



Environmental, Social and Governance Report

2021



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Letter to Our Stakeholders

It is my pleasure to present the inaugural Genesis Energy Environmental, Social, and Governance (“ESG”) Report highlighting our ESG priorities and existing programs that focus on protecting the environment, our community involvement, and responsible operations. This report represents a milestone in our company’s journey to further integrate our ESG priorities and goals into all aspects of our business.

As a midstream oil and gas service provider and one of the largest producers of natural soda ash in the world, we remain steadfast in our mission to provide long-term value for our stakeholders without compromising our commitment to operating in a safe, reliable, and responsible manner. Since starting our ESG journey a few years ago with the full support of our Board of Directors, we have implemented programs within our organization to track measurable progress and advance our ESG priorities. We developed our ESG Assessment and Disclosure Process and conducted benchmarking to identify the ESG-related issues that impact our business and our stakeholders, leading to an annual analysis of the

available data to allow us to address key topics and have an awareness of emerging ESG trends. We have updated our HSSE Management System to incorporate and implement lessons learned to pave the way for continuous improvement, leading to a reduction in our total TRIR in 2021. Additionally, we established our Greenhouse Gas Scope 1 and Scope 2 baselines, for calendar year 2019, to allow us to track our progress year over year. And last but not least, we increased our community engagement by developing a corporate giving program and hosting and participating in various volunteer events benefiting the communities in which we operate.

As the world continues to transition to a lower-carbon future, we believe oil and gas will continue to play an important role as a reliable source of energy. Importantly, we believe Genesis and our diversified businesses are positioned to meaningfully participate in the energy transition. Our offshore pipeline transportation segment has one of the largest pipeline networks in the Deepwater area of the Gulf of Mexico, which are some of the least emission intensive barrels, from reservoir to refinery, of any barrel of oil refined and consumed in the United States. We believe this characteristic along with industry leading upstream economics, will continue to provide production and development across our midstream footprint for decades to come.



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.

Grant E. Sims

Chairman and Chief Executive Officer



As one of the leading producers of natural soda ash in the world, we believe we have a significant positive role to play in the energy transition as well as an advantage vs. synthetically produced soda ash. Soda ash is primarily used in the glass manufacturing process, including solar panels, and is used to lower the melting point of the sand which in turn reduces glass manufacturers energy consumption and lowers their carbon footprint. Soda ash can also be used in the production of lithium carbonate and lithium hydroxide, which are some of the building blocks of lithium/phosphate batteries used in electric vehicles and long-term battery storage, all of which we expect to play a large role in the energy transition. Synthetic soda ash is more than two times more energy intensive to produce than natural soda ash and has additional by-products that must be dealt with. Given these differences in the production process, U.S. natural soda ash has a GHG footprint ~37% less than Chinese synthetic soda ash when leaving their respective manufacturing sites and ~21% on a delivered basis to customers southeast Asia after factoring in emissions incurred in rail and shipping transportation¹.

Throughout our history, our workforce has been the core of our organization. The resilience and dedication of our employees shown in the last couple of years, overcoming market and pandemic induced pressures, has been paramount in our continued success. Along with the Executive Management Team, I would like to thank our employees for their hard-work and commitment.

As we look ahead, we remain committed to continuing safe and responsible operations, while advancing and further integrating our ESG program throughout the organization. Ultimately, we believe this commitment along with our role to play in the energy transition, will provide long-term value for all of our stakeholders. We invite you to share your thoughts on our ESG performance and this report.

Sincerely,



Grant E. Sims
Chairman and Chief Executive Officer

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

Overview

Genesis Energy 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.

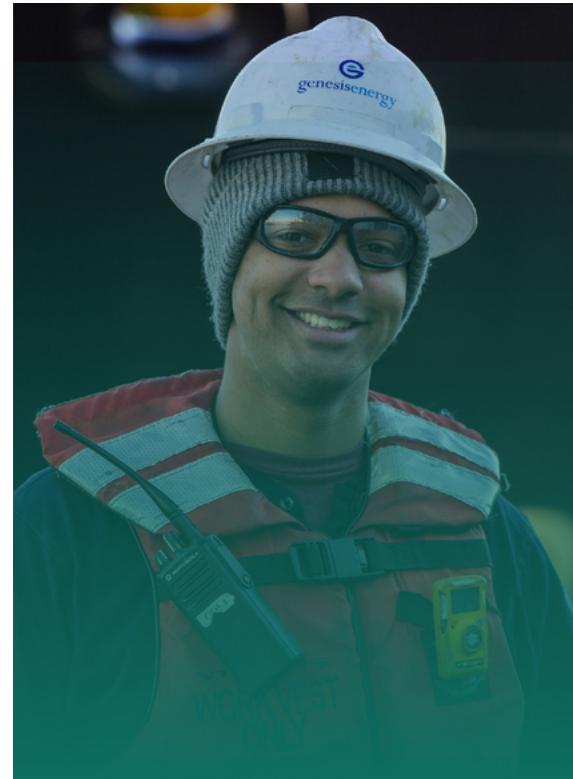
We currently manage our businesses through four divisions: offshore pipeline transportation, sodium minerals and sulfur services, onshore facilities and transportation, and marine transportation.

Our Midstream Services are provided to refiners, crude oil and natural gas producers, and industrial and commercial enterprises and are supported by a diverse portfolio of assets, including pipelines, deepwater offshore hub and junction platforms, refinery-related plants, storage tanks and terminals, railcars, barges and other vessels, and trucks.

Our Alkali Business, based in Wyoming, focuses on exploring, mining, and processing trona from which it produces, markets, and sells natural soda ash, a basic building block for a number of

ubiquitous products, including solar panels, flat glass, container glass, dry detergent, and a variety of chemicals and other industrial products, including lithium batteries.

Our Sulfur Services Business, processes high sulfur (or "sour") gas streams for refineries to remove the sulfur contained in crude oil with our proprietary, closed-loop, non-combustion technology, bypassing the traditional combustion technology process which releases harmful gases and carbon dioxide emissions into the atmosphere, and selling the related by-product sodium hydrosulfide (NaHS). We supply NaHS to a variety of industries including: mining (copper and molybdenum) and pulp and paper.

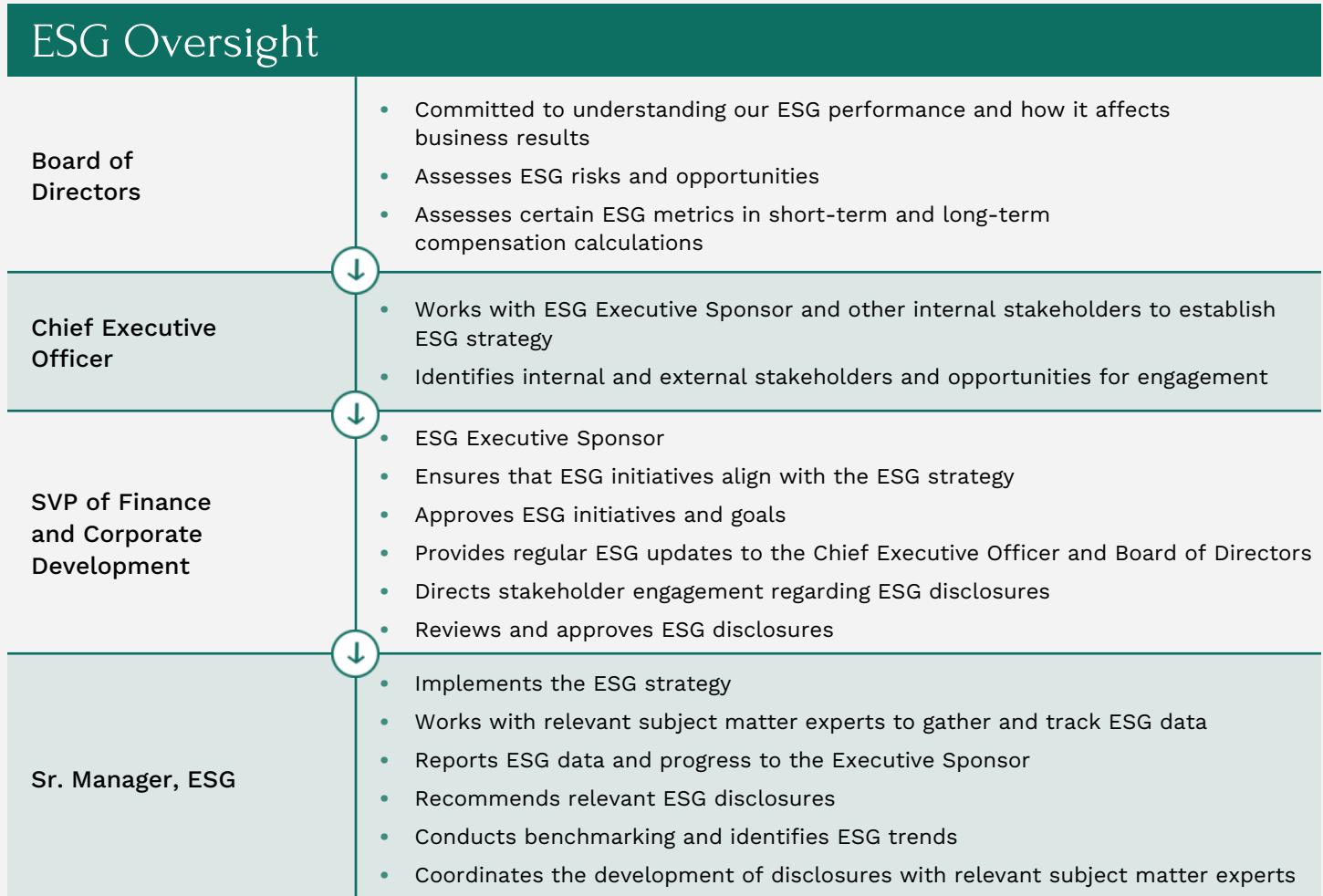


ESG Approach

Genesis Energy believes that our environmental, social, and governance (“ESG”) performance is a critical component of our long-term success. We believe we can meet the expectations of all of our stakeholders, while also conducting business in a socially, economically, and environmentally responsible manner meeting 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 ESG Assessment and Disclosure Process, which includes an annual review of the Sustainability Accounting Standards Board (SASB)’s Oil & Gas – Midstream Standards and Metals & Mining Standards, peer benchmarking, and stakeholder interests to identify the ESG-related issues that impact our business and stakeholders.

Unless otherwise noted, the information and data in this report cover the calendar year ending December 31, 2021. In addition, our U.S. Securities and Exchange Commission (SEC) Form 10-K provides additional financial and operational information and can be accessed on our website at the following link: [GEL 12.31.2021 10-K \(genesisenergy.com\)](https://www.genesisenergy.com).



Environmental

Environmental protection is critical to Genesis Energy's success as a company. We track and maintain an awareness of applicable environmental laws and regulations. We further our efforts by routinely engaging with third party organizations and applicable regulatory agencies to identify means by which we can mitigate our environmental footprint.

Emissions

Emissions from our operations vary by business segment. Our air emissions generally result from mining activities, crude oil storage tanks, marine vessels, combustion sources, and crude oil and natural gas transportation. Our air permitting and compliance program manages applicable regulated emissions using the various methods mentioned below.



Maintaining a robust permitting and compliance program for operational activities



Tracking permit requirements and deadlines in a compliance tracking system



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 when feasible to reduce emissions



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

Greenhouse Gas Emissions

Scope 1 and 2 emissions for our operations are shown in the table below. Calculations were performed in accordance with the Greenhouse Gas (GHG) Reporting Protocol by a third party consultant. We intend to continue to track and analyze this data in the future.

	2019	2020 ¹	2021
SCOPE 1 GREENHOUSE GAS EMISSIONS (METRIC TONS CO₂e)^{2, 3}			
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
TOTAL	3,668,736	2,815,308	3,141,836
SCOPE 2 GREENHOUSE GAS EMISSIONS (METRIC TONS CO₂e)^{2, 4, 5}			
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
TOTAL	358,268	353,022	323,765
SCOPE 1 METHANE EMISSIONS (METRIC TONS CH₄)^{3, 6}			
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
TOTAL	34,757	26,749	32,574
SCOPE 2 METHANE EMISSIONS (METRIC TONS CH₄)^{4, 5, 6}			
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
TOTAL	34.15	39.20	32.49
TOTAL SCOPE 1 AND 2 EMISSIONS (METRIC TONS CO₂e)²			
TOTAL	4,027,005	3,168,329	3,465,600

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 CO₂e.

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.

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Reducing Our Emissions

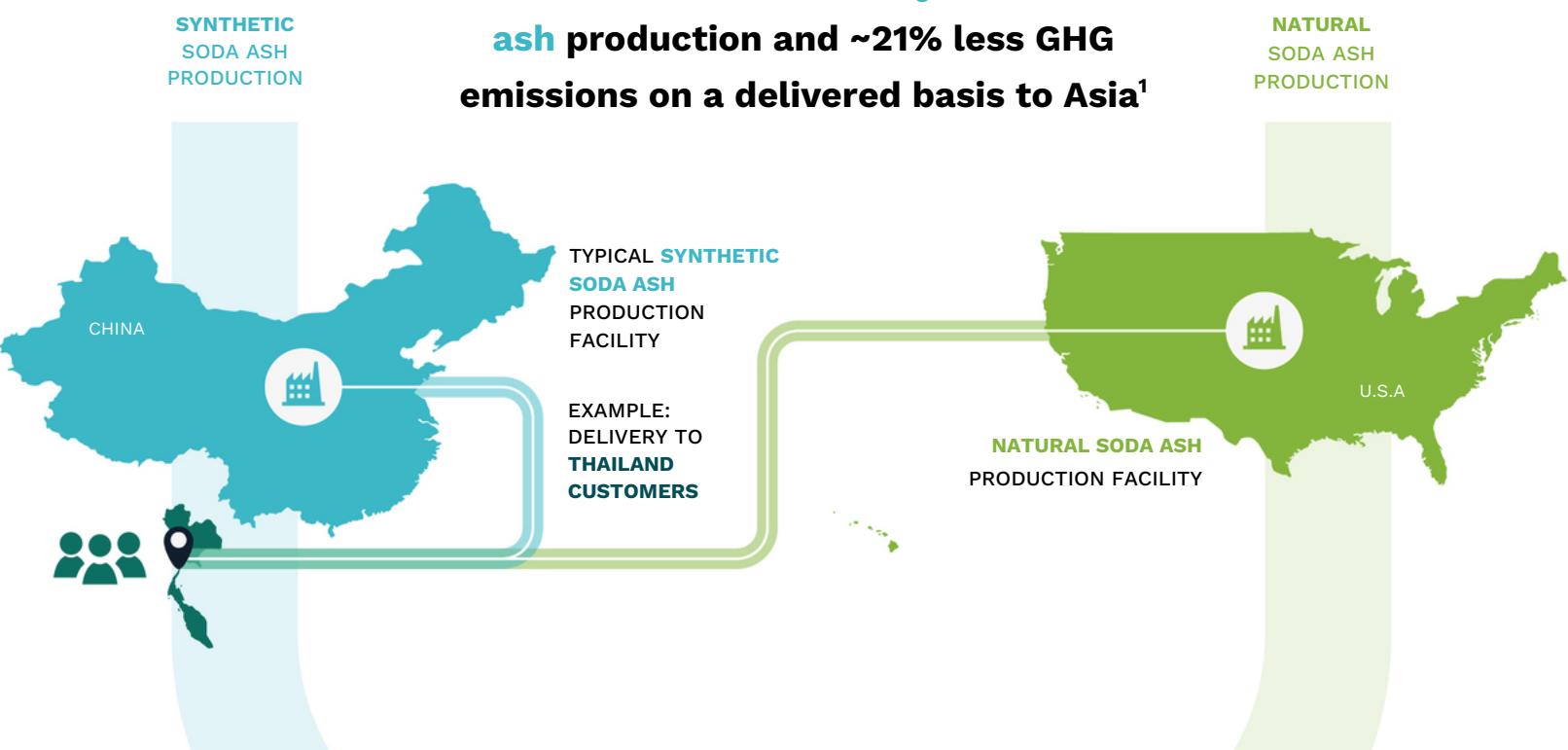
We continually look for new ways to reduce our air emissions and add efficiencies in our operations. Recently, Genesis Energy opened our new NaHS Terminal in Lake Charles, Louisiana. The location of this new terminal is only 8 miles away from our NaHS plant in Westlake, Louisiana, which reduces the number of miles driven by tractor trailers carrying product between points of transfer by approximately 266 miles (94 percent) round trip. By decreasing the amount of time the tractor trailers are on the road, we reduce our transportation costs, and also dramatically reduce our vehicle emissions and risk of accidents.

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NATURAL VS. SYNTHETIC SODA ASH PRODUCTION

Natural soda ash production emits ~37% less GHG emissions than synthetic soda ash production and ~21% less GHG emissions on a delivered basis to Asia¹



Synthetic Soda Ash Production²

Raw Materials	Salt (brine), Limestone, Ammonia
Estimated Energy Usage	10-14 MMBtu/ton
By Products	Calcium Chloride (waste product)

Natural Soda Ash Production²

Raw Materials	Trona Ore
Estimated Energy Usage	4 - 6 MMBtu/ton
By Products	None

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

2. Per IHS, Company estimates and USGS

Positioning Ourselves For The Energy Transition

We recognize that the energy transition is an important topic for our investors. We continue to look for ways to position ourselves to operate and participate in a lower carbon world.

Our offshore pipeline transportation segment has one of the largest pipeline networks in the Deepwater area of the Gulf of Mexico, which are some of the least emission intensive barrels, from reservoir to refinery, of any barrel refined and consumed in the United States.

We expect our soda ash business to increase its participation in renewable energy markets in the future by producing a resource used

in the production of LEED certified glass windows to retro-fit older buildings; manufacturing of glass for solar panels; and the production of lithium carbonate and lithium hydroxide (some of the building blocks of lithium ion/phosphate batteries used in both the electrification of vehicles and long-term battery storage).

Our Sulfur Services business continues to help its host refineries lower their emissions by processing hydrogen sulfide gas streams using our proprietary, closed-loop, non-combustion technology to remove sulfur from refiner's hydrogen sulfide gas stream. In addition, NaHS is used by our customers to help further reduce air emissions from

various chemical and industrial activities. For example, NaHS is used to remove nitrogen oxide (NO_x) from the emissions stacks of certain activities around metal refining and finishing.

NaHS and soda ash are also both used in flue gas scrubbing to remove harmful particulates from what would have otherwise been released into the atmosphere. This is especially used at large industrial complexes and hydrocarbon-fired power plants.



Biodiversity

We recognize the importance of fostering the conservation of biodiversity and healthy ecosystems and understand the need to use natural resources wisely. We 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. We review potential biodiversity impacts prior to construction and where possible we reduce the impacts of construction and operational activities through one or more of the following methods:

- Avoidance
- Minimization
- Restoration
- Offsetting

We work, in a cooperative manner, to mitigate the effects of our operations with the local communities. Additionally, we train employees on the importance of environmental protection and provide information on species and habitat sensitivities present in their assigned locations or projects.

Protecting Sage Grouse

The natural habitat of certain animal and bird species exists in close proximity to our operations. It is important to Genesis Energy to identify such habitats and to respect their coexistence with our operations. For instance, our soda ash production facility in Southwest Wyoming is located in a sage grouse habitat area. The sage grouse is a bird that is currently designated as a “species of concern” with the potential of being added to the endangered species list under the Endangered Species Act. We carefully manage new projects to minimize impacts on their habitat and engage in efforts to protect the species.

We work closely with the Wyoming Game and Fish Department and other state agencies to closely monitor sage grouse population numbers and with nearby landowners to help ensure the health of the bird’s habitat in the surrounding area. We are a founding member of the Wyoming Mining Natural Resource Foundation and serve on its board of directors. “The Foundation has developed an initial conservation strategy which is designed to engage landowners and land managers, agencies, academia and stakeholders to work together with the mining industry to implement durable conservation practices on the ground.”



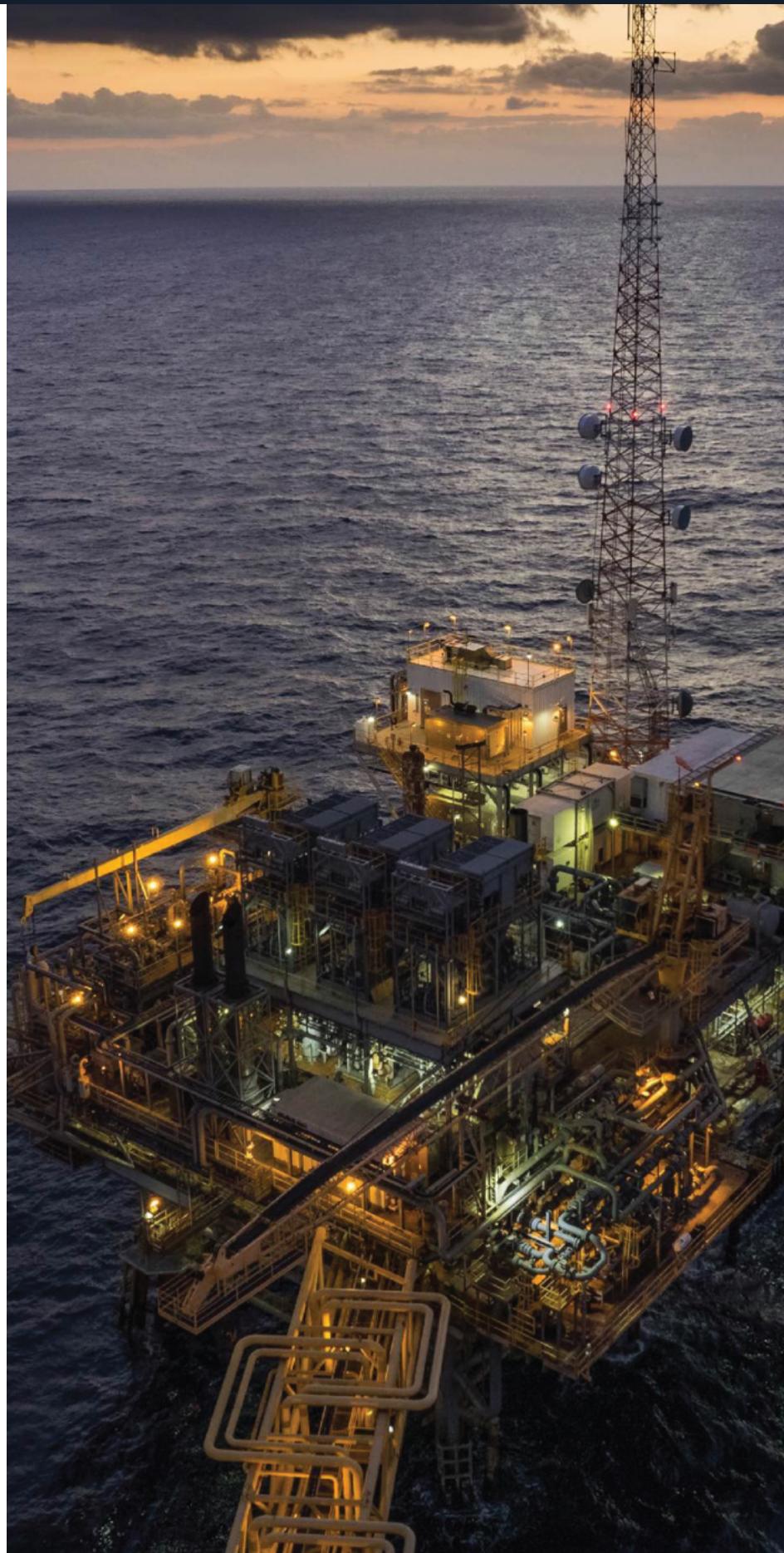
Rigs-to-Reefs Program

Genesis Energy participated in the Rigs-to-Reefs Program upon decommissioning the Falcon platform. During its operating life, a rig becomes a habitat for marine life, including coral and numerous species of fish. The Rigs-to-Reefs Program was developed by the U.S. Department of Interior, to address the effects of rig removal to the marine life surrounding the structure, by permitting decommissioned rigs to remain in place and converting them to artificial reefs, allowing the valuable underwater ecosystem for marine life to remain intact.

Prior to the Genesis Energy Falcon platform becoming a permanent artificial reef, all equipment, material, waste, tanks, and facilities were safely removed and taken to shore for recycling, reuse, or appropriate disposal. The top portion of the structure was severed 90 feet below the water's surface and placed on the seafloor next to the existing base allowing the marine life ecosystem to continue to thrive.

North Atlantic Right Whale

Our Marine Transportation Business 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 Right Whale Corporate Responsibility Program "showcases deserving companies that demonstrate a commitment to right whale conservation and protection." According to the Office of National Marine Sanctuaries, receipt of this certificate "demonstrates successful commitment" to the United Nations SDG 14.

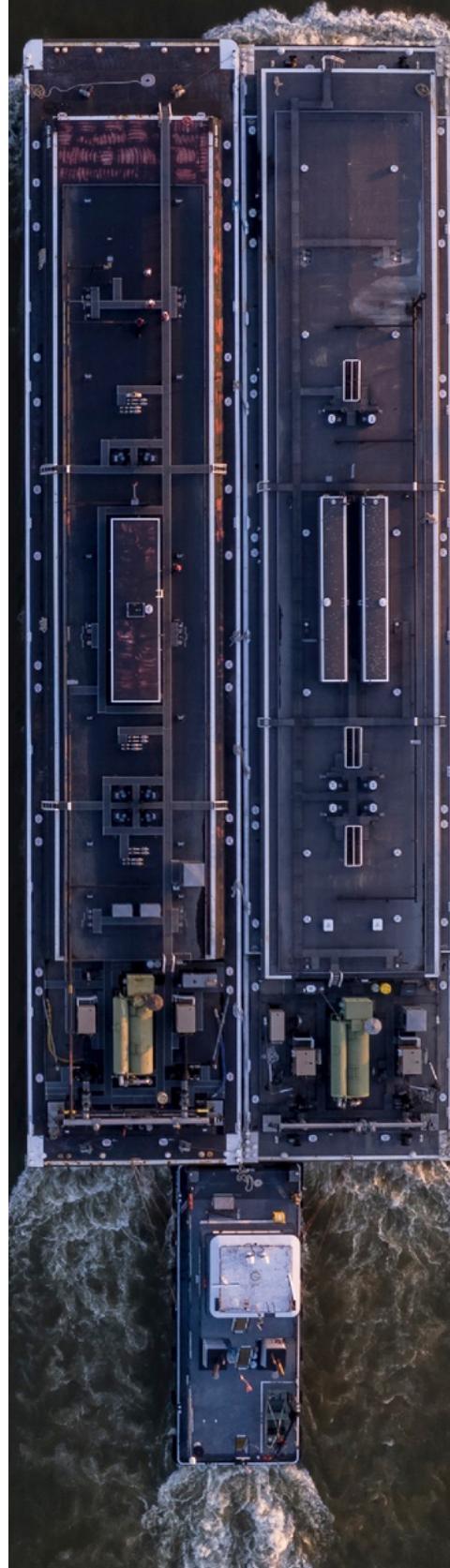


Spill Prevention and Response

As a transporter of hazardous materials, we believe spill prevention is critical not only to the long-term success of our business, but is also of primary importance to the communities in which we operate. We maintain a Spill Prevention and Response Program which begins with designing and operating all of our facilities with spill prevention in mind.

Key aspects of this program include:

-  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 at our Operations Control Center
-  Conducting pipeline and tank integrity testing in accordance with applicable laws and regulations
-  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
-  Maintaining spill response plans for our facilities and assets
-  Training our employees on spill response procedures
-  Complying with the National Preparedness for Response Exercise Program requirements for spill drills to help us prepare for a potential release
-  Investigating the root cause of spills, as defined by internal procedures, and monitoring emerging trends





We strive to build and strengthen the relationship between Genesis Energy operations personnel and local emergency responders. In 2021, Genesis Energy personnel attended over 35 public awareness meetings.

We strive to build and strengthen the relationship between Genesis Energy operations personnel and local emergency responders. In 2021, Genesis Energy personnel attended over 35 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 to educate first responders on our emergency procedures ensuring preparedness in the event of an emergency.

Our policies require that spills relating to Genesis Energy operations are reported internally, regardless of size, and that spills meeting regulatory thresholds for reporting are reported to the appropriate government agencies. Our spill performance data for the past three years, as outlined by the SASB standards, appears in our Performance Table. There were no spills that were material to our financial performance over this time period.



Water

Water is a treasured resource and one that requires proper management. Certain laws and regulations concerning water use are applicable to our business segments. We maintain permits as applicable to our consumption and discharge of water. Additionally, we administer controls on regulated discharges to minimize the release of pollutants to waterways.

Genesis Energy operates multiple zero discharge facilities (including our Sodium Minerals and Sulfur Services Division) where process water is recycled and reused on-site.

Additionally, we use water for:

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



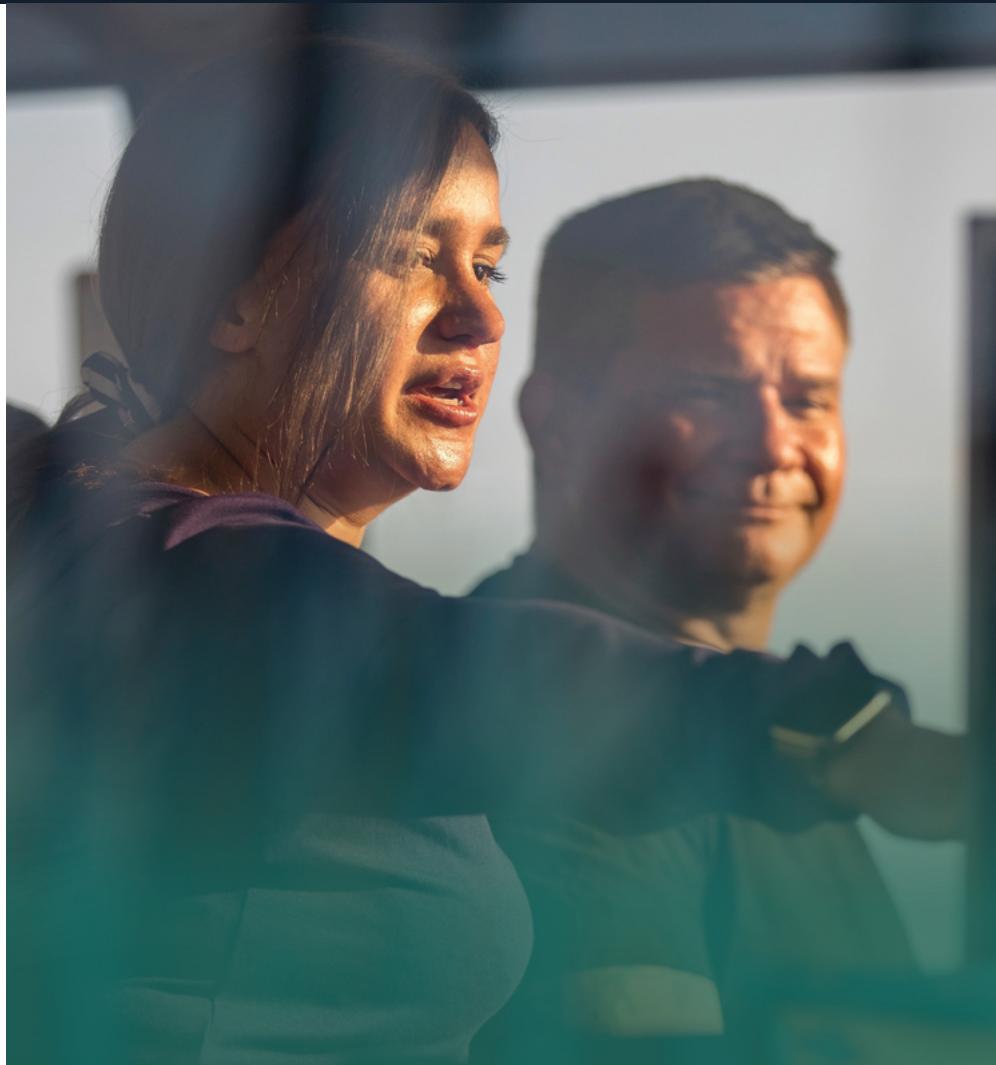
Social

We recognize and value the importance of all stakeholders including employees and the communities in which we work. Our programs aim to care for the well-being of our employees, while our culture values diversity and inclusion. We also aim to contribute to the strength of our communities through our community giving and volunteer efforts.

Employees

At Genesis Energy, we believe our employees are our most important asset and the cornerstone of our organization. We take steps to attract and retain talented people to safely operate our assets, foster customer relationships, and achieve our long-term goals. We are committed to employee retention and we encourage our employees to maintain long-term careers at Genesis Energy.

To further support our employees, we offer a comprehensive and affordable benefits program that includes, medical, dental, vision, life insurance, and disability protection, along with a generous retirement savings plan, including up to six percent matching, and profit sharing.

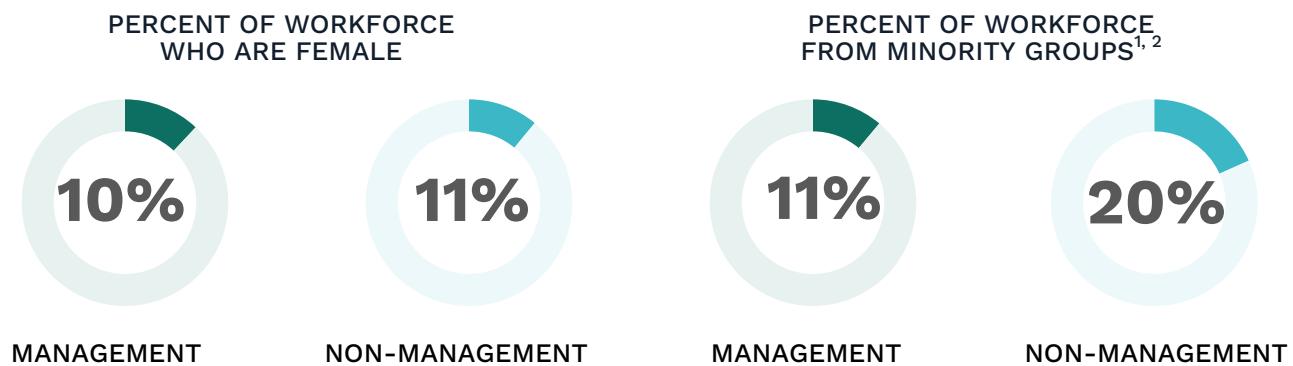


Collective Bargaining Agreements

As of December 31, 2021, approximately 600 (32%) of our employees were covered under collective bargaining agreements. These collective bargaining agreements cover wage increases and other benefits, including the defined benefit pension plan, the post-employment benefit plan, and the enhanced 401(k) retirement savings plan.

Diversity and Inclusion

Genesis Energy employs more than 1,900 individuals and is an equal opportunity employer. We believe that eliminating barriers to employment results in a more plentiful recruiting pool, diverse perspectives to problem solving, and stronger teams. Principles related to diversity and inclusion are embedded in our Code of Business Conduct and Ethics. We contract with a third party provider to target recruitment of diverse candidates, including veterans, people with disabilities, minorities, and women. Diversity data, as self-reported by employees (data is current as of December 31, 2021).



Training and Development

Our success as a company is measured by the successful performance of our employees in their respective roles. Thus, it is our policy to properly train and equip each employee to perform his or her job functions safely and in compliance with all laws, regulations, and internal procedures.

We develop our employees through performance management processes, regular coaching, and supervisory and leadership training while also offering a tuition reimbursement program. Our annual performance management cycle enables managers and employees to collaborate to set performance goals and development objectives that align to business objectives. We also provide in-house health and safety training and emergency response training. Employee attendance at external workshops, conferences, and other training events is also encouraged.

1. As defined by the U.S. 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 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.

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Community Relations

Genesis Energy is committed to being a good corporate citizen in the communities in which we operate by making positive contributions through local initiatives to deliver meaningful social and economic impact. Investing in the communities in which we work is a mutually beneficial proposition.

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

Genesis Energy has contributed the following economic benefits to the communities in which we operate:

- Hiring locally and providing a competitive compensation and benefits package
- Sourcing vendors and suppliers from the communities in which we operate
- Bolstering local revenues through property and sales taxes
- Providing monetary and nonmonetary support to local organizations through our corporate giving and volunteer programs

Indigenous Peoples

While Genesis Energy does not currently have operations in an area where indigenous people live, we acknowledge the legal rights of indigenous peoples and the importance of their culture. Should our future operations require permits or other rights to operate on, in, or near land belonging to indigenous peoples, we are committed to communicating and cooperating in good faith and will work to build long-term relationships with those who could be impacted by our operations.



Charitable Giving

We focus our donations in four main areas where we believe we will have the most impact: community support, safety and emergency responder support, education, and environmental conservation. We look for local institutions, programs and projects that: align with our business goals, philosophies, and values; make a distinctive contribution with measurable impact; and provide opportunities to collaborate with business partners and other stakeholders.

Community Support

We provide monetary donations to local food banks to help support our local communities. These donations provide over 100,000 meals across the Gulf Coast and in Wyoming. We support Houston's Be A Resources for CPS Kids (BEAR) holiday gift program through monetary donations and an employee toy drive. We support multiple health programs in Wyoming including Cowboys Against Cancer and the Memorial Hospital of Sweetwater.

Safety and Emergency Responder Support

We support safety and emergency responders through donations to local Volunteer Fire Department as well as the Firehouse Sub Public Safety Foundation. We also support the Seaman's Church Institute.

Education

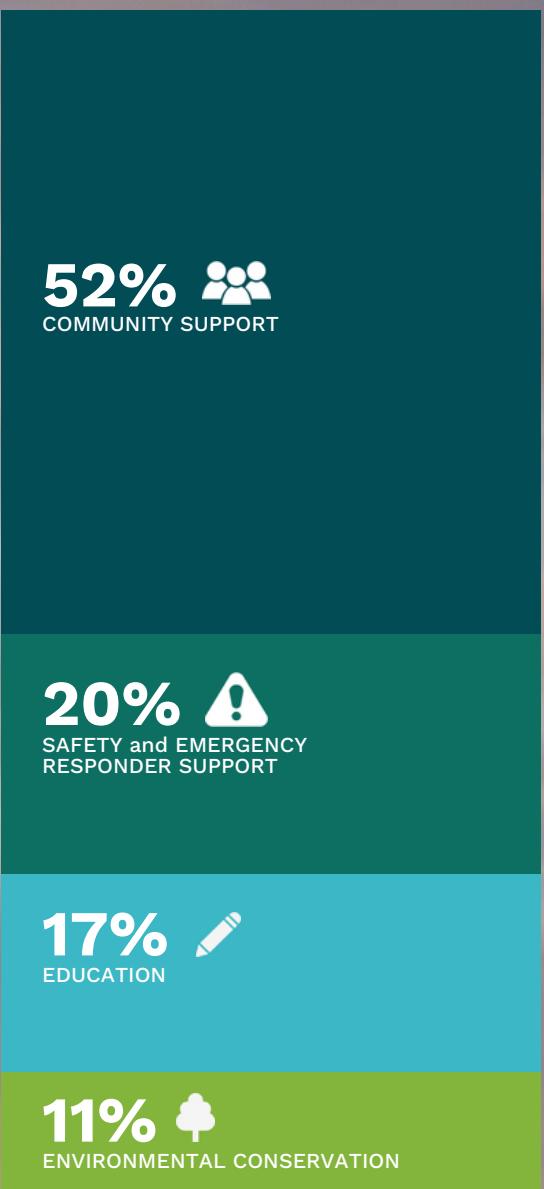
We support Junior Achievement in Houston, Texas and Baton Rouge, Louisiana. Junior Achievement helps prepare children to succeed in the global economy. Our donations to the University of Wyoming, have helped build a new process control lab that expands the university's training and research in the areas of control engineering, instrumentation, simulation, and design and construction of process control systems.

Environmental Conservation

We support environmental conservation in Galveston, Texas and throughout the Gulf Coast through The Galveston Bay Foundation and The Conservation Fund. These organizations work to preserve and restore critical environments. Our targeted contributions to the Wyoming Wildlife Foundation have provided for the construction of conservation fencing around our Granger facility to protect and preserve natural habitat. We also support Ducks Unlimited and the Teton Raptor Center.

2021 DONATIONS BY FOCUS AREA

PERCENTAGE OF OVERALL DONATIONS



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Employee Volunteerism

We encourage our employees to volunteer and give back to the community by offering company organized opportunities to partner with local charities and programs. These events include working with local food banks and other organizations to support environmental restoration through tree plantings, oyster reef restoration, reforestation projects, and park and wetland cleanups.

Genesis Volunteers helped construct and place reef “bars” (mesh bags that are filled with recycled oyster shells) in the shallow shoreline waters of Galveston Bay at the Galveston Bay Foundation’s Sweetwater Preserve. The oyster reef restoration activity had at least a 3-fold environmental impact: the reef structure acts as a natural breakwater to reduce wave action against the shoreline, allowing marsh habitat to restore, the structure provides vital habitat for many aquatic species including oysters, and the oysters that will inhabit the structure will naturally filter and clean the water.

The Genesis Team created over 120 oyster shell bags and returned 156 oyster shell bags to the Bay. This project returned over 2 tons of recycled oyster shells to the Bay, thereby, diverting them from local landfills. The Team constructed 25 feet of oyster shell breakwater and created homes for over 12,000 oysters.



Safety

At Genesis Energy, we believe that business performance and health, safety, security, and environment (“HSSE”) excellence go hand-in-hand. Handling energy products and providing logistical services creates value for our customers and stakeholders, but these activities must be conducted in a sustainable and responsible fashion.

We are committed to maintaining a workplace and culture that supports positive employee, contractor, and public health and safety outcomes.

HSSE Management System

Our HSSE Vision, Beliefs, and Policy forms the cornerstone of our HSSE Management System. The HSSE Management System is composed of various administrative elements that describe how we will perform and the expectations of all employees and contractors relative to HSSE activities. The HSSE Management System includes our HSSE principles, policies, procedures, work instructions, and guidelines.



Workplace Safety and Health

It is our intention to create and sustain a workplace free from recognized safety and health hazards. We work to accomplish this goal through a variety of proactive means, such as HSSE policies, training, procedures, audits, inspections, incident evaluations, data analysis, reporting, and communications.

The following topics are a sample of what is included in the Genesis Energy HSSE Procedure Manual:

- Incident reporting and investigation
- Hazard communication
- Job safety and hazard analysis
- Confined space entry
- Electrical safety
- Excavation
- Hot work
- Energy isolation (lockout/tagout)
- HSSE audits
- Personal protective equipment
- Fall protection
- Ladders
- Industrial hygiene and chemical safety
- Medical evaluations



Occupational Health and Wellness

We maintain a robust Occupational Health and Wellness Program that includes both occupational medicine management and drug and alcohol misuse. Genesis Energy provides its employees with access to a comprehensive Employee Assistance Program that is free of charge and includes a variety of support services addressing family, health, work, legal, and personal assistance.

Safety Statistics

Genesis Energy establishes safety targets on an annual basis. The targets are determined by senior HSSE management and operations management and reviewed and approved by the Executive Management Team. Company results relative to the target are used for a variety of internal purposes, including short-term and long-term compensation calculations.

The work hours used to calculate Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) vary across our business segments. Genesis Marine work hours are calculated using the American Waterway Operators

(AWO) Safety Statistics Instruction Manual and account for vessels being in operation 24 hours per day 365 days a year. 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.

Since we operate very diverse and unique business segments, our overall TRIR and LTIR rates are not relatable to that of our peers, we compare Genesis's previous years' targets and results in order to set meaningful goals for the future. We pursue continual improvement of our safety statistics across all of our business segments.

We review contractor safety statistics as part of our contractor qualification process and collect and review recordable incidents and hours for key contractors.



LOST TIME INCIDENT RATE (LTIR)



TOTAL RECORDABLE INCIDENT RATE (TRIR)



The data appearing above is an approximation and is expected to fluctuate and change year over year. It should not be interpreted as being indicative of trends or guarantees of future results. Genesis Energy expressly disclaims, any representation or warranty as to the accuracy or completeness of such data. The data may be modified, updated, changed, deleted or supplemented from time to time without notice.

Public Awareness Program

The safety of those living or working near our pipelines is a top priority. We continually strive to provide information and effectively educate the public in pipeline safety through our Public Awareness Program.

Our Public Awareness Program is designed to help the public understand the steps that they can take to reduce or prevent pipeline emergencies through awareness of safe excavation practices and the use of the National 811 Call System.

This program also educates the public regarding the appropriate steps they should take in the event of a pipeline release or emergency.



**Know what's below.
Call before you dig.**



Governance

Our Board of Directors and Executive Management Team are committed to sound principles of corporate governance. Such principles are critical for us to achieve our long-term performance goals and to maintain the trust and confidence of our stakeholders, employees, customers, and business partners.

Board of Directors

Our Board of Directors serves a critical role for our company. Each Director has a broad and diverse set of backgrounds, relevant experience and management success, all of which are used to mold our corporate strategy.

NAME	INDEPENDENT	INDUSTRY EXPERT	FINANCIAL EXPERT	RISK MANAGEMENT EXPERT	AUDIT COMMITTEE EXPERT
GRANT E. SIMS		✓	✓	✓	
CONRAD P. ALBERT	✓	✓	✓	✓	✓
JACK T. TAYLOR	✓	✓	✓	✓	✓
JAMES E. DAVISON		✓			
JAMES E. DAVISON, JR.		✓			
KENNETH M. JASTROW, II	✓	✓	✓		
SHARILYN S. GASAWAY	✓	✓	✓	✓	✓
TOTAL	4	7	5	4	3

Our corporate governance practices and policies are detailed in our Corporate Governance Guidelines. Some highlights include:

- Majority of our Directors are independent
- Audit, Governance, and Conflicts committees remain independent
- Lead Director is independent
- Annual self-evaluations are performed to determine whether the Board of Directors and its committees are functioning effectively





Board Diversity and Experience

Genesis Energy sees the value of diversity within our Board of Directors. We aim for the membership of our Board of Directors to reflect a diversity of experience, gender, race, ethnicity, and age. Currently our Board of Directors is composed of 14% women. Our Directors 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. Each Director brings their management experience from industries such as:



PULP AND
PAPER



OFFSHORE
PRODUCTION AND
TRANSPORTATION



ONSHORE STORAGE,
TERMINALS, AND
TRANSPORTATION



BULK CHEMICALS
AND LOGISTICS



FINANCE

14%

OF BOARD POSITIONS
ARE HELD BY WOMEN

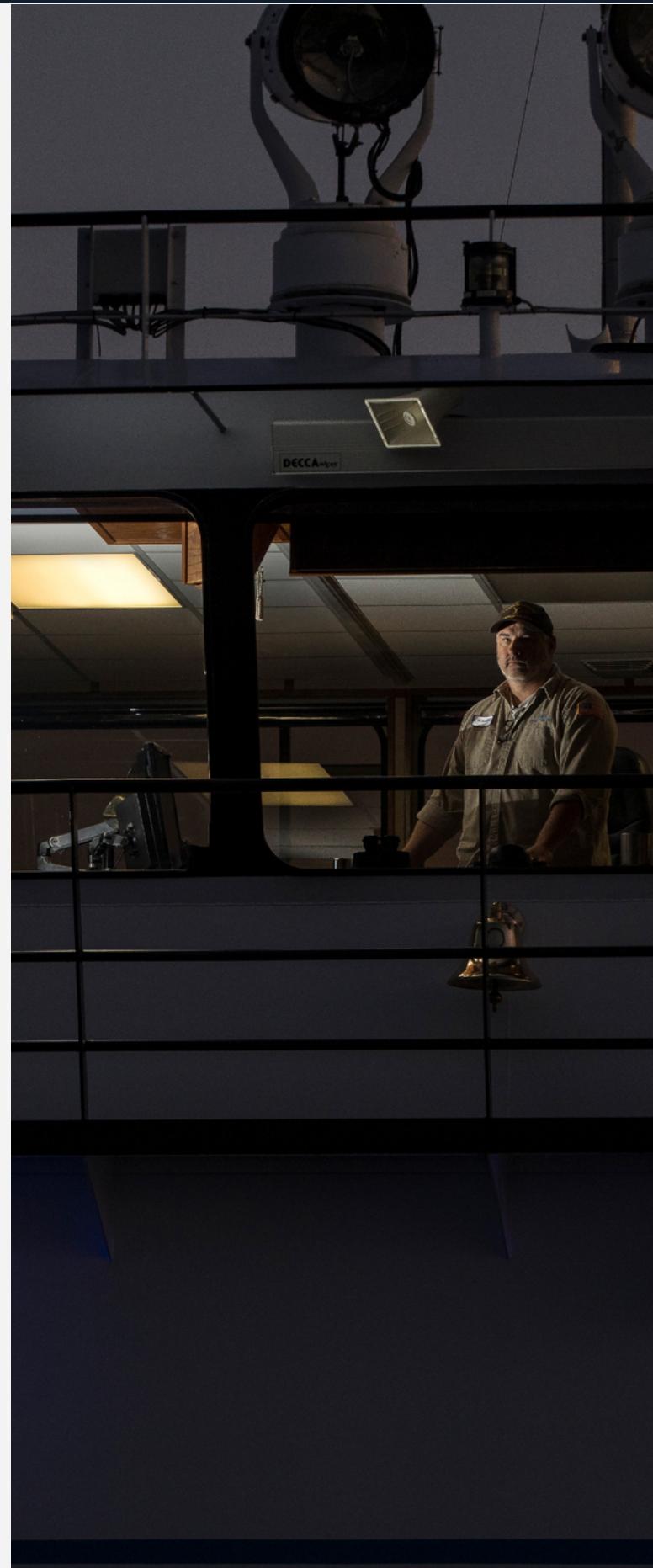
Code of Business Conduct and Ethics

Genesis Energy maintains a Code of Business Conduct and Ethics. Each year all employees must read and acknowledge that they understand the Code of Business Conduct and Ethics.

Genesis Energy maintains an 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 submit concerns they have regarding any ethics, accounting, human resources, safety, environmental, or other potential concerns. All calls can be made confidentially and anonymously and without fear of retaliation.

Financial Code of Conduct

Our Financial Code of Conduct includes the promotion of professional conduct in the practice of financial management. Financial and accounting personnel hold an important role in corporate governance because they are uniquely capable and empowered to ensure that all stakeholders' interests are appropriately balanced, protected, and preserved. This code provides principles to which our financial and accounting personnel are expected to adhere to and advocate. They embody rules regarding individual and peer responsibilities, as well as responsibilities to other employees, the public, and other stakeholders. Our employees are expected to abide by this code as well as any other applicable Genesis Energy policies or guidelines related to the areas covered by this code.



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 of Directors, as a whole and through its committees, has responsibility for the oversight of our risk management policies. In fulfilling its risk oversight role, our Board of Directors must determine whether the risk management processes designed and implemented by our management are adequate and functioning as designed. Senior management regularly delivers presentations to our Board of Directors on strategic matters, operations, risk management and other matters, and are available to address any questions or concerns raised by the Board of Directors. Board of Directors meetings also regularly include discussions with senior management regarding strategies, key challenges, and risks and opportunities for our company.

Our Board committees assist our Board of Directors in fulfilling its oversight responsibilities in certain areas of risk. For example, the Audit Committee assists with risk management oversight in the areas of financial reporting, internal controls and compliance with legal and regulatory requirements and our risk management policy relating to our hedging program.

The Governance, Compensation and Business Development Committee assists the Board of Directors with risk management relating to our compensation policies and programs.

The Chief Financial Officer is responsible for our Enterprise Risk Management (ERM) process. Our process requires conducting a comprehensive risk management assessment of each of our business segments. Some potential risks identified for our company include adverse economic conditions and geopolitical risk, performance in environment and safety, access to capital markets, cyber security, regulation, and competition. Risks are analyzed based on probability of occurrence, potential impact to the company, and the time frame that the impact would become apparent. The most significant risks, indicators and mitigating strategies are summarized in detail, and are reviewed and discussed with the Board of Directors. While some risks cannot be fully mitigated, Genesis Energy's 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 the company.



Disclosures and Data

SASB Content Index

Midstream Oil and Gas & Metals and Mining Sectors

TOPIC	CODE	METRIC	LOCATION OR DIRECT ANSWER
GREENHOUSE GAS EMISSIONS	EM-MD-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions limiting regulations	ESG Report Performance Table
	EM-MM-110a.1	EM-MD-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	ESG Report Page 7
AIR QUALITY	EM-MD-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs) and (4) particulate matter (PM10)	ESG Report Page 7
ECOLOGICAL/BIODIVERSITY IMPACTS	EM-MM-160a.1	EM-MD-160a.1 Description of environmental management policies and practices for active operations	ESG Report Pages 7-16
	EM-MD-160a.4	EM-MM-160a.1 Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs) and volume recovered	ESG Report Performance Table
LABOR RELATIONS	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements	ESG Report Page 18
	EM-MM-310a.2	Number and duration of strikes and lockouts	Zero
COMMUNITY RELATIONS	EM-MM-210.b	EM-MM-210.b Discussion of engagement processes to manage risks and opportunities associated community interests	ESG Report Pages 19-21
	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	ESG Report Page 26
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	ESG Report Page 19
OPERATIONS SAFETY, EMERGENCY PREPAREDNESS AND RESPONSE	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	ESG Report Pages 14-15 and 22-25

Performance Table

CATEGORY	DESCRIPTION	2019	2020	2021
ECONOMIC				
COMPENSATION	Compensation linked to ESG (Y/N)	N	N	Y
ENVIRONMENTAL				
GREENHOUSE GAS EMISSIONS (GHG)	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂e)^{1, 2, 3}	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
	Total Scope 1 Greenhouse Gas Emissions (Metric Tons CO₂)^{1, 3}	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
	Total Scope 1 Greenhouse Gas Emissions Methane (Metric Tons CH₄)^{1, 3}	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
	Total Scope 1 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)^{1, 3}	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
	Scope 1 Greenhouse Gas Emissions HFC (Metric Tons HFC)	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
ENVIRONMENTAL (CONTINUED)				
GREENHOUSE GAS EMISSIONS (GHG) (CONTINUED)	Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)^{4, 5}	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
	Total Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂)^{4, 5}	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
	Total Scope 2 Greenhouse Gas Emissions Methane (Metric Tons CH₄)^{4, 5}	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
	Total Scope 2 Greenhouse Gas Emissions Nitrous Oxide (Metric Tons N₂O)^{4, 5}	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
	Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO₂e)²	4,027,005	3,168,329	3,465,600
SPILL PREVENTION	Marine⁹			
	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
	Offshore Pipeline Transportation¹⁰			
	Total Number of Spills or Releases Greater than 1 bbl ¹¹	0.0	3.0	0.0
	Total Volume of Spills or Releases Greater than 1 bbl (bbls) ¹¹	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
ENVIRONMENTAL (CONTINUED)				
SPILL PREVENTION (CONTINUED)	Onshore Facilities and Transportation¹⁰			
	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
BIODIVERSITY	Biodiversity Policy (Y/N)	Y	Y	Y
SOCIAL				
SAFETY	Total Recordable Incident Rate (TRIR)	0.58	0.97	0.79
	Lost Time Incident Rate (LTIR)	0.24	0.41	0.43
EMPLOYEES	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 (%) ^{7, 8}	21%	20%	20%
	Employees who are of Minority Groups Management (%) ^{7, 8}	12%	13%	11%
COMMUNITY INVESTMENT	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
GOVERNANCE				
BOARD	Total Board Members	7	7	7
	Independent Board Members (%)	57%	57%	57%
	Average age of Board Members ¹²	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 CO₂e.
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.

Terms and Conditions

This discussion includes certain “forward-looking statements” as defined under federal law, including statements regarding Genesis Energy’s expectations with respect to our current and future operations, performance, and business strategy and statements regarding Genesis Energy’s practices, programs, policies, initiatives, plans, goals and targets with respect to environmental, social, and governance matters. Forward-looking statements are not guarantees of performance. They involve risks, uncertainties and assumptions. Future actions, conditions or events and future results of operations may differ materially from those expressed in these forward-looking statements. Many of the factors that will determine these results are beyond our ability or the ability of our affiliates to control or predict. You should not put undue reliance on any forward-looking statements. When considering forward-looking statements, please review the risk factors described under

“Risk Factors” discussed in Item 1A of our Annual Report. These risks may also be specifically described in our Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K (or any amendments to those reports) and other documents that we may file from time to time with the SEC. Except as required by applicable securities laws, we do not intend to update these forward-looking statements and information.

The data, graphs, charts, disclosures, and other information provided on this website (the “Data”), is provided for informational purposes only. Neither Genesis Energy, nor any of its affiliates (collectively, “Genesis Energy”) make, and hereby expressly disclaim, any representation or warranty as to the accuracy or completeness of the Data contained herein. Genesis Energy has no obligation or duty to (1) update or correct the Data, (2) provide additional details

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The image shows a massive solar panel array installed on a large industrial building's roof. The panels are dark blue-grey and are mounted on a white metal frame. A single worker in a bright yellow vest and hard hat is standing on a walkway next to the panels, providing a sense of scale. The building's exterior is visible at the top, and the surrounding urban environment is seen in the background.