidents ¹⁵	*	*	2
	Total Number of Significant Pipeline Accidents and Incidents ¹⁴	*	*	1
	Hazardous Liquid Pipelines Inspections (%) ¹⁶	7.1%	8%	8%
EMPLOYEES	Number of employees	1,914	1,903	2,109
	Number of Employees Covered Under Collective Bargaining Agreements	600	600	700
	Voluntary Turnover (%)	*	*	12%
	Local Hires (Over 90%) ¹⁷	*	*	Y
	Total Women in the Workforce (%)	11%	11%	10%
	Women in the Workforce Non-management (%)	11%	11%	10%
	Women in the Workforce Management (%)	10%	11%	10%
	Total Employees who are of Minority Groups (%) ^{18, 19}	24%	19%	19%
	Non-management Employees who are of Minority Groups (%) ^{18, 19}	20%	20%	20%
Management Employees who are of Minority Groups (%) ^{18, 19}	15%	11%	12%	

CATEGORY	DESCRIPTION	2020	2021	2022
SOCIAL (CONTINUED)				
COMMUNITY INVESTMENT	Community Support Donations (%)	40%	52%	46%
	Community Development Donations (%)	*	*	11%
	Education Donations (%)	39%	17%	11%
	Safety and Emergency Responder Support Donations (%)	12%	20%	22%
	Environmental Conservation Donations (%)	9%	11%	9%
SUPPLIERS	Supplier Code of Conduct (Y/N) ²⁰	Y	Y	Y
GOVERNANCE				
BOARD	Total Board Members	7	7	7
	Independent Board Members (%)	57%	57%	57%
	Average age of Board Members ²¹	67	68	69
	Directors with Risk Management Experience (Y/N)	Y	Y	Y
BOARD DIVERSITY	Number of Directors who are Women	1	1	1
	Directors who are Women (%)	14%	14%	14%
ETHICS	Code of Business Conduct and Ethics (Code) (Y/N)	Y	Y	Y
	Employees Who Completed Compliance Training (%)	*	*	99.6%
	Compliance and Ethics Hotline (independent, available 24/7) (Y/N)	Y	Y	Y
	Compliance and Ethics Hotline Proactively Communicated to Employees (Y/N)	Y	Y	Y
	Structures in Place to Process Compliance and Ethics Reports (Y/N)	Y	Y	Y
	Number of Compliance and Ethics Hotline Reports	*	*	7
	Number Hotline Reports Resolved	*	*	7
	Number of Open Hotline Reports	*	*	0
	Number of Unsubstantiated Hotline Reports	*	*	5
Number of Substantiated Hotline Reports and Disciplinary Measures Taken	*	*	2	

¹ AR5 Global Warming Potentials were used for conversion to CO₂e.

² Data excludes emissions from platforms that are owned, but not operated by Genesis.

³ 2022 GHG emissions increased due to the inclusion of barge emission data.

⁴ Data excludes office spaces where electricity is not metered separately.

⁵ eGrid emission factors were used except for Genesis Alkali, where specific emission factors were available.

⁶ Historic data has been updated due to the receipt of additional or updated utility data.

⁷ Revenue recorded in accordance with GAAP per 10-K.

⁸ Midstream Services includes our offshore pipeline transportation, marine transportation, and onshore facilities and transportation segments.

⁹ Direct emissions from operations that are required to be reported to federal and/or state environmental agencies for annual emissions inventories.

¹⁰ All 24 nautical miles or closer to shore.

¹¹ Not in impermeable secondary containment.

¹² 49.2 bbls caused by Hurricane Delta.

¹³ In accordance with applicable regulations.

¹⁴ The work hours used to calculate Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) vary across our business segments. Genesis Marine work hours are calculated using the American Waterway Operators (AWO) Safety Statistics Instruction Manual and account for vessels being in operation 24 hours per day 365 days a year 7 days a week. Genesis Alkali work hours are calculated using actual hours worked for non-exempt employees and 8.5 hours a day times working days per month for exempt employees on-site in Green River, Wyoming. Hours for corporate staff located in Philadelphia, Pennsylvania are calculated by multiplying the total number of employees by 173.3 (work hours per month). The work hours for all other Genesis business segments and the corporate office located in Houston, Texas are based on the actual hours worked as documented in the company payroll system.

¹⁵ As reported to the Pipeline Hazardous Materials and Safety Administration (PHMSA) on Form F 7000.1-1. Incidents and accidents as defined in Code of Federal Regulations (CFR) Part 195.50.

¹⁶ As required by our Integrity Management Program and in accordance with applicable regulations.

¹⁷ Local hiring is defined as employees who are not required to be relocated to perform their job duties.

¹⁸ As defined by the Equal Employment Opportunity Commission (EEOC).

¹⁹ As ethnic declaration is voluntary, ethnicity declaration rate is not 100% and all calculations are based on an employee declaration rate of 98% as of December 2022. The 2% of our workforce who have not provided data or have chosen not to declare their ethnicity were not included in our calculations.

²⁰ Alkali Business only.

²¹ 2022 as of February 24, 2023; 2021 as of February 24, 2022; 2020 as of March 1, 2021.

* Not previously reported.