

# Performance Table

CATEGORY	DESCRIPTION	2019	2020	2021
<b>ECONOMIC</b>				
COMPENSATION	Compensation linked to ESG (Y/N)	N	N	Y
<b>ENVIRONMENTAL</b>				
GREENHOUSE GAS EMISSIONS (GHG)	<b>Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>1, 2, 3</sup></b>	3,668,736	2,815,308	3,141,836
	Offshore Pipeline Transportation	140,158	88,585	69,943
	Sodium Minerals and Sulfur Services	3,360,502	2,555,206	2,906,852
	Onshore Facilities and Transportation	46,429	42,442	42,124
	Marine Transportation	121,647	129,075	122,916
	<b>Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>)<sup>1, 3</sup></b>	2,614,732	1,996,376	2,156,724
	Offshore Pipeline Transportation	129,512	81,719	59,690
	Sodium Minerals and Sulfur Services	2,318,645	1,744,722	1,933,523
	Onshore Facilities and Transportation	46,295	42,323	42,000
	Marine Transportation	120,281	127,612	121,512
	<b>Total Scope 1 Greenhouse Gas Emissions Methane (Metric Tons CH<sub>4</sub>)<sup>1, 3</sup></b>	34,757	26,749	32,574
	Offshore Pipeline Transportation	352	227	340
	Sodium Minerals and Sulfur Services	34,400	26,517	32,229
	Onshore Facilities and Transportation	0.78	0.70	0.75
	Marine Transportation	3.93	4.15	3.94
	<b>Total Scope 1 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N<sub>2</sub>O)<sup>1, 3</sup></b>	27.00	20.52	22.44
	Offshore Pipeline Transportation	0.27	0.18	0.16
	Sodium Minerals and Sulfur Services	21.60	14.92	17.04
	Onshore Facilities and Transportation	0.42	0.37	0.38
	Marine Transportation	4.71	5.05	4.85
<b>Scope 1 Greenhouse Gas Emissions HFC (Metric Tons HFC)</b>	2.90	7.71	1.36	
Offshore Pipeline Transportation	N/A	N/A	N/A	
Sodium Minerals and Sulfur Services	2.90	7.71	1.36	
Onshore Facilities and Transportation	N/A	N/A	N/A	
Marine Transportation	N/A	N/A	N/A	

CATEGORY	DESCRIPTION	2019	2020	2021	
<b>ENVIRONMENTAL (CONTINUED)</b>					
<b>GREENHOUSE GAS EMISSIONS (GHG) (CONTINUED)</b>	<b>Scope 2 Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>4,5</sup></b>	358,268	353,022	323,765	
	Offshore Pipeline Transportation	261	203	194	
	Sodium Minerals and Sulfur Services	346,639	341,630	312,670	
	Onshore Facilities and Transportation	11,289	11,120	10,833	
	Marine Transportation	79.06	68.34	67.97	
	<b>Total Scope 2 Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>)<sup>4,5</sup></b>	355,922	350,329	321,532	
	Offshore Pipeline Transportation	260	203	193	
	Sodium Minerals and Sulfur Services	344,328	338,972	310,472	
	Onshore Facilities and Transportation	11,255	11,086	10,799	
	Marine Transportation	78.76	68.07	67.71	
	<b>Total Scope 2 Greenhouse Gas Emissions Methane (Metric Tons CH<sub>4</sub>)<sup>4,5</sup></b>	34.15	39.20	32.49	
	Offshore Pipeline Transportation	0.02	0.01	0.01	
	Sodium Minerals and Sulfur Services	33.61	38.66	31.97	
	Onshore Facilities and Transportation	0.52	0.52	0.51	
	Marine Transportation	0.00	0.00	0.00	
	<b>Total Scope 2 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N<sub>2</sub>O)<sup>4,5</sup></b>	4.99	5.73	4.75	
	Offshore Pipeline Transportation	0.00	0.00	0.00	
	Sodium Minerals and Sulfur Services	4.91	5.65	4.67	
	Onshore Facilities and Transportation	0.07	0.07	0.07	
	Marine Transportation	0.00	0.00	0.00	
	<b>Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO<sub>2</sub>e)<sup>2</sup></b>	4,027,005	3,168,329	3,465,600	
	<b>SPELL PREVENTION</b>	<b>Marine<sup>9</sup></b>			
		Number of Hydrocarbon Spills and Releases to the Environment	6.0	4.0	4.0
		Aggregated Volume (bbls) of Hydrocarbon Spills and Releases to the Environment	3.9	0.4	1.5
		<b>Offshore Pipeline Transportation<sup>10</sup></b>			
		Total Number of Spills or Releases Greater than 1 bbl <sup>11</sup>	0.0	3.0	0.0
		Total Volume of Spills or Releases Greater than 1 bbl (bbls) <sup>11</sup>	0.0	49.2	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	

CATEGORY	DESCRIPTION	2019	2020	2021
<b>ENVIRONMENTAL (CONTINUED)</b>				
<b>SPILL PREVENTION (CONTINUED)</b>	<b>Onshore Facilities and Transportation<sup>10</sup></b>			
	Total Number of Spills or Releases Greater than 1 bbl	5.0	3.0	1.0
	Total Volume of Spills or Releases Greater than 1 bbl (bbls)	9.2	6.5	5.0
	Total Volume of Spills or Releases Greater than 1 bbl in Unusually Sensitive Areas (bbls)	2.6	1.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl Recovered (bbls)	6.2	6.0	5.0
<b>BIODIVERSITY</b>	Biodiversity Policy (Y/N)	Y	Y	Y
<b>SOCIAL</b>				
<b>SAFETY</b>	Total Recordable Incident Rate (TRIR)	0.58	0.97	0.79
	Lost Time Incident Rate (LTIR)	0.24	0.41	0.43
<b>EMPLOYEES</b>	Number of employees	2,200	1,914	1,903
	Number of Employees Covered Under Collective Bargaining Agreements	648	600	600
	Women in the Workforce Non-management (%)	11%	11%	11%
	Women in the Workforce Management (%)	11%	10%	10%
	Employees who are of Minority Groups Non-management (%) <sup>7,8</sup>	21%	20%	20%
	Employees who are of Minority Groups Management (%) <sup>7,8</sup>	12%	13%	11%
<b>COMMUNITY INVESTMENT</b>	Community Support Donations (%)	N/A	40%	52%
	Education Donations (%)	N/A	39%	17%
	Safety or Emergency Responder Support Donations (%)	N/A	12%	20%
	Environmental Conservation Donations (%)	N/A	9%	11%

CATEGORY	DESCRIPTION	2019	2020	2021
<b>GOVERNANCE</b>				
BOARD	Total Board Members	7	7	7
	Independent Board Members (%)	57%	57%	57%
	Average age of Board Members <sup>12</sup>	66	67	68
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
	Whistleblower Policy (independent, available 24/7) (Y/N)	Y	Y	Y
	Whistleblower Hotline Proactively Communicated to Employees (Y/N)	Y	Y	Y
	Structures in Place to Process Whistleblower Reports (Y/N)	Y	Y	Y

1. Reductions shown in 2020 are partially due to impacts from the COVID-19 pandemic.
2. AR5 Global Warming Potentials were used for conversion to CO<sub>2</sub>e.
3. Data excludes emissions from platforms that are owned, but not operated by Genesis.
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. Methane emissions are included in the total Scope 1 and Scope 2 emissions.
7. As defined by the Equal Employment Opportunity Commission (EEOC).
8. As ethnic declaration is voluntary, ethnicity declaration rate is not 100% and all calculations are based on an employee declaration rate of 97% as of December 2021. The 3% of our workforce who have not provided data or have chosen not to declare their ethnicity were not included in our calculations.
9. All 24 nautical miles or closer to shore.
10. Not in impermeable secondary containment.
11. 49.2 bbls caused by Hurricane Delta.
12. 2021 as of February 24, 2022, 2020 as of March 1, 2021, 2019 as of February 27, 2020.