

Performance Table

CATEGORY	DESCRIPTION	2021	2022	2023
ECONOMIC				
COMPENSATION	Compensation linked to Sustainability (Y/N)	Y	Y	Y
ENVIRONMENTAL				
GREENHOUSE GAS EMISSIONS	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂e)¹	3,025,120	3,084,315	2,974,070
	Offshore Pipeline Transportation ²	69,943	66,184	74,682
	Soda and Sulfur Services	2,790,141	2,796,939	2,625,280
	Onshore Facilities and Transportation	42,121	39,787	40,311
	Marine Transportation ³	122,916	181,404	233,797
	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂)	2,040,013	2,108,146	2,269,573
	Offshore Pipeline Transportation ²	59,690	56,112	68,207
	Soda and Sulfur Services	1,816,811	1,832,699	1,929,197
	Onshore Facilities and Transportation	42,000	39,642	40,176
	Marine Transportation ³	121,512	179,692	231,992
	Total Scope 1 Greenhouse Gas Emissions Methane (Metric Tons CH₄)	32,574	32,342	22,900
	Offshore Pipeline Transportation ²	340	334	214
	Soda and Sulfur Services	32,229	32,000	22,676
	Onshore Facilities and Transportation	0.75	1.82	1.14
	Marine Transportation ³	3.94	6.19	8.40
	Total Scope 1 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)	22.43	23.14	22.15
	Offshore Pipeline Transportation ²	0.16	0.16	0.17
	Soda and Sulfur Services	17.04	16.88	15.74
	Onshore Facilities and Transportation	0.37	0.34	0.38
	Marine Transportation ³	4.85	5.76	5.86
	Scope 1 Greenhouse Gas Emissions HFC (Metric Tons HFC)	1.36	0.00	8.28
	Offshore Pipeline Transportation ²	N/A	N/A	N/A
	Soda and Sulfur Services	1.36	0.00	8.28
	Onshore Facilities and Transportation	N/A	N/A	N/A
	Marine Transportation	N/A	N/A	N/A
	Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)^{1, 4, 5}	324,167	296,727	321,046
	Offshore Pipeline Transportation	194	213	192
	Soda and Sulfur Services	312,670	283,732	308,884
	Onshore Facilities and Transportation	11,189	12,694	11,881
	Marine Transportation	114.09	87.66	88.98

CATEGORY	DESCRIPTION	2021	2022	2023
ENVIRONMENTAL (CONTINUED)				
GREENHOUSE GAS EMISSIONS (CONTINUED)	Total Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂)^{4, 5}	321,933	294,542	318,765
	Offshore Pipeline Transportation	193	212	191
	Soda and Sulfur Services	310,472	281,597	306,645
	Onshore Facilities and Transportation	11,154	12,647	11,841
	Marine Transportation	113.64	87.28	88.61
	Total Scope 2 Greenhouse Gas Emissions Methane (Metric Tons CH₄)^{4, 5}	32.52	31.79	33.23
	Offshore Pipeline Transportation	0.01	0.01	0.01
	Soda and Sulfur Services	31.97	31.07	32.58
	Onshore Facilities and Transportation	0.53	0.7	0.63
	Marine Transportation	0.01	0.01	0.01
	Total Scope 2 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)^{4, 5}	4.75	4.65	4.85
	Offshore Pipeline Transportation	0.00	0.00	0.00
	Soda and Sulfur Services	4.67	4.54	4.76
	Onshore Facilities and Transportation	0.07	0.1	0.08
	Marine Transportation	0.00	0.00	0.00
	Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)^{1, 2, 4, 5}	3,349,287	3,381,042	3,295,116
	GREENHOUSE GAS EMISSIONS INTENSITY	Greenhouse Gas Emissions Intensity (Scope 1 and 2 Metric Tons CO ₂ e/\$M Revenue) ^{1, 2, 4, 5, 6}	1,576	1,213
CRITERIA AIR EMISSIONS⁷	Nitrogen Oxides (Metric Tons NO _x) - Excludes N ₂ O	*	1,996	2,230
	Sulfur Oxides (Metric Tons SO _x)	*	1,953	1,871
	Particulate Matter (Metric Tons PM ₁₀)	*	917	818
	Volatile Organic Compounds (Metric Tons VOCs)	*	780	725
SPILL PREVENTION	Marine⁸			
	Number of Hydrocarbon Spills and Releases to the Environment	4.0	8.0	2.0
	Aggregated Volume (bbls) of Hydrocarbon Spills and Releases to the Environment	1.5	0.4	0.5
	Offshore Pipeline Transportation⁹			
	Total Number of Spills or Releases Greater than 1 bbl	0.0	0.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl (bbls)	0.0	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 Transportation⁹			
	Total Number of Spills or Releases Greater than 1 bbl	1.0	1.0	1.0
Total Volume of Spills or Releases Greater than 1 bbl (bbls)	5.0	10.0	1.7	

CATEGORY	DESCRIPTION	2021	2022	2023
ENVIRONMENTAL (CONTINUED)				
SPILL PREVENTION (CONTINUED)	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)	5.0	9.0	1.7
BIODIVERSITY	Biodiversity Policy (Y/N)	Y	Y	Y
	Marine Fleet Implementing Ballast Water Treatment (%) ¹⁰	*	100%	100%
SOCIAL				
SAFETY	Safety Targets (Y/N)	Y	Y	Y
	Lost Time Incident Rate ("LTIR") ¹¹	0.43	0.26	0.53
	Total Recordable Incident Rate ("TRIR") ¹¹	0.79	0.83	1.16
	Work-Related Fatalities	0	0	0
PIPELINE SAFETY	Total Number of Pipeline Accidents and Incidents ¹²	*	2	0
	Total Number of Significant Pipeline Accidents and Incidents ¹²	*	1	0
	Hazardous Liquid Pipelines Inspections (%) ¹³	8%	8%	25%
EMPLOYEES	Number of employees	1,903	2,109	2,137
	Number of Employees Covered Under Collective Bargaining Agreements	600	700	685
	Voluntary Turnover (%)	*	12%	10%
	Local Hires (Over 90%) ¹⁴	*	Y	Y
	Total Women in the Workforce (%)	11%	10%	11%
	Women in the Workforce Non-management (%)	11%	10%	11%
	Women in the Workforce Management (%)	10%	10%	12%
	Total Employees who are of Minority Groups (%) ^{15, 16}	19%	19%	20%
	Non-management Employees who are of Minority Groups (%) ^{15, 16}	20%	20%	21%
	Management Employees who are of Minority Groups (%) ^{15, 16}	11%	12%	14%
COMMUNITY INVESTMENT	Community Support Donations (%)	52%	46%	31%
	Community Development Donations (%)	*	11%	16%
	Education Donations (%)	17%	11%	12%
	Safety and Emergency Responder Support Donations (%)	20%	22%	33%
	Environmental Conservation Donations (%)	11%	9%	8%
SUPPLIERS	Supplier Code of Conduct (Y/N) ¹⁷	Y	Y	Y

CATEGORY	DESCRIPTION	2021	2022	2023
GOVERNANCE				
BOARD	Total Board Members	7	7	7
	Independent Board Members (%)	57%	57%	57%
	Average age of Board Members ¹⁸	68	69	70
	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%	100%
	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	16
	Number Hotline Reports Resolved	*	7	16
	Number of Open Hotline Reports	*	0	0
	Number of Unsubstantiated Hotline Reports	*	5	14
	Number of Substantiated Hotline Reports and Disciplinary Measures Taken	*	2	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 and 2023 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 Revenue recorded in accordance with GAAP per 10-K.

⁷ Direct emissions from operations that are required to be reported to federal and/or state environmental agencies for annual emissions inventories.

⁸ All 24 nautical miles or closer to shore.

⁹ Not in impermeable secondary containment.

¹⁰ In accordance with applicable regulations.

¹¹ The work hours used to calculate LTIR and TRIR 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, 7 days a week, and 365 days a year. 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.

¹² 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 Part 195.50.

¹³ As required by our Integrity Management Program and in accordance with applicable regulations.

¹⁴ Local hiring is defined as employees who are not required to relocate to perform their job duties.

¹⁵ As defined by the Equal Employment Opportunity Commission (“EEOC”).

¹⁶ 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 2023. The 2% of our workforce who have not provided data or have chosen not to declare their ethnicity were not included in our calculations.

¹⁷ Alkali Business only for 2021 and 2022.

¹⁸ 2023 as of February 23, 2024; 2022 as of February 24, 2023; 2021 as of February 24, 2022;

* Not previously reported.