




 genesisenergy

2023 Sustainability Report

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Letter to Our Stakeholders



I am proud to present the Genesis Energy, L.P. 2023 Sustainability Report (“Report”), which shares our progress in the advancement of our corporate sustainability program. This Report demonstrates our commitment to sustainable business practices and showcases the strong foundation that we have built in incorporating it into our day-to-day lives.

Our objectives, as a company, are to generate and grow stable free cash flows and continue to deleverage our balance sheet, while never wavering from our commitment to safe and responsible operations, as well as continue to advance and integrate our sustainability program. In 2023, we released our Supplier Code of Conduct to ensure all of our business partners are aware of the expectations of them to adhere to our high standards of ethics and integrity. With respect to safety, we continue to exemplify our ongoing commitment to operating in a safe, reliable, and responsible manner with over 80 of our facilities and vessels

achieving zero recordable injuries and our Offshore business having zero recordable injuries or illnesses for three years in a row. Additionally, our Alkali Business was recognized with a EcoVadis Silver Metal, demonstrating our strong compliance management system practices in the areas of environmental, labor, human rights, ethics, and sustainable procurement for the fourth year in a row.

In keeping our objectives and sustainability program at the forefront of our business, I am excited to share that our Granger Optimization Project reached substantial completion and achieved first production in the fourth quarter of 2023. Additionally, Genesis Alkali converted two coal fired boilers to natural gas fired boilers at our Granger facility, which burn more cleanly than the coal fired boilers. The Granger Optimization Project allows us to increase production levels as it ramps up to capacity, while the natural gas fired boilers will reduce our emissions for similar or equivalent production levels.

As the world continues to forge ahead to a lower carbon future, we believe our organization is strategically positioned, through our diversified businesses, to participate in the energy transition. With oil and gas continuing to play an important role as a reliable source of energy, our offshore pipeline transportation segment is well positioned to participate in both the energy transition and lower carbon world as barrels produced from the Gulf of Mexico are some of the least emission intensive barrels, from reservoir to refinery, of any barrel of oil refined by Gulf Coast refineries (including shipping). Our Alkali Business and sulfur services business are also well positioned to participate in both the energy transition and a lower carbon world. Natural soda ash has a lower Greenhouse Gas footprint than synthetic soda ash, as it is less energy intensive and does not create the by-products that synthetic soda ash does, with the requirement for further handling and disposal increasing the carbon footprint. Our sulfur services business helps our host refineries lower their emissions by processing their sour gas streams using our proprietary, closed-loop,

non-combustion technology to remove sulfur from the sour gas, which has lower environmental impacts including less emissions than the traditional combustion technology used by traditional sulfur recovery units.

I would like to take this opportunity to thank every single one of our employees for their hard work and unwavering commitment to our company. Their collective passion to uphold our ethical standards while operating safely, serving their communities, and protecting the environment is a driving force in our sustainability journey. I am proud of what our team has been able to accomplish in 2023 and look forward to next year. We invite you to share your thoughts on our sustainability journey and this Sustainability Report.

Sincerely,



Grant Sims
Chairman and
Chief Executive Officer



¹ Industrial Minerals Association-North America (“IMA-NA”) Life Cycle Analysis.

2023 Sustainability Highlights



ZERO
Work-Related
Fatalities

**EcoVadis
Silver Medal**
(Alkali Business)

Over **94%** of
New Employees
were Hired
Locally

ZERO
Offshore Spills
over 1 bbl

ZERO
Recordable
Injuries or Illnesses
for our Offshore
Business for the
Past Three Years

27
Emergency
Response
Drills

80+
Facilities &
Vessels with
Zero Recordable
Injuries or
Illnesses

Decreased
Scope 1 + 2
GHG Intensity

Developed
Corporate
Supplier Code
of Conduct



Reporting Approach

Genesis Energy, L.P. (“Genesis”) believes that our sustainability performance is a critical component of our long-term success. We believe we can meet the expectations of our stakeholders, while also conducting business in a socially, economically, and environmentally responsible manner in order to meet the needs of present and future generations in the communities in which we live and work.

The disclosures in this Report were selected in accordance with our Sustainability Assessment and Disclosure Process, which includes an annual review of potentially relevant Sustainability Accounting Standards Board (“SASB”) standards including the Oil & Gas – Midstream Standard, Metals & Mining Standard, and Marine Transportation Standard. In addition, we conduct peer benchmarking and review stakeholder interests to identify the sustainability-related issues that impact our business as well as our stakeholders.

The scope of this Report includes businesses, assets, and joint ventures that are owned and operated by Genesis and does not include assets that are not under the operational control of Genesis. Unless otherwise noted, the information and data in this Report covers the calendar year ending December 31, 2023. All information and data in this Report, including in the graphs and charts, are subject to the [Terms and Conditions](#) included in this Report. Additional financial and operational information is provided in our U.S. Securities and Exchange Commission (“SEC”) Form 10-K and can be accessed on our website here: [2023 Genesis Energy 10-K](#).



Company Overview

Genesis is a publicly traded, master limited partnership headquartered in Houston, Texas. We are a provider of an integrated suite of midstream services in the crude oil and natural gas industry (primarily transportation, storage, sulfur removal, blending, terminaling, and processing) for a large area of the Deepwater area of the Gulf of Mexico and the Gulf Coast region and one of the leading producers of natural soda ash in the world.

Offshore Pipeline Transportation

Consisting of approximately 2,400 miles of pipeline in the Central Gulf of Mexico, our offshore pipeline transportation segment provides the critical infrastructure to move lower carbon intensive oil and natural gas from world-class reservoirs in the Deepwater area of the Gulf of Mexico to onshore refining centers in both Texas and Louisiana.

Soda and Sulfur Services

We own and operate two soda ash production facilities in the Green River Basin (Wyoming) which support a variety of industries including: glass manufacturing (e.g. flat glass, container glass, solar glass), detergents, lithium carbonate production, and water treatment.

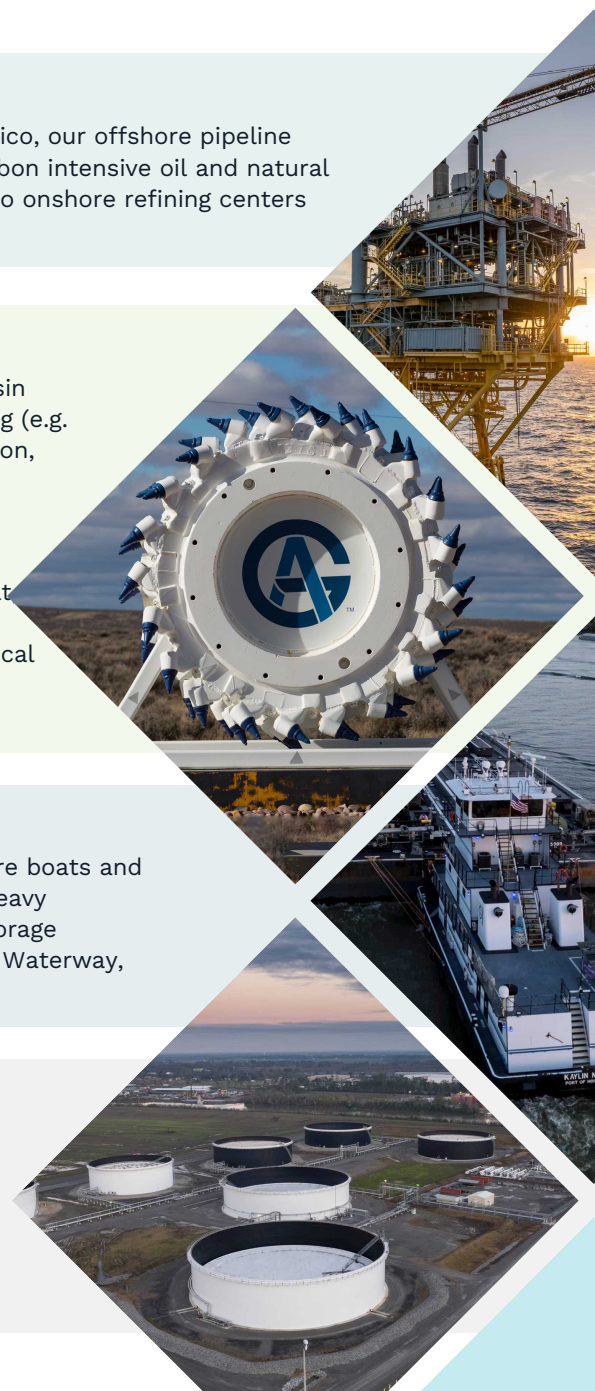
Additionally, our sulfur services business is a leading partner to the oil refining industry. We design, engineer, construct, and operate facilities to treat, process, and re-purpose sour gas streams. Our proprietary closed-loop technology helps reduce emissions at our host refineries while creating a critical bulk chemical that we sell primarily to the copper mining and pulp and paper industries.

Marine Transportation

We own and operate a fleet of Jones Act vessels, including inland and offshore boats and barges, to help our refining and terminal customers transport crude oil and heavy intermediate and clean refined products. We primarily serve refineries and storage terminals along the Gulf Coast, East Coast, Canada, Great Lakes, Intracoastal Waterway, and Western River Systems of the United States.

Onshore Facilities and Transportation

We operate an integrated suite of demand-driven, refinery-centric crude oil infrastructure, including pipelines, terminals, trucks, and rail unloading facilities along the Gulf Coast. Our onshore assets are increasingly integrated with our offshore pipeline infrastructure and provide reliable downstream transportation for offshore production to onshore demand centers in Texas and Louisiana.



Environmental

Environmental stewardship is critical to Genesis' success as a company. We are committed to managing our operations in a way that endeavors to minimize our impact to the environment.

Environmental Management System

Our Executive Management's commitment to environmental compliance is demonstrated by their implementation and commitment to our Health, Safety, Security, and Environment ("HSSE") Vision, Beliefs, and Policy, which forms the foundation of our Environmental Management System ("EMS"). Senior Management has overall responsibility for developing our environmental strategy and establishing our EMS, including determining the roles the different functions in the company will fulfill to ensure the successful implementation of our EMS. They also conduct regular evaluations with operations to measure progress and drive continuous improvement.

In support of our diverse business segments, it is essential that we stay abreast of regulatory changes affecting our businesses. We use multiple methods to track and maintain an awareness of applicable environmental laws and regulations. These methods include but are not limited to, hiring trained and dedicated environmental staff, maintaining an annual subscription to an online regulatory content platform, and participation in various industry associations, including: the American Waterways Operators, Energy Infrastructure Committee, Offshore Operators Committee, Essential Minerals Association, and Wyoming Mining Association. In order to manage and track environmental permits and compliance requirements, we utilize compliance management and tracking systems.



Training

We strive to implement preventative measures that reduce and mitigate environmental risks. In conjunction with the training and development in place for all employees, we provide annual environmental trainings to operations and other key staff covering subjects that include:

- Spill prevention and emergency response;
- Water pollution control;
- Waste handling and disposal;
- Tank floating roof inspections;
- Oil spill response plan; and
- National Incident Management System Incident Command System (“ICS”).

Inspections and Audits

Audits are conducted by internal and external parties on a regular basis to help identify opportunities for continuous improvement. Genesis operations staff conduct inspections of operational assets that include environmental compliance items on a monthly, weekly, and sometimes daily basis depending on the asset. Our HSSE teams perform annual audits of our facilities that include environmental topics, and our environmental staff conduct comprehensive environmental audits prioritized and scheduled based on an internal environmental risk ranking. We contract with third-party organizations to conduct targeted environmental audits of our assets. External audits are also periodically conducted by regulatory agencies and customers. Any issues or concerns that are identified are addressed and corrective actions are documented and tracked to closure. Genesis works with regulatory agencies to self-disclose compliance issues identified during inspections and audits in order to comply with applicable reporting requirements.

Communications

In conjunction with our Community Relations Policy, we communicate with employees, contractors, and stakeholders through various means. Internally, we start each workday with an email to employees with a Safety Minute meant to remind employees to think about HSSE in every aspect of work and home. Inspection and audit results (including violations, if any) are reported and distributed to leadership through incident management systems and management meetings. Additionally, we regularly send focused email communications internally to distribute key lessons learned and regulatory updates. Environmental requirements, whether they be permit, regulatory, or company specific, are communicated with employees and contractors alike using multiple methods including: regular project meetings, posted notices, and other communications. Furthermore, key environmental performance metrics are communicated to the Board of Directors (“Board”) on a regular basis to make sure they are informed and can provide appropriate oversight. Externally, we routinely engage with third-party organizations and applicable regulatory agencies to identify means by which we can mitigate our environmental footprint.



Air

We strive to minimize emissions from our operations, which vary by business segment and generally result from soda ash production activities, crude oil storage tanks, marine vessels, combustion sources, and crude oil and natural gas transportation. Genesis operations emit criteria air pollutant emissions, such as volatile organic compounds (VOCs), nitrogen oxides (NO_x), sulfur oxides (SO_x), and particulate matter (PM), as well as greenhouse gas (“GHG”) emissions like carbon dioxide (CO₂), nitrous oxide (N₂O), and methane (CH₄).

The methods used to manage our air permitting and regulated emissions compliance include, but are not limited to:



Tracking permit requirements and deadlines in compliance tracking systems



Calculating annual emissions as required by federal and state regulations



Reviewing plans for modifications to facilities and operations to determine whether permitting is required



Using control technology, such as vapor combustion units, scrubbers, low NO_x turbines, floating roofs with vapor seals for storage tanks, when feasible, to reduce emissions



Maintaining operational equipment



Minimizing tank roof landings



Operating all of our marine vessel engines and generators to meet Tier 3 standards, using low sulfur diesel, which meets IMO 2020 standards



Phasing out ozone depleting substances from marine vessel A/C units

Criteria Air Pollutant Emissions

Our criteria air pollutant emissions that were reported to regulatory agencies for 2023 are provided below.

EMISSIONS	2023
NO _x Emissions excluding N ₂ O (Metric Tons)	2,230
SO _x Emissions (Metric Tons)	1,871
VOC Emissions (Metric Tons)	725
PM ₁₀ Emissions (Metric Tons)	818



Greenhouse Gas Emissions

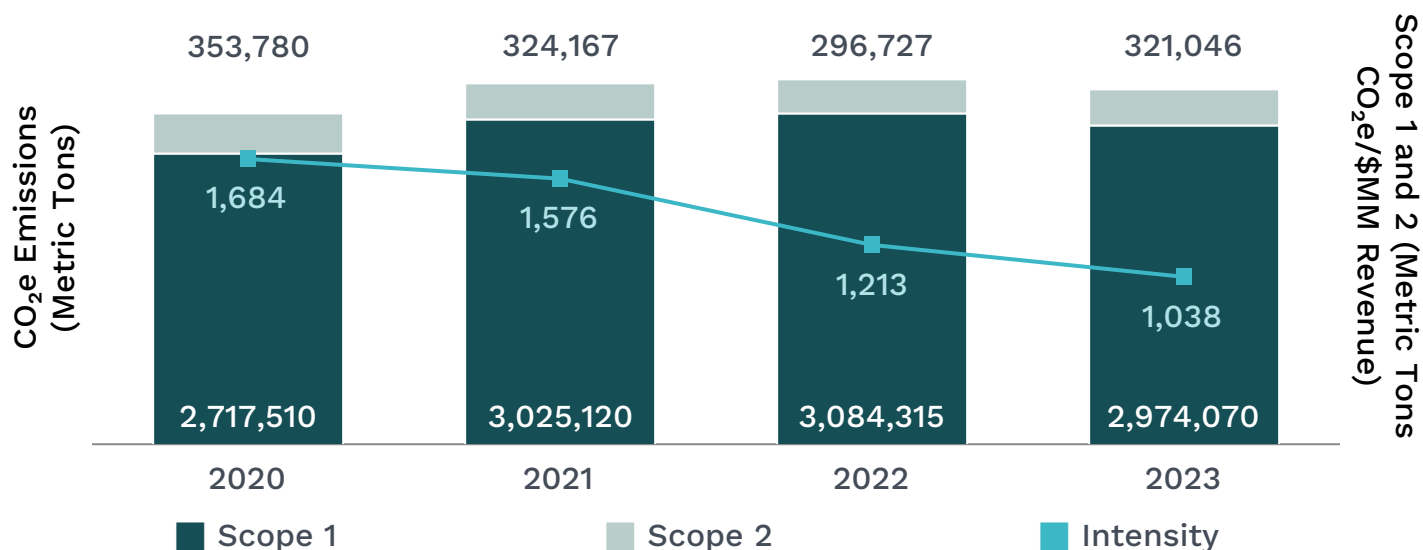
Our GHG emissions are calculated in accordance with the GHG Protocol and are calculated or confirmed by a third-party consultant. Scope 1 emissions include direct emissions from sources owned and operated by Genesis. Scope 2 emissions include indirect emissions from purchased electricity.

Around 90% of our Scope 1 and 2 GHG emissions come from our Alkali Business meaning that approximately 10% of our total GHG emissions come from our combined midstream business segments (offshore pipeline transportation, onshore facilities and transportation, and marine transportation).

Our midstream emissions are 80% to 90% less than that of the midstream companies in our benchmarking peer group. In addition, the emissions from our Alkali Business are in line with other soda ash producers, with the additional benefit that natural soda ash production emits approximately 37%¹ less GHG emissions than the synthetic soda ash production methods used by some of our peers.

Since 2020, our total GHG emissions intensity has decreased by **38%**.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS INTENSITY (Metric Tons CO₂e)²



¹ Industrial Minerals Association-North America (“IMA-NA”) Life Cycle Analysis.

² For additional details see the Performance Table and associated footnotes.

Granger Boiler Conversion

In an effort to reduce GHG emissions, Genesis Alkali converted two coal fired boilers to natural gas fired boilers at our Granger Soda Ash Facility in Green River, Wyoming. Since natural gas burns more cleanly than coal, this conversion allowed us to significantly reduce our carbon dioxide (CO₂), carbon monoxide (CO), sulfur dioxide (SO₂), nitrogen dioxide (NO_x), and particulate matter (PM) emissions, while maintaining essentially the same production levels. The conversion had the added benefit of eliminating fly ash handling and fugitive emissions associated with the coal stockpile at the Granger Soda Ash Facility. The shutdown of the now unnecessary coal combustion emission control equipment following the conversion also reduced our fresh water and electricity usage.

Reduction in Emissions Following Boiler Conversion

↓ **46%**

Carbon Dioxide (CO₂)

↓ **87%**

Carbon Monoxide (CO)

↓ **98%**

Sulfur Dioxide (SO₂)

↓ **82%**

Nitrogen Dioxide (NO_x)

↓ **80%**

Particulate Matter (PM)



Spill Prevention and Emergency Response

Spill prevention and emergency response are of the upmost importance at Genesis. It is critical to protect the communities in which we operate, which in turn drives the long-term success of our business.

Spill Prevention

Our Spill Prevention program is designed to mitigate the risk of spills and ensure our employees follow the standard processes and best practices to respond to potential situations.

Key aspects of this program include:



Designing and operating our facilities with spill prevention in mind



Installing leak detection and secondary containment systems at facilities and on pipelines, as required by applicable laws



Monitoring our pipelines 24 hours a day, 7 days a week from our Operations Control Center



Conducting pipeline and tank integrity testing in accordance with applicable laws and regulations



Conducting regular on-the-ground visual inspections of our assets and aerial surveys of pipeline right-of-ways in accordance with applicable laws and regulations



Investigating the root cause of spills, as defined by internal procedures, to allow us to prevent similar events from occurring



Monitoring emerging trends and lessons learned



Implementing corrective actions, as needed, as part of our goal to continuously improve

Our policies require all spills relating to our operations be reported internally, regardless of size. This data is used to determine trends and if any additional training is needed to prevent future spills. Additionally, we comply with applicable regulatory requirements and report any spill meeting regulatory thresholds to the appropriate government agencies.



Emergency Response

Senior Management is responsible for oversight of our emergency response programs. Our asset-specific Emergency Response Plans, Oil Spill Response Plans, and/or Spill Prevention, Control, and Countermeasure Plans outline the potential types of emergencies relevant to our assets, the appropriate response procedures and resources, the responsible personnel, and the appropriate notification procedures. We have a multifaceted training program for personnel who may be involved in emergency response, which includes response procedures and incident management.

We conducted 27 emergency response drills in 2023. These announced and unannounced drills help operations personnel, including employees and contractors, practice using our response plans with real world application and allow us to test the effectiveness of our plans. Lessons learned are documented, and our plans are updated as necessary.

Most emergency situations will be handled at the operations level using facility or business segment specific emergency response plans and procedures. However, occasionally a rare situation may arise that will require the immediate involvement of Senior or Executive Management. This involvement may be limited to information briefings or could require the direction of Executive Management to actively manage a crisis situation. As such, Genesis has a Crisis Management and Business Continuity Plan (“CMP”) in place to help assist our personnel in responding effectively and efficiently to crisis situations. A Crisis Management Team, made up of Executive and Senior Management, is designated as part of the CMP and is the decision-making body during a crisis situation with our Vice President of HSSE being responsible for our CMP protocols, roles and responsibilities.

We conducted
27 Emergency
Response Drills
in 2023



Biodiversity

We recognize the importance of conserving biodiversity while maintaining healthy ecosystems and understand the need to foster the sustainable use of natural resources across all of our operations. We strive to operate in accordance with applicable laws and regulations and comply with guidelines provided by regulatory agencies, including: the U.S. Army Corps of Engineers, the U.S. Environmental Protection Agency, the Bureau of Safety and Environmental Enforcement, and the U.S. Fish and Wildlife Service. Our Biodiversity Policy covers all Genesis operations and outlines the approaches we use to address biodiversity impacts in the areas where we operate. Prior to project commencement, we evaluate new projects for potential impacts on biodiversity through various means, including the use of surveys to understand the scope of possible impacts, including: environmental surveys (wetlands, vegetation, wildlife, etc.), cultural surveys (archaeological sites and areas of cultural significance), and civil surveys (land use and topography). After determining potential biodiversity impacts, where possible, we strive to reduce the impacts of construction and operational activities through one or more of the following methods: avoidance, minimization, restoration, or offsetting.

Key mitigation measures that we implement include, but are not limited to:



Reclamation of pipeline right-of-ways using native vegetation



Wetland delineation and cultural resources surveys



Horizontal directional drilling to avoid impacts to sensitive areas such as wetlands



Management practices to control erosion and sedimentation to prevent sediment discharges to sensitive habitats and waterways



Purchasing wetland mitigation credits from wetland mitigation banks when wetland loss is unavoidable

North Atlantic Right Whale

The habitat and migration routes of the North Atlantic right whale, one of the world’s most endangered large whale species, often overlaps with shipping lanes along the Atlantic coastline, making the right whales vulnerable to vessel strikes.



Our marine transportation segment has been recognized by the Department of Commerce’s Office of National Marine Sanctuaries and the International Fund for Animal Welfare for our efforts to protect the North Atlantic right whale through our commitment to speed restrictions in seasonal management areas in the Stellwagen Bank National Marine Sanctuary. The seasonal management areas were designed to reduce the likelihood of serious injury or death to these endangered whales that result from collisions with ships. Genesis Marine, LLC, along with the vessels, the Genesis Vigilant and the Genesis Eagle, received Certificates of Corporate Responsibility from the Office of National Marine Sanctuaries.

Sage-Grouse

Our commitment to sage-grouse conservation work is of the utmost importance and is exemplified in our involvement in foundations, organizations, volunteer events, and investment in sage-grouse conservation efforts.

As a founding member of the Wyoming Mining Natural Resource Foundation a 501(c)(3) non-profit organization, Genesis Alkali participates with other local soda ash operators to fulfill the foundation's mission of being part of an "Industry Providing for People while Partnering in Conservation and Environmental Stewardship." In conjunction with the other foundation members, we strategically "engage landowners and land managers, agencies, academia, and stakeholders to work together with the mining industry to implement durable conservation practices on-the-ground."

In addition to our company participation in the collective efforts of the foundation, including the provision of our pro-rata share of annual funding, since the foundation's inception we have had employees volunteer to participate and serve on the foundation's board of directors.

We include habitat preservation in our planning for new projects and when feasible minimize impacts by using some of the following techniques: using existing disturbance corridors, paralleling existing disturbances, or minimizing the footprint of new projects. Additionally, we incorporate our commitment to sage-grouse conservation through direct touch points in our monitoring and restoration activities. Our team conducts voluntary sage-grouse lek (breeding) monitoring, bridging the gap of scientific data available to the Wyoming Game and Fish Department by providing sage-grouse lek counts and improving the accuracy of actual sage-grouse numbers. During restoration activities, we voluntarily use seed mixes that exceed regulatory requirements, by including sage brush seed and/or native seeds in our mix to improve the native shrub and forb component for the benefit of sage-grouse, their habitat, and other sage obligate species.

In addition to their participation through Genesis initiatives, our employees truly believe in our conservation efforts and are active, involved members of different organizations, including the Wyoming Sage-Grouse Implementation Team and the Wyoming Game and Fish Department Southwest Local Sage-Grouse Working Group.

In 2023, in Southwest Wyoming, where Genesis Alkali operates, the population of sage-grouse increased by **28%.**¹



¹ Wyoming Game and Fish Department.

Water

Water is a treasured resource and one that requires proper management. We maintain permits applicable to our consumption and discharge of water, and we administer controls on regulated discharges to minimize the release of pollutants to waterways. Additionally, we regularly monitor the risks that water scarcity and water stress may have on our operations. As part of our efforts to conserve water and minimize our environmental impacts, Genesis operates multiple facilities where process water is recycled and reused on-site. Unlike the upstream and downstream businesses operated by others in the energy industry, our midstream business segments have low water intensity needs for operations like:

- Integrity testing of tanks and pipelines;
- Ballast;
- Steam generation for heating products; and
- Equipment cleaning.

Regardless of the minimal water requirements for our midstream business segments and the conservation efforts currently implemented in our operations, we remain steadfast in our efforts to continue to find ways to minimize and mitigate the effects of our consumption and discharge of water.

100% of our marine vessels have ballast water treatment systems installed, where required.



Social

We strive to be socially responsible and promote the well-being of all of our stakeholders, including our employees and our communities. We believe that maximizing shareholder value while being socially responsible paves the way for the future of Genesis.

Our Employees

Our more than 2,100 employees are our most valuable asset and the foundation of our business. We recognize that our ability to attract, develop, motivate, and retain talented people is a key component of our success.

Local Hiring

We believe that it is important to hire locally to benefit our local communities. We hold recruiting events at high schools and colleges located in our areas of operation and try to hire locally, whenever possible. Over 94% of our 2023 hires were hired locally.¹

Freedom of Association and Collective Bargaining

Genesis recognizes the right to organize and the right of unions to represent and negotiate on behalf of workers. We respect the rights of all workers to form and join unions of their own choice and to bargain collectively. As of December 31, 2023, 685 (32%) of our employees were covered under collective bargaining agreements delineating negotiated terms for their employment, including wage increases and other benefits like the defined benefit pension plan, the post-employment benefit plan, and the enhanced 401(k) retirement savings plan.

¹ Local hiring is defined as employees who are not required to relocate to perform their job duties.



Benefits

In support of our employee’s health and well-being, Genesis is committed to providing employees with a total benefit program that is both comprehensive and competitive. Our employee benefits plans are designed to provide our employees and their family members with:

- Quality health care coverage;
- Income protection benefits that offer a financial safety net if illness or injury prevents them from working; and
- Retirement savings programs to help them invest in their future financial security.



¹ Benefit may vary based on location and/or position.

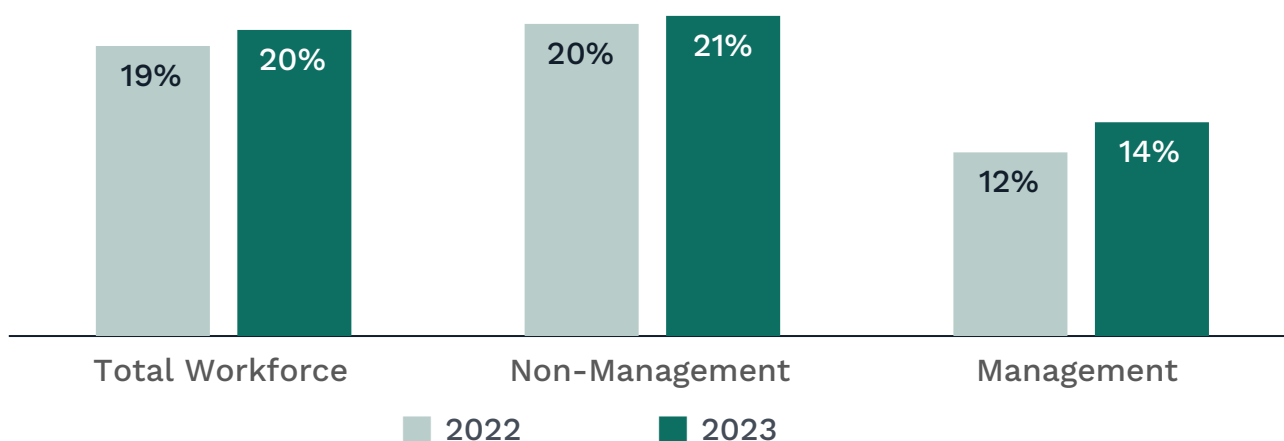
² Employee-paid.

³ Company-paid.

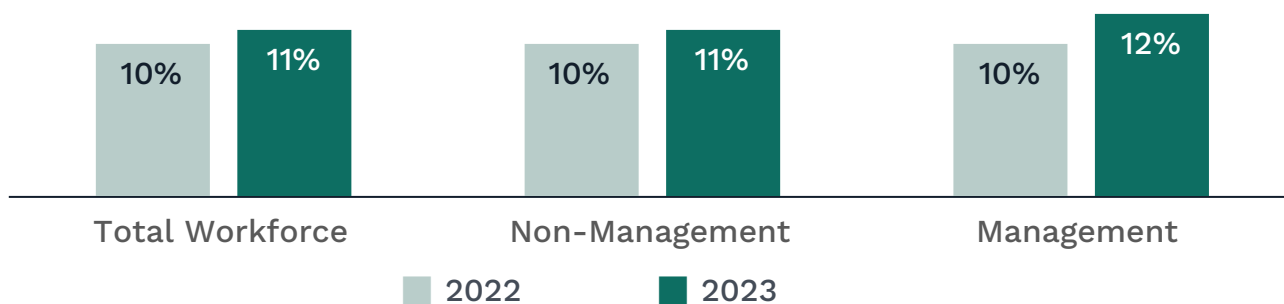
Diversity and Inclusion

At Genesis, we believe that cultivating diversity and promoting inclusion is not just the right thing to do, it also benefits our company, our employees, and our communities. Our ability to attract a diverse workforce, while promoting an inclusive culture, leads to stronger teams with different points of view that provide innovative perspectives in support of our business. We actively engage in the recruitment of diverse candidates, including veterans, people with disabilities, minorities, and women. Diversity data included in this Report is self-reported by employees (as of December 31, 2023).

PERCENT OF WORKFORCE FROM MINORITY GROUPS^{1, 2}



PERCENT OF WORKFORCE WHO ARE FEMALE



¹ As defined by the Equal Employment Opportunity Commission (“EEOC”).

² 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.

Training and Development

At Genesis, our employees’ successful development and performance in their roles is an inherent benefit to the company. In order for our employees to succeed in their roles, we provide training, both in person and online, to assist them in having all of the appropriate tools and information to perform their job functions safely and in compliance with all laws, regulations, and internal procedures. Our business segments use learning management systems to distribute and provide trainings, as well as, track training completions.

In 2023, we provided multiple leadership development training opportunities covering skills such as: engagement, trust building, communication, accountability, emotional intelligence, and conflict management. At our soda ash production facility in Green River, Wyoming, we revamped the maintenance training program to help identify any gaps in employee’s knowledge, training, or experience and closed the gap through additional training with experienced employees. We continue to invest in our employees through performance management processes and regular coaching. To further support our employees’ development on the job, we encourage employees to engage with their managers through regular communications, like our annual performance management cycle, which enables managers and employees to collaborate to set performance goals and development objectives that align with business objectives.

In addition to all of the growth and development opportunities provided by Genesis, employees are encouraged to attend external workshops, conferences, and other training events. Furthermore, our tuition reimbursement program is available to employees pursuing additional education that is beneficial to the company and the employee in their present position or in preparation for future assignments (subject to eligibility and approval).

We are members of Women in Maritime Operations (“WIMOs”). WIMOs is “dedicated to retaining, advancing, and promoting women in maritime operations through sharing knowledge and continuing education.” Through WIMOs the women working in our marine transportation segment have access to networking events, mentorship opportunities, and educational classes on diverse topics.



Our Communities

Our neighbors, communities, and local governments play an important role in how we conduct our business at Genesis. We strive to build and maintain strong relationships in all areas where we operate. We believe in two-way engagement and dialogue with local stakeholders to build trust and foster collaboration.

Our President and Chief Commercial Officer has executive oversight over community relations on behalf of Genesis, while our Operations staff maintain strong relationships with our neighbors and landowners. During the planning phase for major projects, we identify landowners and other possible stakeholders that may be impacted by our operations and strive to engage with them throughout the life of the projects and/or operations. We treat our neighbors and communities with respect and strive to negotiate fair agreements (e.g. land easements with neighboring landowners).

Community members are encouraged to report issues, complaints, or concerns through our Compliance and Ethics Hotline. We did not receive any complaints from our communities through our Compliance and Ethics Hotline in 2023.



Community Development

Genesis strives to positively impact the communities where we live and work by promoting economic and community development. We accomplish this goal by:

- Hiring locally and providing a competitive compensation and benefits package;
- Providing on the job training;
- Sourcing vendors and suppliers from the communities in which we operate;
- Bolstering local revenues through property and sales taxes; and
- Providing monetary donations to hospitals, educational institutions, and other organizations that support the empowerment of community members and align with our corporate giving values.

Our Alkali Business, partners with the Southwest Wyoming Manufacturing Partnership (“Partnership”) to provide awareness of career opportunities and alignment of education and skill development for manufacturing career paths. The Partnership helps bridge the gap between education and industry.

In 2023, we invited more than 100 local high school students from Southwest Wyoming to our Westvaco soda ash production facilities. This new initiative is intended to educate and inform a new generation of students in our local communities about the soda ash industry and future employment opportunities. For many of these students, this immersive experience is their first time visiting a large industrial site. During the visit, students learn about how the company produces soda ash and specialty chemicals and how to go about preparing and applying for entry level positions when they graduate. Additionally, company representatives explain how competitive the market has become for these industrial positions and encourage the students to continue their education past high school by enrolling in Career and Technical Education programs at the nearby Community College.



Corporate Giving

We recognize that a significant aspect of being socially responsible is giving to the communities where we live and work. We collaborate with local institutions, programs, and charities that share our sustainability goals, align with our values, and truly make a positive difference in our communities.

We focus our efforts in five main areas where we believe we will have the most impact: community support, safety and emergency responder support, community development, education, and environmental conservation.

Safety and Emergency Responder Support

We support safety and emergency responders through donations to the Seamen’s Church Institute, local Volunteer Fire Departments, and the United States Coast Guard Foundation.



33%

Community Support

We provide monetary donations to local food banks to help support our local communities. These donations provide thousands of meals across the Gulf Coast and in Wyoming. Some of the other organizations that we support include: the United Way, the Muscular Dystrophy Association, and Cowboys Against Cancer.



31%

Community Development

We support the development of our communities through various means, including the Memorial Hospital of Sweetwater in Wyoming through the Memorial Hospital Foundation. The Foundation secures financial resources for the development, growth, and operation of the Memorial Hospital of Sweetwater. Our support of the Happy Hearts Fund helps rebuild schools in areas impacted by natural disasters.



16%

Education

We support educational organizations to help bolster opportunities for future generations. We participate in Junior Achievement in Houston, Texas, and Baton Rouge, Louisiana, to help prepare children to succeed in the global economy. Other educational organizations that we support include: the Western Wyoming College Foundation, the Wyoming Association of Community Colleges, and Houston’s Be A Resource for CPS Kids (“BEAR”) through their Back-to-School Program.



12%

Environmental Conservation

We support environmental conservation in Galveston, Texas, and throughout the Gulf Coast through the Galveston Bay Foundation, the Houston Audubon Society, and the Conservation Fund. These organizations work to preserve and restore critical environments. Our targeted contributions to the Wyoming Wildlife Foundation help preserve the sage-grouse habitat in Wyoming.



8%

Employee Volunteerism

We encourage our employees to volunteer and give back to the community by offering company organized volunteering opportunities partnering with local charities and programs. Our volunteer opportunities include events working with local food banks, education, and environmental organizations. These events help strengthen our relationships with local stakeholders in our communities, while allowing us to give back and support our local communities.

In 2023, our volunteers helped the Galveston Bay Foundation at their EcoCenter Greenhouse helping rotate, weed, and re-pot plants that are used for coastal prairie restoration.

Teams from our Houston, Texas, and Houma, Louisiana, locations also volunteered at local food banks, helping to provide over 23,000 meals to local communities in 2023.

BEAR...BE A Resource Support

BEAR...BE A Resource is a charitable organization located in Houston, Texas. BEAR offers programs that provide basic needs for at-risk and CPS-involved children as well as “supportive services that provide comfort, dignity, and celebration of successes that propel children toward a successful future.” Genesis has supported BEAR for years through their Christmas BEARing Gifts and BEAR Back to School programs.

In 2023, in addition to corporate monetary and school supply donations, we sponsored an employee school supply drive and employee donation matching program. Employee monetary donations were matched personally by members of our Executive Management team, including our Chief Executive Officer, President and Chief Commercial Officer, and Chief Financial Officer, culminating in thousands of dollars of personal donations from Genesis staff.

Employees also volunteered at the BEAR warehouse to pack backpacks for distribution to children who would otherwise go without. These backpacks help children begin school with the supplies they need to start the year off right.



Supplier Code of Conduct

In 2023, we released our newly established [Supplier Code of Conduct](#) to provide clarity on the company's expectations that all of our contractors, subcontractors, suppliers, vendors, consultants, and business partners adhere to the standards set forth in our Code of Business Conduct and Ethics and all company policies and procedures, including but not limited to our Human Rights Policy and our HSSE Vision, Beliefs, and Policy.

The company values its relationships with its business partners and fully recognizes that our mutual success is built on open communication and a commitment to common principles and business standards and practices. Accordingly, the company has set high standards for the way it conducts business in the areas of regulatory compliance, social responsibility, and environmental stewardship.

Our Supplier Code of Conduct outlines our expectations, commitments, requirements, and standards for the following topics:

- Health, Safety, Security, and Environmental;
- Compliance with Applicable Laws and Regulations, including: Anti-Corruption Laws and Antitrust Laws;
- Child or Forced Labor;
- Non-Discrimination and Anti-Harassment;
- Working Hours, Wages, and Benefits; and
- Freedom of Association and Collective Bargaining.



Safety

At Genesis, we believe that long-term value in our business performance and HSSE excellence go hand-in-hand. From the words of our CEO, Grant Sims, *“We remain steadfast in our mission to provide long-term value for our stakeholders without compromising our strong commitment to operating in a safe, reliable, and responsible manner.”*

Providing our suite of midstream services in the crude oil and natural gas industry and being one of the leading producers of natural soda ash in the world creates value for our customers and stakeholders, but these operational activities must be conducted in a safe and responsible fashion.

Our vision is to conduct our operations in an incident-free workplace. We work toward this goal by ensuring the physical security of our premises and minimizing the occupational health and safety risks at our work sites. Our Executive Management’s commitment to this goal is demonstrated by their implementation and commitment to our HSSE Vision, Beliefs, and Policy, which forms the cornerstone of our HSSE Management System. We are committed to maintaining a workplace and culture that supports positive employee, contractor, and public health and safety outcomes.



HSSE Management System

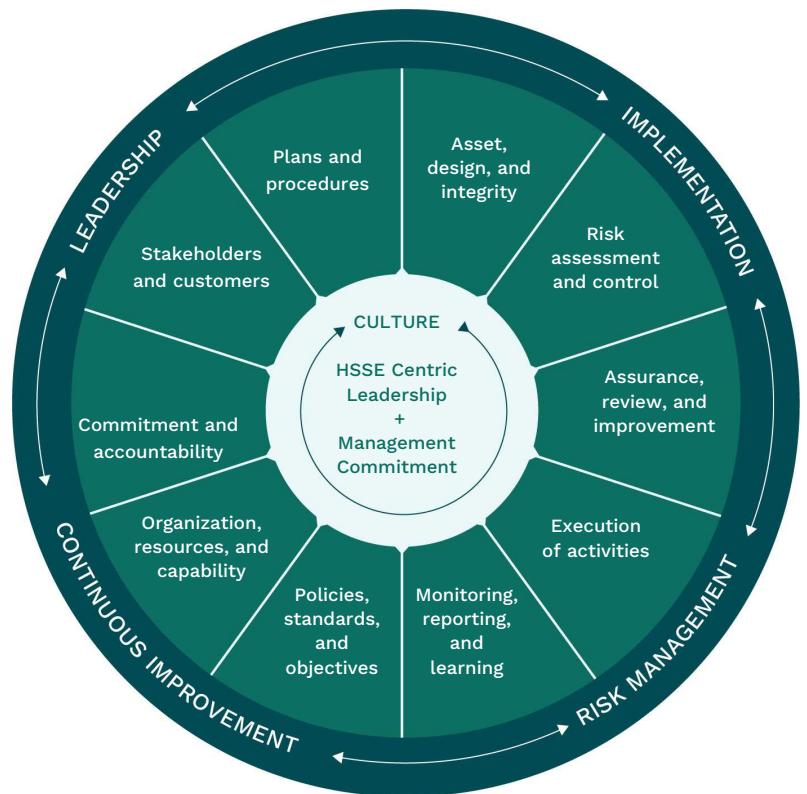
We strive to create and sustain a workplace free from recognized safety and health hazards. We accomplish this goal through our HSSE Management System. Our HSSE Management System consists of our HSSE principles, policies, procedures, work instructions, and guidelines.

We promote our HSSE Management System to ensure that Genesis expectations are understood and followed throughout the organization through a variety of means, such as training, audits, inspections, incident management and evaluation, lessons learned, safety performance data analysis, reporting, and communications. Additionally, we promote and encourage anyone at a Genesis work site, regardless of position or company affiliation, to use Stop Work Authority to immediately stop work that is creating, or has the potential to create, an imminent risk or danger (including unsafe conditions or acts) to personnel, equipment, or the environment in order to ensure potential hazards are addressed and the work completed safely.

The Vice President of HSSE is responsible for the overall implementation of our Corporate HSSE Management System. Our Corporate HSSE Management System may be supplemented by more specific or stringent terms or requirements implemented by some of our more specialized businesses, like our Alkali and Marine Businesses. Those business specific management systems are operated under the control of individual business segment leads.

We have a staff of trained and dedicated safety professionals who help to implement our HSSE Management System throughout the different levels and business segments of our organization. Our safety staff are embedded within our operations teams to synchronize our operational goals, while executing and monitoring our safety and health programs.

HSSE and Environmental Management Systems



Incident Management

Risk management is one of our top priorities, it drives how we review, analyze, and track incidents. Our procedures require internal reporting of all incidents, regardless of severity, including injuries, illness, and near misses, which are subsequently reviewed and risk ranked by Genesis personnel. Incidents are then shared with the appropriate levels of management and operations personnel. Severe or significant incidents require an incident investigation to determine the root cause and any contributing factors that could have been mitigated. Our HSSE department tracks all incidents and uses the information to identify any trends and to determine if training or programmatic changes are needed.

Hazard Identification and Risk Assessment

Our employees' ability to recognize and mitigate hazards is critical to the safety of our operations and employees. Our business segments have processes designed to provide employees with training, tools, and the skills to identify hazards and assess risks thus reducing the likelihood of injuries and accidents. These processes are necessary to maintain a high level of safety and efficiency in the workplace. These processes include:

- Collecting and reviewing information about the hazards that are likely to be present in the workplace;
- Conducting inspections to identify new or recurring hazards;
- Management of Change reviews;
- Conducting incident investigations and root cause analysis;
- Determining the severity and likelihood of incidents that could result from hazards; and
- Determining corrective actions to mitigate risks in the future.

Inspections and Audits

We conduct annual HSSE Management System audits and inspections at our facilities to review our performance against regulatory requirements and internal policies and procedures. We also support regulatory agencies during any on-site facility inspections and audits. The corrective actions from these audits, both internal and external, are documented and tracked to closure.



Training

We conduct annual health and safety trainings for our employees. Topics may include:

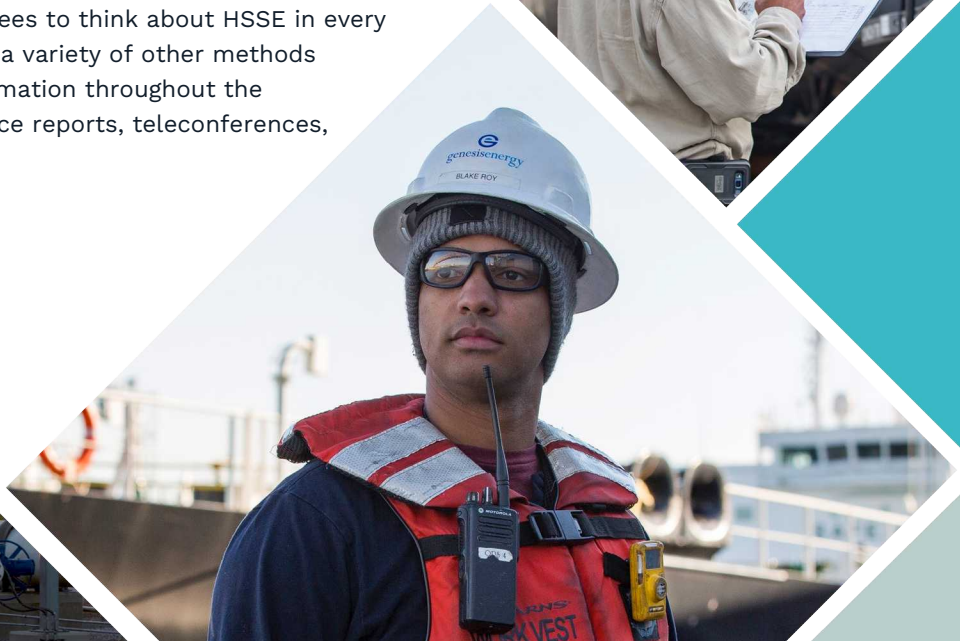
- Lock out tag out;
- Personal protective equipment;
- Medical records;
- Heat stress;
- Managing stress;
- Hazard communication;
- Stop Work Authority;
- Housekeeping;
- Bloodborne pathogens;
- Driver and vehicle safety;
- Hydrogen sulfide;
- Back safety;
- HAZWOPER; and
- Material handling.

Genesis Marine is certified under the American Waterways Operators Responsible Carrier Program (“RCP”). The RCP insures the implementation of a comprehensive safety management system through the use of third-party auditors.

Communication

Executive and Senior Management are critical to promoting our strong safety culture and have frequent discussions with employees about health and safety. Incidents, including injuries, are regularly reviewed by the heads of our various business segments, and key safety metrics are reported up and shared with our Board on a quarterly basis.

Our regional safety staff conduct monthly safety meetings with operations that cover safety topics and lessons learned. We believe that collecting and sharing lessons learned is a key component to performance improvement. We start each workday with an email to employees with a Safety Minute meant to remind employees to think about HSSE in every aspect of work and home. We also use a variety of other methods to communicate important safety information throughout the company, including monthly performance reports, teleconferences, and emailed safety alerts.

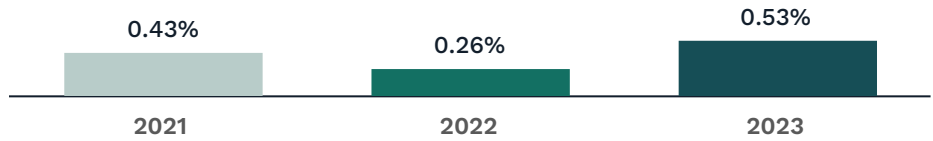


Safety Performance

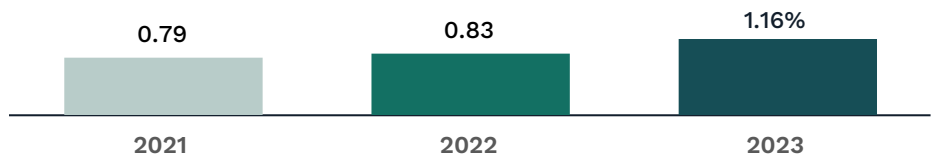
Since we operate very diverse and unique business segments, our overall Lost Time Incident Rate (“LTIR”) and Total Recordable Incident Rate (“TRIR”) are not comparable to that of our peers. As a result, we compare our current results to Genesis’ previous years’ targets and results in order to set meaningful goals for the future. These targets are established by Senior HSSE and Operations Management and reviewed and approved by the Executive Management Team. Genesis’ results relative to the target are used for a variety of internal purposes, including short-term and long-term compensation calculations.

We pursue continual improvement of our safety performance across all our business segments and establish targets to improve our health and safety performance year-over-year. We administer a Safety Incentive Program (“SIP”) to establish, reinforce, and provide guidelines for promoting safe work habits and culture. The SIP helps us achieve our targets by increasing safety awareness, identifying at-risk behaviors and unsafe conditions, reducing or eliminating injuries, and encouraging safe work practices through employees’ active involvement and participation in the HSSE Management System. Through our SIP, employees, who qualify for the program and meet the goals established by management, are awarded an incentive bonus on a quarterly basis.

LOST TIME INCIDENT RATE¹



TOTAL RECORDABLE INCIDENT RATE¹



¹ 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.



Facilities With Zero Recordable Injuries Or Illnesses In 2023

Onshore Facilities and Transportation

- I-65 Station
- Castleberry Station
- Frisco City Station
- Jay Station
- Walnut Hill Terminal
- Ruston Terminal
- Baton Rouge Terminal
- Scenic Station
- Port Hudson Terminal
- Port Hudson Truck Station
- Raceland Terminal
- Fillmore Station
- Haynesville Station
- Tullos Station
- Shreveport Terminal
- Gwinville Station
- Liberty Station
- Natchez Terminal
- Mallalieu Station
- Texas City Terminal
- Texas City Crude Oil Terminal
- Webster Station
- West Columbia Station
- Soso Station

Offshore Pipeline Transportation

- Sabine Pass Dock
- East Cameron - 373
- High Island - A5
- High Island - 264 Complex
- High Island - 343
- High Island - 573
- High Island - 582
- Ship Shoal - 332B
- South Marsh Island - 205
- West Cameron - 167
- Garden Banks - 72

Soda and Sulfur Services

- TDC Monroe Terminal
- TDC Westlake Plant
- TDC Corpus Christi Plant
- TDC Lake Point

Marine Transportation

- Genesis Eagle
- Genesis Patriot
- Genesis Liberty
- Genesis Freedom
- Genesis Glory
- Genesis Valiant
- Genesis Vision
- Genesis Vigilant
- GM 6506
- GM 6507
- GM 8001
- GM 11103
- GM 11105
- GM 13501
- GM 13502
- Energy 11104
- M/V James Davison
- M/V Patricia Anne
- M/V Renee Davison
- M/V Frank Jahn
- M/V Sid Moller
- M/V Karen Pape
- M/V Capt. Kirk Colletti
- M/V Bob Deere
- M/V Red River Express
- M/V Brian Lee Teste
- M/V Shannon Mary
- M/V Rober Anthony
- M/V SECKO
- M/V Molly Patricia
- M/V Miss Allie
- M/V Natchez Express
- M/V Callie M. Etheredge
- M/V Christopher Scott
- M/V Caroline Frances
- M/V Elenor Hadley
- M/V Ashley Danielson
- M/V Capt. George Brumley
- M/V Margaret Anne
- M/V Garland Gaspard
- M/V Kylie Brown
- M/V Elizabeth Prince

Contractors

Our contractors are required to acknowledge and adhere to our HSSE management programs and performance standards. Contractors are held to the same standards and guidelines as Genesis employees and are required to report and document workplace incidents, including illnesses and injuries, that occur while they are working on Genesis projects. We review contractor safety statistics as part of our contractor qualification process and collect and review recordable incidents and work hours for key contractors on an ongoing basis. We use ISNetworld®, where available, to review, manage, and monitor safety performance, written safety programs, and a safety culture questionnaire.

Contractors are required to undergo a Genesis safety orientation, which covers Stop Work Authority, hazard identification, and other asset-specific safety information. We use tools, such as job plans, job hazard analysis, and safe work permits, to ensure that contractors understand potential hazards associated with the work being performed and the required precautionary methods. Contractors working on our Pipeline and Hazardous Materials Safety Administration (“PHMSA”) regulated assets are required to meet the requirements of the Department of Transportation (“DOT”) Operator Qualification Rule.



Pipeline Safety

As an operator of crude oil and natural gas pipelines, one of our highest priorities is operating our assets safely to protect our neighbors and the environment.

Asset Integrity Management

At Genesis, the integrity of our assets is critically important to operating our business in a safe and reliable manner. We use a variety of methods to ensure that our pipelines, tanks, and other pipeline related equipment are maintained and operated appropriately within required safety specifications, including:

- Monitoring our pipelines 24 hours a day, 7 days a week from our Operations Control Center;
- Conducting inspections that include regular on-the-ground visual inspections and aerial surveys of pipeline right-of-ways in accordance with applicable laws and regulations;
- Implementation of Corrosion Prevention Procedures, including installation of cathodic protection and corrosion testing methods;
- Conducting pipeline and tank integrity testing in accordance with applicable laws;
- Nondestructive evaluations;
- Employee training; and
- Implementation of an Integrity Management Program (“IM Program”).

Our IM Program applies to our regulated pipeline assets and is designed to meet or exceed PHMSA regulations in conjunction with applicable state and federal regulations. As part of our IM Program, we identify and analyze potential integrity threats to our pipelines through our risk analysis process. This process considers relevant factors that affect the consequences of pipeline integrity threats, including but not limited to health and safety impact, environmental damage, and property damage. Following such identification and analysis, our teams evaluate and implement risk reduction activities, including preventative and mitigative measures, to minimize any potential issues

with the integrity of our assets. In addition, we track system performance and conduct pipeline integrity inspections using various methods including:

- In-line Inspections,
- Pressure testing, and
- External corrosion direct assessments.

The number of inspections performed varies from year-to-year depending on our IM Program requirements. We have established a minimum five year interval for continually assessing the integrity of the pipelines that are included in our IM Program. The percentage of hazardous liquid pipelines inspected in accordance with our IM Program over the past three years is shown below.

PERCENTAGE OF HAZARDOUS LIQUID PIPELINES INSPECTED

YEAR	% INSPECTED
2021	8%
2022	8%
2023	25%



Public Awareness and Damage Prevention

The safety of those living or working near our pipelines is one of our top priorities. We continually strive to provide the public with useful information and effectively educate them on pipeline safety through our Public Awareness and Damage Prevention Programs.

The key objectives of these programs are:

- **Awareness** - We communicate with neighbors, community leaders, local officials, and emergency responders to raise awareness of the presence of buried pipelines in the communities where we operate through various means, like mailing educational brochures to community residents, landowners, farmers, schools, and other key stakeholders located adjacent to our pipeline rights-of-way.
- **Prevention** - We work to ensure those who live or work near our pipelines are aware and educated on the appropriate steps they can take to prevent pipeline damage through safe excavation practices and the use of the National 811 Call System.
- **Response** - We educate the affected public (neighbors, emergency officials, public officials, municipalities, school districts, and other key stakeholders) on who to contact to report any issues or perceived issues such as product releases or other emergencies.

We participate in the local One-Call Centers and maintain our Damage Prevention Programs to make sure that excavators are aware of the location of our pipelines before they dig. These One-Call Centers collect information on proposed excavation projects and provide that information to utility companies that may be impacted by the project. Once we receive the project information, our operations staff will apply additional markings to any of our pipelines located in the project area.

In 2023, Genesis personnel attended 32 public awareness meetings with local emergency responders and public officials. These meetings help support open communications with our local communities, allowing them to ask questions of our operations staff and help educate first responders on our emergency procedures in order to strengthen their preparedness in the event of an emergency.



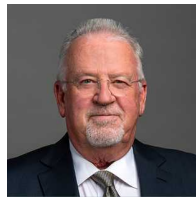
Governance

Our Board and Executive Management Team are committed to effective corporate governance. We maintain the trust and confidence of our stakeholders, employees, customers, and business partners by achieving our performance goals, while being socially and environmentally responsible and adhering to the highest ethical standards.

Board of Directors

Our Board serves a fundamental and critical role for our company, overseeing our business and assessing and advising on business opportunities and risks. Our Board members have a broad and diverse set of backgrounds, experiences, and management successes, which allows for the diverse perspectives to be used to form solutions in support of our corporate strategy.

Our Board members have extensive backgrounds and experience across energy, bulk chemicals, infrastructure, and the financial services industries, all of which contribute to our business success and long-term strategy.



GRANT E. SIMS
Chairman and Chief Executive Officer



KENNETH M. JASTROW, II
Lead Independent Director



SHARILYN S. GASAWAY
Independent Director and Chair of Audit Committee



JACK T. TAYLOR
Independent Director and Member of Audit Committee



CONRAD P. ALBERT
Independent Director and Member of Audit Committee



JAMES E. DAVISON
Director



JAMES E. DAVISON JR.
Director

57%
OF BOARD MEMBERS ARE INDEPENDENT

Sustainability Oversight

Governance and oversight of sustainability are fundamental to the success of our sustainability strategy, disclosures, and performance. See below for how we distribute roles and responsibilities to drive continuous improvement.



Ethics and Integrity

Genesis is founded on our commitment to the highest ethical principles and standards. We value honesty and integrity above all else, and upholding these commitments is essential to our continued success.

Code of Business Conduct and Ethics

We maintain a Code of Business Conduct and Ethics (“Code”) that sets the standards of business conduct for Genesis and its affiliates and applies to all directors, officers, employees, and all other representatives, all of whom are required to comply with our Code, all company policies and procedures, and all applicable laws and regulations. Adherence to the Code is imperative, and compliance is not optional. On an annual basis, all employees are required to complete our annual compliance training which includes our Code. In addition to our Code, we implement our ethical standards through additional policies as shown below.



Compliance and Ethics Hotline

Genesis maintains a Compliance and Ethics Hotline that is monitored 24 hours a day, 7 days a week by an independent third-party organization. Employees and other interested parties may call and report concerns involving potential ethics or compliance matters in violation of company policies, procedures, or applicable laws. All calls may be made confidentially and anonymously and without fear of retaliation.

Calls that are received by the independent third-party organization are communicated to the company's initial intake group, consisting of representatives in our Human Resources, Legal, Finance and Internal Controls functions. From there the calls contents are evaluated and investigated (conducting interviews, reviewing information provided, etc.) by the appropriate function within 14 days. Following the initial investigation, the company representatives review the initial findings, whether additional follow up is required, and provide initial recommendations. A determination is then made as to whether a complaint is "Substantiated" or "Unsubstantiated," and at the company's discretion, corrective actions are taken against those who violate our policies bringing the complaint to resolution. To encourage reporting, Genesis adheres to a strict non-retaliation policy for concerns raised in good faith.

**Compliance and
Ethics Hotline:
(844) 988-1695**

Human Rights

Genesis is committed to respecting human rights principles in every aspect of our business and in our communities. As such, our Human Rights Policy applies to anyone conducting business with or for Genesis, including employees, contractors, suppliers, vendors, and customers, and covers the following topics:

- Non-Discrimination and Anti-Harassment;
- Remuneration and Working Hours;
- Freedom of Association and Collective Bargaining;
- Forced Labor and Human Trafficking;
- Child Labor; and
- Safe Working Environment.

Our annual compliance training includes our Human Rights Policy. We monitor the effectiveness of our Human Rights Policy through our Compliance and Ethics Hotline.



Risk Management

We face a number of risks, including but not limited to matters relating to the environment, regulation, competition, fluctuations in commodity prices and interest rates, and severe weather. Management is responsible for the day-to-day management of the risks our company faces, although our Board as a whole has responsibility for the oversight of our risk management policies.

The Chief Financial Officer is responsible for our Enterprise Risk Management process. Our process requires conducting a comprehensive risk management assessment of each of our business segments. Risks are analyzed based on probability of occurrence, potential impact to the company, and the time frame that the impact could become apparent. The most significant risks, indicators, and mitigating strategies are summarized in detail and are then reviewed and discussed with the Board. While some risks cannot be fully mitigated, Genesis' management teams have assessed the significant enterprise risks that the company faces and have mitigated them to the extent that is prudent and cost-effective to Genesis.

Internal Audit

Our internal audit team performs an annual risk assessment to identify and evaluate risks in all aspects of our company operations. All of our operations are audited at least once every three years. Additionally, our ethical standards, including FCPA compliance, anti-bribery, and anti-corruption related risks, as well as compliance with our Code, are audited more frequently, with a minimum cycle of every other year. Audit results are regularly reported to the Board's Audit Committee and are used to assess the design and effectiveness of our policies, processes, and procedures and to implement changes or corrective actions, as needed.



Cybersecurity

The threat of cyber-attacks is an intrinsic risk of doing business that is always changing and evolving, requiring a well-rounded approach that is both preventative and responsive in order to protect privacy, confidential information, and the company as a whole. Genesis' cybersecurity program and relevant policies and procedures follow state and federal regulations and aligns with the Center for Internet Security's Critical Security Controls.

An essential element of any effective cybersecurity program is the people who use it and benefit from it. At Genesis, we recognize our employees are a crucial part of the successful implementation of our cybersecurity program. As such, our employees partake in different types of cybersecurity training campaigns depending on their role in the organization. At a minimum, all employees and contractors are

required to complete annual cybersecurity awareness training. Additionally, Genesis performs ongoing phishing security exercises and simulates cybersecurity attacks to evaluate employee and contractor preparedness and to identify any employees or contractors who require additional phishing awareness training.

Genesis has a multi-faceted approach to analyzing the cybersecurity threat landscape. Our IT security team maintains multiple cybersecurity threat intelligence feeds from security providers to ensure we are continuously improving our program to mitigate our risks. Results from these feeds are fed into defensive systems, including firewalls and endpoint protection, keeping up with the latest advances in cybersecurity. We continuously engage in active reconnaissance and monitoring of the "dark web" for signs of Genesis specific compromises and data leaks allowing us to discover, assess, and respond quicker in the event the organization is being actively targeted.



Disclosures and Data

SASB Content Index

Midstream Oil and Gas, Metals and Mining, and Marine Transportation Sectors

TOPIC	CODE	METRIC	LOCATION OR DIRECT ANSWER
GREENHOUSE GAS EMISSIONS	EM-MD-110a.1 EM-MM-110a.1 TR-MT-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions limiting regulations	Performance Table
	EM-MD-110a.2 EM-MM-110a.2 TR-MT-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Pages 10-11
AIR QUALITY	EM-MD-120a.1 EM-MM-120a.1 TR-MT-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Page 10
ECOLOGICAL/ BIODIVERSITY IMPACTS	EM-MD-160a.1 EM-MM-160a.1	Description of environmental management policies and practices for active operations	Pages 8-17
	EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Performance Table
	TR-MT-160.a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Performance Table
	TR-MT-160.a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Performance Table
LABOR RELATIONS	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Performance Table
	EM-MM-310a.2	Number and duration of strikes and lockouts	Zero
COMMUNITY RELATIONS	EM-MM-210.b	Discussion of engagement processes to manage risks and opportunities associated community interests	Pages 22-25
	EM-MM-210b.1	Number and durations of technical delays	Zero
GOVERNANCE	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Pages 36-41
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Zero
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Zero
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Pages 22-23, 39
OPERATIONS SAFETY, EMERGENCY PREPAREDNESS AND RESPONSE	EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Performance Table
	EM-MD-540a.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Performance Table
	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Pages 13-14, 27-35

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.

Terms and Conditions



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