



2022-2023

SİSECAM WYOMING LLC **SUSTAINABILITY REPORT**

The report is accurate up to December 1, 2023. Some organizational structures changed after this date.

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INTRODUCTION



ABOUT THE REPORT



Reporting Period:

January 1, 2022, to December 1, 2023

Sisecam Wyoming LLC is proud to present our approach to managing the value and impact we create through our operations and commitment to safety, our sustainability priorities, our contributions to the communities in which we operate, and our performance against our targets to stakeholders.

The scope of this report covers our mining operations between January 1, 2022, and December 1, 2023. All data provided covers the legal entity of Sisecam Wyoming LLC, Green River, WY operations in the United States and has been prepared in accordance with GRI Standards. This report has not been externally verified.

For any questions or further information about this report, please contact:

Neil Malicoat

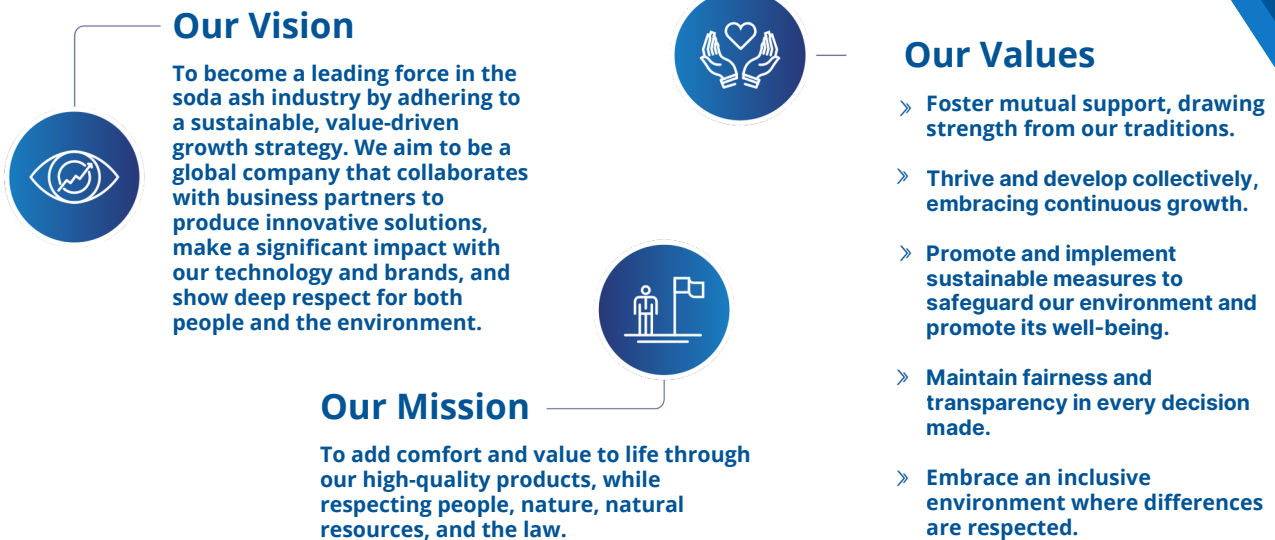
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ABOUT SISECAM WY LLC

A GLOBAL LEADER IN NATURAL SODA ASH PRODUCTION

Vision, Mission, and Values



Our facility in Green River, Wyoming has been producing and distributing high-quality, environmentally friendly natural soda ash around the world since 1962. Sisecam WY will continue to meet the high standards set forth by the Green River, Wyoming site in the future.

Soda ash, known chemically as sodium carbonate (Na_2CO_3), has been in use for thousands of years. Soda ash occurs in many kinds of mineral waters and in mineral deposits of certain springs and lake brines. The richest and most common source of soda ash is trona, a mix of sodium carbonate, sodium bicarbonate, and water. Although trona can be found in many places, the world's purest, largest, and most accessible deposits are in Wyoming's Green River Basin.

At Sisecam WY, trona is mined using the "Room and Pillar Method" and conveyed to the surface to be refined into dense soda ash. Quality control is maintained through detailed instrumentation, laboratory testing, and rigid supervision. Our extensive industry experience, knowledgeable staff, modern laboratories, ISO 9001 and ISO 14001 certifications, and highly efficient processing facilities combine to supply Sisecam WY customers with superior service and support.

Our success as a company is a direct result of our people and the values in which our company has been built. We are very proud of the fact that not only is our soda ash produced in a world class facility that has the fewest emissions per ton, but our employees take pride in nurturing a culture where safety is a value, not just a priority. It's how we do business; it's who we are. At Sisecam WY we truly believe the most important thing to come out of the mine are the miners.

OUR SITE EVOLUTION



1962

Stauffer Chemical opens Big Island Mine and Refinery in Green River, Wyoming and produces soda ash from mined trona.



1996

Rhone-Poulenc sells its interest in soda ash business to OCI Company, LTD. The new North American subsidiary is named OCI Chemical Corporation.



2015

Ciner Group's subsidiary, Ciner Enterprises Inc., acquires OCI Chemical Corporation (later renamed Ciner Resources Corporation).



2023

Sisecam Resources Limited Partnership goes private. Delisted from NYSE.

1987

Stauffer's industrial chemicals section sells (soda ash business) to Rhone-Poulenc.



2009

Sodium carbonate decahydrate (DECA)

Plant begins recovering soda ash from the tailing ponds, increasing overall plant efficiency.

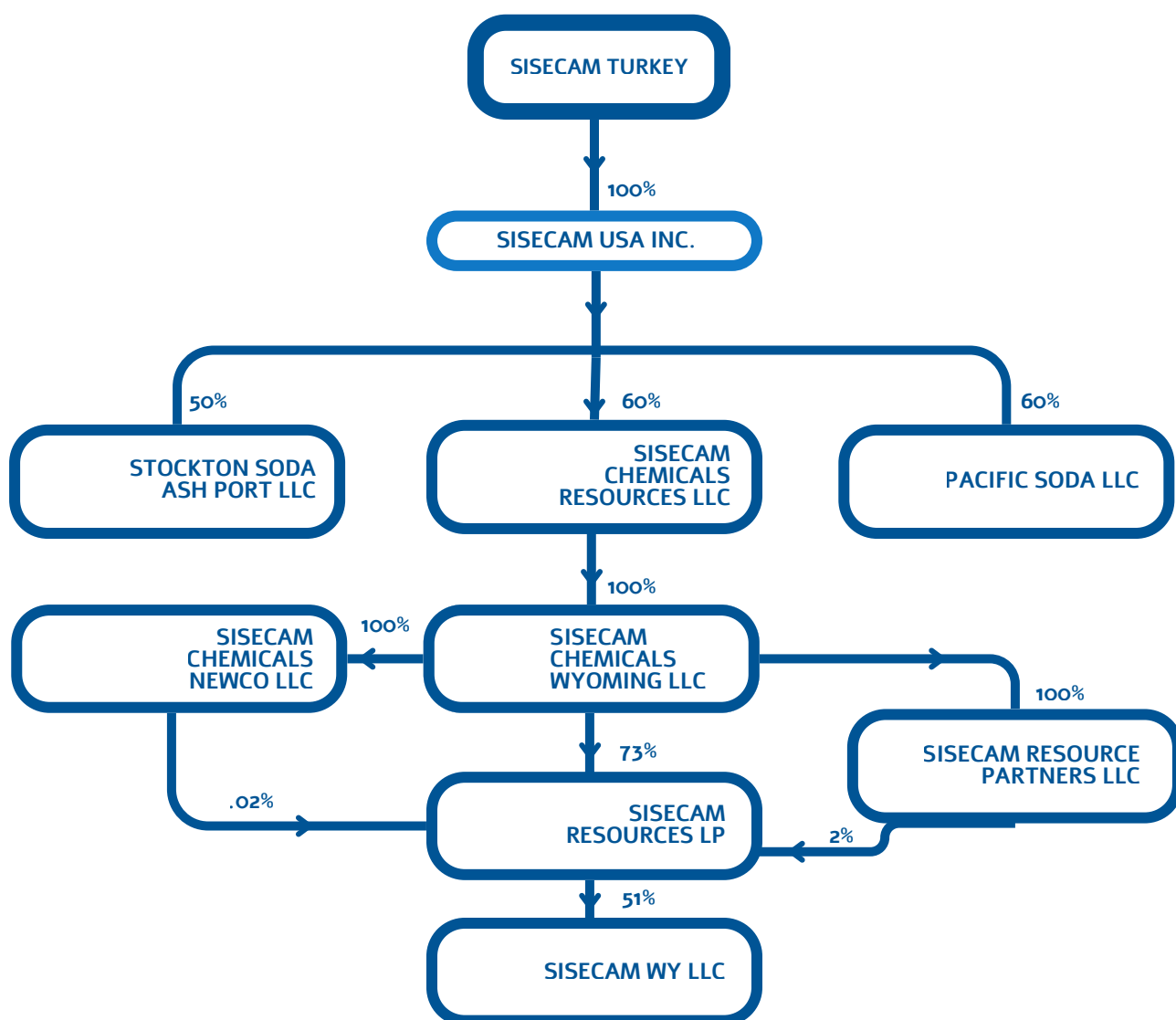


2021

Sisecam acquires 60% controlling interest in Ciner Resources, December 2021.



ORGANIZATIONAL STRUCTURE



COMPANY LEADERSHIP

Ertuğrul Kaloğlu

President & CEO

Ertuğrul Kaloğlu was appointed as President and CEO of Sisecam in April 2022. From 2017 until his appointment in April 2022, Mr. Kaloğlu served as Direct Procurement Director at Sisecam overseas. Mr. Kaloğlu has over 25 years of experience in the global supply chain in a variety of sectors: automotive, household appliances, industrial products, and telecommunications. Mr. Kaloğlu is an industrial engineering with a Bachelor of Science degree from Middle East Technical University, a Master of Science degree from Marmara University, and an alumnus of Insead's Executive Program.

Nedim Kulaksızoğlu

Chief Financial Officer

Nedim Kulaksızoğlu has been the Chief Financial Officer of Sisecam since March 2022. Previously, he was CFO of Pacific Soda LLC, a joint venture between Sisecam and its affiliates. Before that, he served as global head of taxation for Sisecam overseas from June 2016. He also held CFO roles in the glass packaging group and various financial and operational leadership positions in Europe and Turkey. Mr. Kulaksızoğlu holds a degree in Economics from Dokuz Eylül University and is an alumnus of Harvard Business School's General Management Program.

Hidayet Özdemir

Vice President of Manufacturing

Hidayet Özdemir was appointed as Sisecam WY's Vice President of Manufacturing in October 2022. From 1986 to 2020, he worked as a process engineer, production chief, production manager, plant manager, deputy general manager, general manager, and vice president of manufacturing. Afterward, he took on the technical consultant role for Şişecam's US operations. Mr. Özdemir holds a degree in chemical engineering from Hacettepe University.

COMPANY LEADERSHIP



David Black

Assistant General Counsel and Assistant Secretary

David Black joined Şişecam as Assistant General Counsel & Assistant Secretary in January 2023. His role expanded in June 2023 to head of legal for US operations. Previously, he was General Counsel & Corporate Secretary for a major commercial recycling firm. With 30 years of experience in corporate law, litigation, and legislative practice, he holds a bachelor's degree from Georgetown University and a Juris Doctor from the University of Michigan. He is also a SHRM-SCP and has taught at Clark College and Bellevue College.



Scott Hale

Vice President, Supply Chain & Logistics

Scott Hale joined Şişecam in January 2020 as Vice President of Business Development and Initiatives. In February 2023, he became Vice President, Supply Chain, overseeing all logistics for Şişecam USA. Previously, he led project execution teams for over \$4 billion in CAPEX with consulting firms. With 25+ years of industry experience, he has managed teams across North America in large projects. Scott studied at the University of Nevada, Reno, and is a certified Project Management Professional.



Muzaffer Lakdawala

IT Director

Muzaffer Lakdawala joined Sisecam in 2015 and advanced to Director of IT. He drives digital transformation, ensures governance, executes projects, and optimizes IT systems in the USA. With over 20 years of IT experience, Muzaffer began at PricewaterhouseCoopers as a Management Consultant. He has worked with CIOs and CTOs in the USA, Australia, Canada, and EMEA. Muzaffer holds a Master of Economics and Accounting from the University of Mumbai and is a graduate of Harvard Business School's Executive Leadership Training Program.

OUR STRATEGY

Our strategy was to maintain our leadership in the global soda ash industry. We executed capacity expansion plans on time and on budget, minimized our carbon footprint, maximized safety, and protected the environment. We optimized costs through flawless project execution, leveraged technology for automation, and fostered an ownership culture among employees. We empowered our workforce through accountability, engagement, and career development, and raised industry safety standards and care for our communities.



MANAGEMENT SYSTEM

At Sisecam WY, our goal is to be the preferred soda ash supplier in the United States and abroad based on our product and service quality. Aligned with this are certifications in ISO 9001, NSF/ANSI/CAN 60, Halal and Kosher. We are ISO 14001 certified.

We are embarking upon international standards for social responsibility and sustainable procurement via our membership in Ecovadis and Sedex. In December 2021, our Wyoming facility received a Gold Medal rating from Ecovadis, recognizing our social and sustainability practices.



While determining our sustainability priorities, we embrace strategic approaches that consider stakeholder expectations. As such, we have developed and adopted customized solutions based on our ethical values to ensure product quality, maintain brand reliability, and protect our natural soda production techniques.

By means of this strategic approach we have embraced an Environmentally-Friendly Sustainable Production mindset being deployed across the entire field of operations.

GOVERNANCE

Sisecam WY maintains its relationship with all its stakeholders pursuant to the principles of equality, transparency, accountability and responsibility.

Executive Board

Mustafa Gorkem Elverici - Chairman
Abdullah Kilinc
Gokhan Guralp
Hande Eroz
Selma Oner
Oguz Erkan
Huseyin Kuscu
Michael E. Ducey* (Independent)
Thomas W. Jasper* (Independent)
Alec G. Dreyer* (Independent)

Sisecam WY Ownership Breakdown			
Shareholder	Interest Type	Ownership in Wyoming	Full Control of Wyoming
Sisecam Resources LP	Controlling	51%	
Sisecam Resource Partners	General Partner	1%	X
Sisecam Chemicals US	Limited Partner	22%	
Ciner Enterprises	Limited Partner	15%	
Public	Limited Partner	13%	
Natural Resource Partners LP	Minority	49%	

Shareholder Structure:

Sisecam WY is a joint venture, Controlled and owned 1% by Sisecam Resources LP (NYSE:SIRE) and 49% by Natural Resources Partners LP (NYSE:NRP). Sisecam Resources, as a publicly traded partnership, is governed by its general partner, Sisecam Resource Partners LLC. The limited partner interests comprise publicly-traded units representing a 25% float, with the remaining units owned 60% by Sisecam A.S., a Turkish glass and chemicals conglomerate, and 40% by London-based WE Soda Ltd., one of the world's largest producers of soda ash.

*This note applies to all the names listed above. They resigned in June 2023.

NATURAL SODA ASH **PRODUCTION**



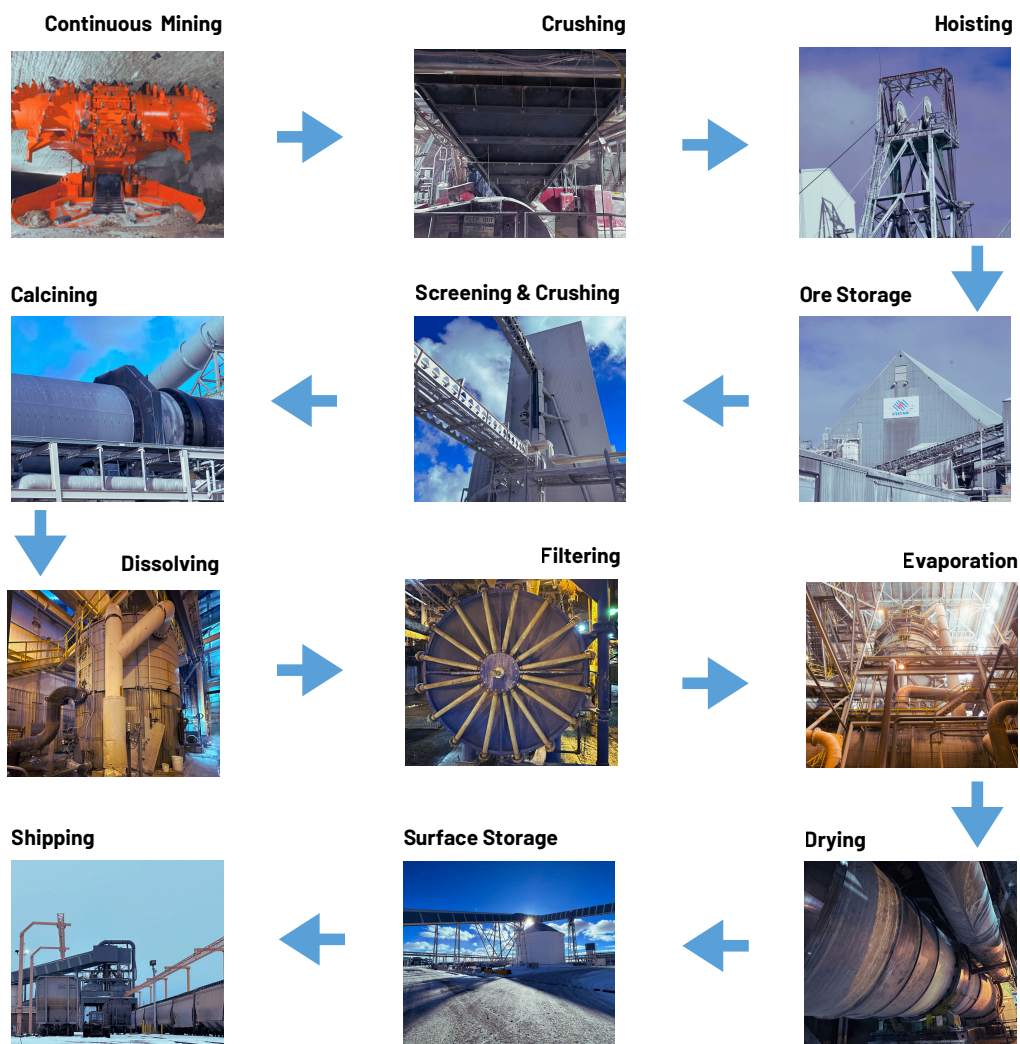
MINING PRODUCTION

World Trona Reserve

The world's largest trona deposit is in the Green River basin in Southwest Wyoming in the USA, which represents 90% of the world's known reserve.

Wyoming Natural Soda Ash Process

Natural soda ash is first mined as trona, a mix of sodium carbonate and sodium bicarbonate. Trona is then conveyed to the surface and refined into dense and high purity soda ash.



PRODUCTS & **AREAS OF USE**



SODIUM CARBONATE

What is Sodium Carbonate?

Also called Disodium Carbonate, Sodium Carbonate is a white basic salt with the chemical formula Na_2CO_3 . The main branch of industry where Dense Soda Ash is used is the glass industry. Soda ash is the second main raw material after silica. The Chemical industry takes second place in soda consumption, and it is used in many sectors such as detergent, paper, and aluminum manufacturing. We send more than 50% of Sodium Carbonate we derive from trona ore to glass manufacturing industries.



- Glass
- Chemical industry
- Soap and detergent industry
- Textile industry
- Water softening
- Flue gas desulphurization
- Cellulose and paper industry
- Water and wastewater treatment
- Mining - Lithium and Gold

SALES, MARKETING, EXPORT & **CUSTOMER RELATIONS**



SALES & MARKETING



Customer-Centric Sales and Marketing at Sisecam WY

At Sisecam WY, we manage every step of our sales and marketing processes based on a customer-oriented approach. Understanding and defining customer needs and expectations better, and taking suitable actions are among our priorities.

The sales and marketing strategy created in this section is based on the following:

- Maintain sales at the right time and under the right conditions for current and potential customer requests.
- Identify the elements that may affect customer satisfaction and take the necessary precautions.
- Coordinate between units before and after the orders.
- Identify and penetrate new markets.
- Contribute to our customer's growth and success, while fostering mutually beneficial long-term relationships.



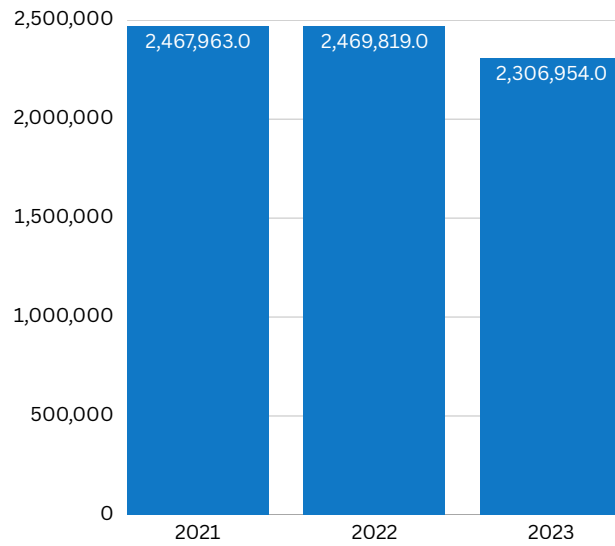
SALES NETWORK

WE SOLD TO 28 COUNTRIES IN 2023

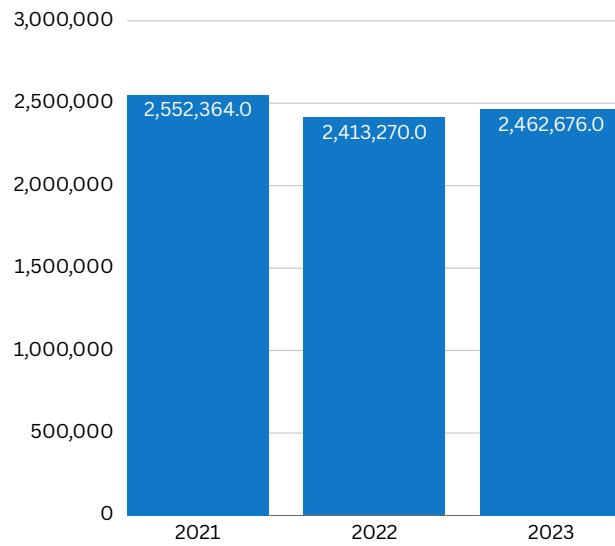
Argentina, Australia, Brazil, Canada, Chile, China, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, India, Indonesia, Japan, South Korea, Malaysia, Mexico, Nigeria, Peru, Philippines, Saudi Arabia, Taiwan, Thailand, Tunisia, United Arab Emirates, United States, Venezuela, Vietnam

SALES & EXPORT DATA

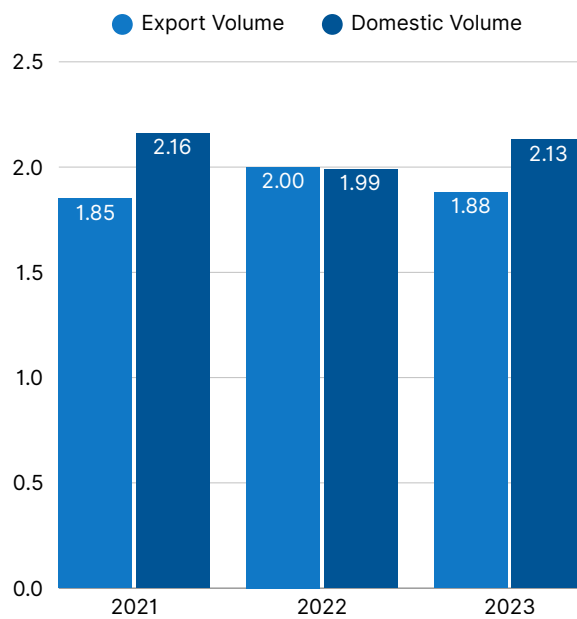
Production (Metric Tons)



Net Sales (Metric Tons)



Volume %



CUSTOMER RELATIONS

Sisecam WY has adopted the policy that all employees embrace customer satisfaction and customer-oriented working principles. To ensure this, we have developed relevant, action-driven business processes.

Sustainable customer satisfaction is maintained using effective, transparent, and two-way customer communication. Our Customer Relationship Management strategy includes identifying customer needs and expectations, defining customer conditions, reviewing customer recommendations, and swiftly addressing concerns at various before/after-sales touch points. The success of our program is closely related to top ratings in customer satisfaction, factors which have positively impacted our sustainability.

Both current and potential customers are offered plant tours, during which they can observe our process and ask questions about production management, product quality, and quality management systems.

Our commercial, logistics, and customer service teams also visit our customers at their facilities to better understand their needs, expectations, recommendations and issues.

Visits to Customer Facilities		
2021	2022	2023
11	27	31

We respond to customer requests via phone and email, using an effective process management approach. Each request is reviewed by our team not only to provide better service to our customers, but also to enhance our internal processes.

Sisecam WY, engages in positive, face-to-face interaction with customers and manufacturers on a day-to-day basis. Our sales, marketing, and customer service teams work closely with logistics and production to develop a holistic strategy for each client to ensure a seamless supply chain operation. If, and when issues arise, our team of solution experts responds quickly to isolate and remedy the situation.

In an area where the customer experience is critical to sustainability, we are serious in our commitment to ensure customer satisfaction. We listen to what clients say and act on it. That's why we have a solid, repeat customer base.

SUSTAINABILITY **INSIGHT**



SUSTAINABILITY MANAGEMENT



Efficient and Sustainable: Sisecam WY's Environmental Commitment

Sisecam WY has consistently been the most efficient and least environmentally impactful soda ash producer in the Green River Basin.

We have continuously upgraded manufacturing and plant equipment, which has subjected us to stringent air permitting regulations, helping us remain the lowest emitter. While most of our peers still rely on coal, we use 100% natural gas for our soda ash production in Wyoming.

Our EHS (Environmental Health and Safety) committee comprises a Board Member, the Vice President of Manufacturing/Operations Excellence, and Legal Counsel from our corporate office. The group meets quarterly to provide updates on current and ongoing EHS issues.

We aim to maintain compliance with all regulations, including those affecting air, water, and land quality, with all concerned entities and regulatory bodies (local, state, and federal).

We are actively involved in local, regional, and global environmental issues and take action to mitigate risks.

SUSTAINABILITY MANAGEMENT

Commitment to Corporate Sustainability and Environmental Stewardship

Because we acknowledge the value of sustainable corporate behavior, we strategize and devote resources to corporate sustainability, per our mission and vision. We infuse environmental values and practices throughout the organization to shape and promote sustainable activities, leveraging internal talent, sector experts, and academicians on climate change, effective resource use, and water management.



Sustainability-Related Responsibilities and Statements

The Sisecam WY Big Island Mine and Refinery has been a fixture of the community in Sweetwater County for over six decades and is keenly aware of its responsibility towards the next generation of employees and their families. We are proud of being the lowest pollution emitter and the most efficient producer in the area due to our unique natural soda ash refining process, which is significantly more environmentally friendly compared to synthetic operations.

All environmental aspects stemming from our operation are continuously assessed, and resources required to minimize the impact are maintained by the plant management using our Environmental Management System under ISO 14001. In order to minimize the effect on surrounding areas, targets are set to lower consumption, minimize waste, improve recycling, and reduce overall emissions. These factors have also been considered in our Environmental, Quality, Occupational Health, and Environment policies.

ISO 14001



CSI Certificate of Registration

Sisecam WY obtained a certificate of registration from BSI for the environmental management system under ISO 14001:2015 in September of 2022. The certification will continue to ensure that the facility:

- Reduces waste and energy use
- Protects the environment where we live and work
- Improve efficiencies and the cost of running business
- Meet legal obligations to win greater stakeholder trust
- Prepare for the changing business landscape with confidence

The ISO 14001 policy states:

- We maintain an environmental management system (EMS) appropriate to the purpose and context of our organization,
- Our EMS will provide a framework for setting environmental objectives,
- We fulfill our compliance obligations to the best of our ability,
- We are committed to protecting the environment and prevention of pollution,
- We continually improve our EMS with the purpose of enhancing our environment.

CIRCULAR PRODUCTION



A circular economy is an economic model that minimizes waste and pollution, conserves resources, and extends product lifespans. It is particularly significant for reducing emissions, especially in combating climate change.

Our natural soda ash is mined and manufactured in Wyoming and then distributed to multiple end users for use in various products. Still, no soda ash is recycled to the Sisecam WY facility. However, the site participates in many of the 5 R's of circular production.

» **REDUCING**

The 50-pound bags used to ship soda ash to our customers went through redesign to reduce the amount of paper required to manufacture each one by 33% while still meeting the needs of our customers.

» **REUSING**

Reusing the wooden crates that parts are received in and sending the rebuilt parts back in the same crates.

» **REFURBISHING**

The underground maintenance and production groups participate in a rebuild program with the manufacturer of its continuous miners based on the amount of trona ore produced by the unit. The unit is disassembled, hoisted to the surface, and transported to the rebuild shop. It is then fully overhauled, older components replaced with newer, more efficient ones, and control systems are replaced.

» **REPAIRING**

Each year, the Sisecam WY facility participates in multiple shutdowns to ensure equipment runs as desired and meets safety, environmental, and production goals. Where applicable, the site works with its vendors to rebuild equipment and components instead of completely replacing them.

» **RECYCLING**

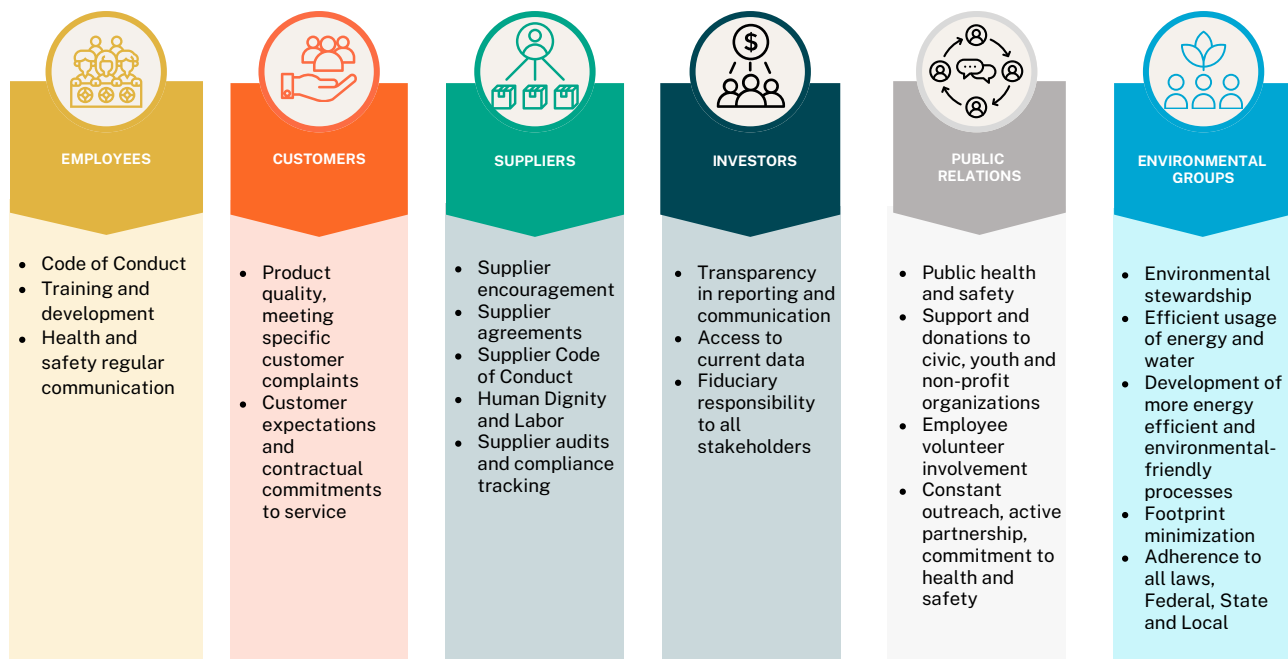
Sisecam WY recycles several materials to reduce the need to produce more from the earth. In 2022, the site recycled over 347,640 pounds of scrap steel and copper, plastic totes, and wooden pallets.

STAKEHOLDERS



COMMUNICATION WITH STAKEHOLDERS

STAKEHOLDERS & RELATED ISSUES



At Sisecam WY, we value the social license to operate. We understand that public perception and inclusive stakeholder concerns are necessary for businesses to function. We are respectful and aware of the importance of all our stakeholders being valued, heard, and included. We base all our decisions on our values and do not deviate from them.

Our candor and constant dialogue with each stakeholder contribute to our strong relationships. We are honest in our dealings with each other and all our stakeholders, and we embrace a commonsense approach to management. We value every stakeholder's voice and ensure we have the right communication plans to capture all ideas.

We establish systems and processes, such as surveys, focus groups, open-door policies, and formal meetings, to ensure effective communication and listening. Thus, our stakeholders may easily reach out to various committees within Sisecam WY and express their opinions through any preferred channel, including in-person meetings.

MATERIAL TOPICS

Transparent and Accountable Sustainability Priorities

The following topics have been identified as Sisecam WY's material topics based on stakeholder engagement and internal assessments. These represent the most significant economic, environmental, and social impacts of our operations.

We have adopted a transparent, accountable method of determining environmental and social sustainability priorities, reinforcing corporate trust.

The Environmental, Health, and Safety Committee and management lead the evaluation and determination of all subjects that may have a considerable impact on strategic initiatives and the company's economic, social, and environmental performance. We seek out internal stakeholders and process owners to evaluate identified subjects because their involvement is critical to our success rate in achieving long-term strategic targets.

Our objective is to produce high-quality products safely and economically, ensuring compliance with applicable standards while minimizing environmental impact. We take pride in using naturally occurring ingredients in all our products, which are pure and safe enough to be included in consumable items. Overall, our soda ash is more environmentally friendly compared to alternative products.



We are committed to producing innovative, reliable and safe products for today and tomorrow.

Based on our continuous interaction with our stakeholders, we identified some critical topics to consider as we set our priorities:

Material Topics Identified:

- Biodiversity
- Economic Performance
- Market Presence
- Indirect Economic Impacts
- Anti-corruption
- Tax
- Materials
- Energy
- Water and Effluents
- Emissions
- Waste
- Supplier Environmental Assessment
- Occupational Health and Safety
- Training and Education
- Diversity and Equal Opportunity
- Non-discrimination
- Local Communities
- Supplier Social Assessment
- Customer Health and Safety
- Marketing and Labeling

SUSTAINABILITY TARGETS

QUALITY AND ENVIRONMENT

Soda ash product conformance	99.9%
Customer satisfaction (Scale 1-5)	Averages 4 or higher for quality across all categories surveyed
Customer complaints each year	< 20
Process aid shipments rejected per year, due to Certificate of Analysis (COA) issues	< 5
Certification	ISO 14001: 2015 ISO 9001: 2015
Salt load to the river (per day)	< 1,000 lbs



ENERGY EFFICIENCY

Energy Consumption (mmBtu / metric ton)	< 4.4
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HEALTH AND SAFETY

Zero harm	To our teammates, family members, employees To our environment To our equipment
RAIR (Recordable Accident Rate)	< 1.0
LDIR (Lost Day Incident)	< 0.5
VPID (Violations per Inspection Day)	< 1.0

ECONOMICAL

Sisecam WY EBIDTA (2023)	\$200+ Million USD
Soda Ash Production (2023)	3.5 Million metric tons

CONTINUOUS IMPROVEMENT

Training	Trained 95% of Green River new hires as blue belts.
Cost Savings	\$1 million/year

SUPPLY CHAIN



We embrace ethically sound supply chain management and regularly review our strategies, standards, processes and performance to ensure long-term business relationships at every stage of the operation.

Meeting the expectations of our customers is at the forefront of our value chain. With our fleet of more than 2,200 railcars combined with a highly experienced and dedicated logistics team, we can reach even the most remote locations in North America. Through our export terminals and partners, we can ship around the world in a very efficient manner, allowing our customers the comfort and security of a reliable supply of soda ash.

Over 90% of our products are transported by rail. We have continuously improved our distribution management and upgraded our fleet. In recent years, we enhanced our fleet with cars that hold 8% more volume, and we are now planning to add even larger capacity cars. These improvements have enabled us to transport more tonnage with fewer trips and less fuel consumption, thereby reducing our overall environmental impact in terms of greenhouse gas emissions.

INITIATIVES & MEMBERSHIPS



Wyoming Mining Association (WMA)

Membership & Chairman of Safety Committee

Essential Minerals Association of North America (EMANA)

Membership & Chair of Safety Committee

National Safety Council (NSC)

Safety Membership

American Society of Safety Engineers (ASSE)

Safety Membership

Board of Certified Safety Professionals (BCSP)

Safety Membership

Wyoming Mining Natural Resource Foundation (WMNRF)

Board Membership/Founding Member

Supplier Ethic Data Exchange (SEDEX)

Board Membership, Treasurer

Southwest Wyoming Manufacturing Partnership (SWMP)

Membership

RISK MANAGEMENT

We take a holistic approach when addressing risk management. We consider stakeholder interests and expectations, the overall business environment, legal and regulatory requirements, and other factors that may affect our business. Risk management is at the forefront of our minds, intentionally embedded in our daily processes, and championed at the management and board of directors levels. As part of the Enterprise Risk Management (ERM) process, the ERM committee meets quarterly to review the progress of each identified risk topic and updates risk levels accordingly. Likewise, ERM documents are reviewed quarterly with the board of directors to discuss action items to mitigate the risks.

Management routinely analyzes and assesses potential impediments to the company's strategic objectives. They identify material risks that could impact our business and create and execute a road map to mitigate and eliminate them.

Safety is a value, not just an organizational priority. Therefore, it is an integral aspect of our ongoing risk management program and at the forefront of everything we do.

Some of the key components of our program are as follows:



- **Production/Growth:** Having a vested interest in maintaining its status as being the global leader in natural soda ash, the company is continuously looking for ways to not only sustain but grow its market share.
- **People/Human Capital:** Recognizing that people are our greatest asset, the company operates in a fashion that fosters employee retention and satisfaction.
- **Pricing:** Focusing on mitigating negative financial impact due to product pricing is a central component of the company's strategy and risk management program.
- **Innovation/Continuous Improvement:** Looking for ways to refine and improve our processes and business is an essential part of our strategy to maintain market share and favorable financial performance.

ETHICAL VALUES & **EMPLOYEE DEVELOPMENT**



ETHICAL VALUES



Code of Conduct

Our company's success is a direct result of our people and the values on which it has been built. We believe in tradition, thriving together, environmental stewardship, fair and transparent management, and respecting differences.

Excellent performance does not matter if it is achieved by making decisions inconsistent with our values. Nothing must get in the way of our mission to maintain the highest level of conduct. As we look forward to even higher performance levels, we recognize that this performance can only come if we conduct ourselves consistently with our values and at the highest level of integrity. Working together, Sisecam WY will remain a well-respected company and a great place to work.

All employees at Sisecam WY take a Code of Conduct training course, which details the ethics and values we support and by which we live. Additionally, every employee participates in annual Code of Conduct retraining. We also encourage our employees to anonymously report any concerns about possible Code of Conduct violations to our ethics violations hotline or a dedicated website. These measures ensure we remain aligned in our values and ethics as we lead our world-renowned business.

Sisecam WY provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, status as a covered veteran, or any other class protected by applicable federal, state, and local laws. Sisecam WY complies with applicable state and local laws governing non-discrimination in employment.

WAGE POLICY



Pay equality is one of the foundation principles of our commitment to building an inclusive and high-performance culture at Sisecam WY. As we advance our efforts, we strive to embrace practices designed to ensure our workforce receives equal pay for equal work.

To support this commitment, each year we examine our pay practices with the support of third-party independent analysis. We:

- Review and benchmark every role
- Compare our position pay vs the external marketplace
- Ensure compliance with Federal, State and local laws
- Conduct disparate impact analysis

Through Total Rewards initiatives, we strive to enrich our employees experience through a mix of fixed and variable pay that includes base pay, overtime pay, annual bonus rewards and long-term financial retirement investments. Our compensation program is designed to support our strategic growth objectives and to attract, motivate, and retain a highly skilled workforce.

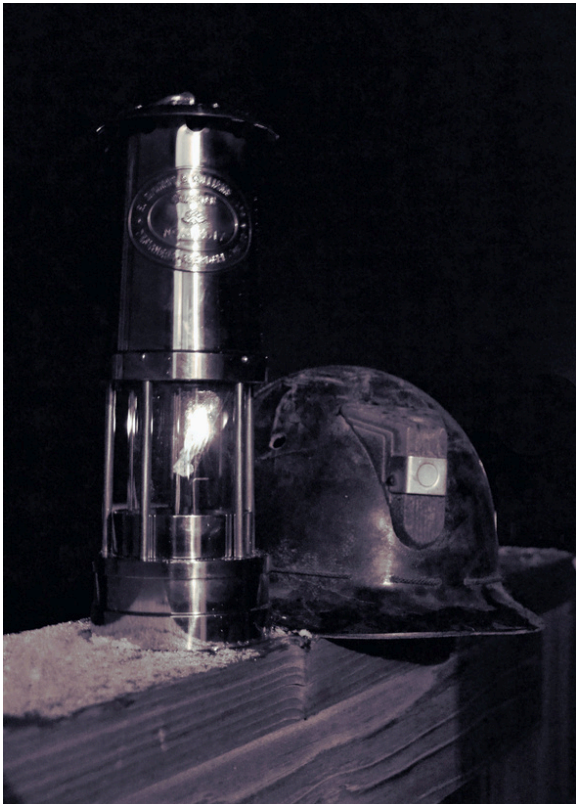
Our Total Rewards philosophy goals are:

- Align long-term interests/growth with our Stakeholder interests
- Ensure market-competitive pay
- Design and implement pay packages that encourage both short- and long-term performance
- Provide employees attractive and generous additional benefits including health, vision, dental and supplemental insurances

OUR VALUES

Guiding Principles

At the heart of our company lies a set of core values that guide our actions and decisions. These values include fostering mutual support through our rich traditions, thriving together by embracing continuous growth, promoting environmental care through sustainable measures, maintaining fairness and transparency in management, and respecting differences to create an inclusive environment. Together, these principles form the foundation of our commitment to excellence and integrity in all that we do.



Tradition and Support

Foster mutual support, drawing strength from our traditions.

Thrive Together

Thrive and develop collectively, embracing continuous growth.

Environmental Care

Promote and implement sustainable measures to safeguard our environment and promote its well-being.

Fair and Transparent Management

Maintain fairness and transparency in every decision made.

Respect for Differences

Embrace an inclusive environment where differences are respected.

EMPLOYEE DEVELOPMENT & COMMUNICATION

Talent Acquisition, Management and Development

Commitment to Talent

At Sisecam WY, we believe that our people are the driving force behind our success. We are committed to attracting, developing, and retaining the best talent through innovative practices and programs. By fostering an inclusive and growth-oriented culture, we empower employees to reach their full potential and contribute meaningfully to our organization's goals.



Employee Development and Continuous Learning

Continuous learning is at the core of our talent development strategy. On average, employees as a group received 5,500 hours of training in 2023, focusing on technical skills, leadership development, and personal growth. Robust e-learning platforms, mentorship programs, and workshops ensure employees are equipped to succeed in their roles. Leadership training programs supported internal promotions, with internal candidates filling 3.7% of leadership positions.

Talent Management and Sustainable Workforce Development

Our talent management framework ensures employees receive transparent and constructive feedback through regular performance appraisals. In 2023 we had 209 salaried (exempt and non-exempt) employees or 41% of the workforce received performance reviews.

EMPLOYEE DEVELOPMENT & COMMUNICATION

Sisecam WY's Learning, Training, and Development Strategy

The success of our company is a direct result of our people, our values, and our culture. We believe in the potential of each individual, and we grow our potential into results through training and development.

As Sisecam WY's Learning, Training, and Development strategy is founded upon the pillars of Safety, Leadership, and Skills Development. Each of these pillars has its own objectives, strategy, and measurements for success.



Safety:

"Safety is a value, not just a priority. It's how we do business; it's who we are." We believe this, we live it, and our culture of safety training is founded on it. Every new employee participates in safety training specific to their work environment. Wyoming employees also participate in annual safety refresher training. We use training to align our safety expectations and practices with our vision for a Zero-Incidence Mindset.

Leadership:

Our leaders play a critical role in building our culture. Our commitment to employee development raises employee engagement and buy-in and advances our performance. Leadership is not an assignment, a job, or a title. It is a choice. We equip our leaders with the tools and skills to effectively lead our employees and grow our business. These skills and tools are taught and practiced in a series of formal leadership courses that address our business's unique needs and challenges.

Skills Development:

Skills development has three subcategories:

- Career Progression
- Maintenance Apprenticeships
- Education Assistance

EMPLOYEE DEVELOPMENT & COMMUNICATION

Career Development and Maintenance Apprentice Programs

Career Progression matches hourly employees with a Training Coordinator who guides the employee's training and skills acquisition process. Employees regularly meet with their Training Coordinator to establish career goals, set training plans, and review progress toward goal completion.

The Maintenance Apprentice program enrolls new hourly maintenance employees in certificate earning courses through Western Wyoming Community College. The maintenance certificate programs are designed to teach new maintenance employees the skills and knowledge required to succeed early in their career. Classes are loaded with lectures and labs to ensure practical learning application.

Sisecam WY pays the enrollment, course, and book fees for qualified employees. Employee work schedules are adjusted to accommodate class and coursework requirements.

Education Assistance is aligned with Sisecam's talent strategy to build and maintain a culture of development.

Approval Process for Education Assistance Requests

Employees who request Education Assistance for a bachelor's degree must gain approval from their direct manager and site Human Resources Representative. Individuals who request a master's degree must gain approval from the Director of Human Resources and the Chief Executive Officer.



EMPLOYEE DEVELOPMENT & COMMUNICATION



BizLibrary

Empowering Employee Growth and Development

At Sisecam WY, we recognize that continuous learning is essential for growth and innovation. Sisecam Academy, our in-house online training platform, provides employees with accessible, high-quality learning opportunities tailored to their professional and personal development needs. By fostering a culture of lifelong learning, we ensure our workforce is future-ready and equipped to drive success.

Key Features of BizLibrary

BizLibrary is designed to support diverse learning preferences and career aspirations. In 2023, our employees completed 2044 courses.

The platform includes:

- Over 40 interactive courses covering technical skills, leadership, sustainability, and personal growth.
- Certifications to recognize employee achievements.
- Customizable learning paths tailored to roles and goals.
- Mobile-friendly access to enable learning anytime, anywhere.

EMPLOYEE DEVELOPMENT & COMMUNICATION

Employee Recognition, Community Involvement, and Special Events at Sisecam WY

At Sisecam WY, employee recognition, community involvement, and special events have become major drivers that help every employee with their development, communication and engagement.

Here are a couple of examples of employee programs in place:

- **Service Anniversary Banquet:** Each year, a banquet is held to honor employees with 5 to 40 years of service. The event includes dinner, individual recognition, entertainment, and raffle prizes.
- **United Way Campaign:** Every year, an internal United Way Campaign is organized, with Sisecam WY matching employee contributions up to \$30,000. United Way supports children, families, independence, and community safety.



- **Annual Summer Picnic:** The annual family picnic brings together employees, their families, and retirees for a fun and relaxed gathering. It's a great opportunity to connect with coworkers outside of work.
- **Winter Celebration:** This is held in January for all employees, retirees and a guest. The event includes dinner, photo booth, casino gaming, raffle prizes and a DJ service for dancing.
- **Safe Year Recognition Program:** Employees are honored for promoting a strong safety culture through the Safe Year Program. They receive stickers for each Safe Year worked, which can be displayed on hard hats or kept as keepsakes. Milestone awards include a silver hard hat at 25 consecutive safe years, a gold one at 35 years, and a personalized hat at 40 years. These hard hats symbolize dedication and are proudly worn across the facility.
- **Health & Wellness Program:** Sisecam WY supports employees' well-being through a yearly reimbursement program for physical activity, weight management, and mental health. Employees earn incentives through a point system and can participate in biometric screenings, blood drives, flu shots, and exercise challenges. Preventive care is provided at no cost.

HEALTH & SAFETY POLICY (MSHA)



We maintain a safe and healthy work environment for our employees by taking precautions that address general and specific risks to ensure their safety and minimize accidents. We guarantee that all employees of Sisecam WY, including its employers, employer representatives, contractors, and interns, exercise work safety rules regardless of their areas of activity. The Mine Safety and Health Administration (MSHA) governs work performed on mine properties.

The governing regulatory agency, MSHA, requires training under part 48 of 30CFR, the Code of Federal Regulations. This part requires all individuals working on a mine site to have the appropriate training. MSHA must approve the training plan and the instructors who oversee the training. The standard also requires visitors to the site to have undergone Site Hazard training before entering the facility. Sisecam WY maintains 100 percent compliance with this requirement.

A Safety and Health Department has been established to determine required MSHA measures, monitor implementation, prevent work accidents and occupational diseases, conduct first aid and emergency treatment, and provide preventive health and safety services. The department comprises five individuals (A Safety Manager, two Safety Specialists, an Industrial Hygienist, a Nurse and an Admin Assistant).

HEALTH & SAFETY POLICY (MSHA)

Sisecam WY: Commitment to Workplace Safety & Health

At Sisecam WY, we prioritize maintaining a safe and healthy work environment by implementing comprehensive safety precautions that address both general and specific risks. Our approach ensures that all employees, contractors, employer representatives, and interns follow strict safety protocols, regardless of their roles or areas of activity. Sisecam WY's comprehensive safety strategy ensures continuous compliance, proactive risk management, and employee engagement in creating a safer workplace.

Regulatory Compliance & Training

- **All work performed on mine properties follows regulations set by:**
 - Mine Safety and Health Administration (MSHA)
 - State of Wyoming Mine Inspector's Office
- **MSHA Training Requirements (30CFR Part 48):**
 - Mandatory for all individuals working on a mine site
 - Training plans must be MSHA-approved
 - Instructors must also be MSHA-approved
 - Visitors must complete Site Hazard training before entering
 - Sisecam WY maintains 100% compliance with these requirements

Audits & Safety Oversight

- MSHA full site audits conducted four times per year (quarterly)
- State of Wyoming safety audits conducted biannually
- Safety & Health Department established to:
 - Monitor MSHA compliance
 - Prevent workplace accidents & occupational diseases
 - Conduct first aid, emergency response, and preventive safety services
 - Department staff:
 - Safety Director
 - Two Safety Specialists
 - Industrial Hygienist
 - On-site Nurse



Employee-Driven Safety Programs

- **Safety Committee:**
 - 25 employees from all areas of the facility (hourly & salaried)
 - Chaired by hourly employees
- **24/7 Safety Hotline** available for employees to report issues or concerns

Emergency Preparedness & Response

- On-site ambulance for transporting employees to emergency care
- Advanced Life Support (ALS) & Life Flight services available if needed
- Emergency Response Training:
 - 35 employees trained to Emergency Responder Level (EMR)
 - Trained responders distributed across shifts & crews for continuous coverage
 - 58 employees trained in CPR & AED use
 - 45 employees trained in Stop the Bleed (tourniquet use)

HEALTH & SAFETY POLICY (MSHA)



At Sisecam WY, safety is central to everything we do. Each of our employees lives this message every day.

Stop Work Authority Cards: Every employee at Sisecam WY can use Stop Work Authority Cards to halt any unsafe behavior or task. These cards serve as a reminder and tool to stop work if a dangerous condition is observed. The issue is then discussed, and steps are taken to mitigate the risk.

20/20/20: Sisecam WY's 20/20/20 program asks employees to take a 20-second break every 20 minutes to observe the work area within 20 feet for potential hazards. This helps maintain situational awareness and prevent incidents caused by environmental or task changes.

Zero Incident Mindset (ZIM): These programs support and guide our efforts with a Zero Incident Mindset (ZIM). Zero harm to our teammates and family members. Zero Harm to our environment. Zero Harm to our equipment.

Sisecam WY shall uphold its position as an industrial leader by conducting all activities that protect the safety and health of its employees, contractors, visitors, and the communities in which it resides. The strong Safety Culture at the Wyoming plant and home directly results from what we value.



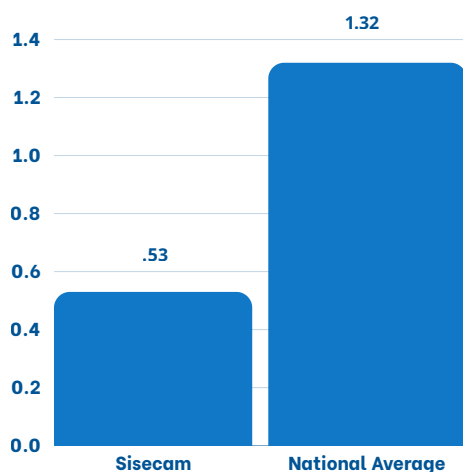
They all work together to create a safe culture:

- PASS Positive Attitude Safety System
- STOP Stop Work Authority – Stop any unsafe activity or process
- ZIM Zero Incident Mindset – Zero is achievable
- 20/20/20 Break every 20 minutes for 20 seconds to look 20 feet around the work area

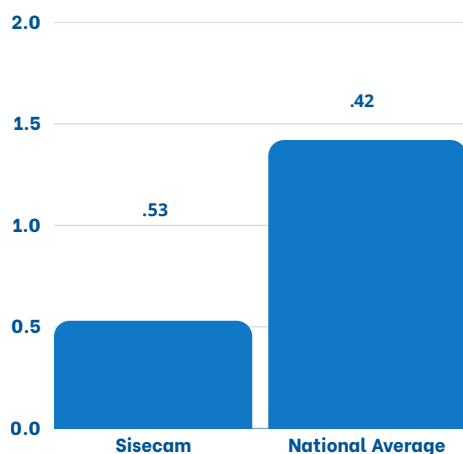
HEALTH & SAFETY POLICY (MSHA)

Sisecam WY shall uphold its position as an industrial leader by conducting all activities that protect the safety and health of its employees, contractors, visitors, and the communities in which it resides. The strong Safety Culture at the Wyoming plant and Home directly results from what we value.

2022 Violations per Inspection Day (VPID)



2023 Violations per Inspection Day (VPID)



In fulfillment of this commitment, Sisecam WY shall maintain a continuing effort to:

- Enhance safety and health awareness among our employees and associated stakeholders through effective communication, training, and demonstrated performance
- Integrate safety and health considerations into all aspects of our business operation and decision making
- Proactively reduce our risks through periodic safety and health audits, investigating all workplace and process safety incidents and illnesses, and maintaining timely and effective corrective action programs
- Take personal accountability linked with individual performance and champion safety and health responsibilities among our teammates, family members, and contractors and suppliers
- Comply with all applicable Safety and Health laws and regulations
- Increase shareholder value through safety and health excellence

SAFETY AWARDS

Sisecam WY: A Legacy of Safety Excellence

Wyoming, safety is not just a priority—it is a core value that defines how we operate and who we are. Our guiding principle is simple:

“The most important thing to come out of the mine are the miners.”

Through a deep-rooted commitment to safety, Sisecam WY has built an industry-leading safety culture that has earned recognition at both state and national levels. Sisecam WY’s exceptional safety record is a direct result of its commitment to protecting its workforce, continuous training, and proactive risk management.



Award-Winning Safety Performance

- Recognized by the Wyoming Mining Association as the Safest Underground Mine in the State (Large Mine Category) more than 35 times
- Eight-time winner of the Essential Minerals Association of North America (EMA-NA) Large Category Award for the safest underground mine in the U.S.
- Awarded the Governor’s Safety Award (Safe Sam) in 2020, marking the second time winning this prestigious honor
- 2023 First-Place winner of the Confined Space category at the Nevada Safety Olympiad

Elite Mine & Surface Rescue Teams

- Nationally recognized teams, consistently ranking among the best in the country
- Nine-time national mine rescue championships
- Three international surface rescue championships

ENVIRONMENTAL **RESPONSIBILITY**



ENVIRONMENTAL MANAGEMENT



The Sisecam WY plant has been a fixture in the Green River community for almost six decades and is keenly aware of its responsibility towards the next generation of employees and their families. We are proud of being the lowest pollution emitter and the most efficient producer in the area due to our unique natural soda ash refining process, which is significantly more environmentally-friendly compared to synthetic operations.

All environmental aspects stemming from our operation are continuously assessed, and resources required to minimize the impact are maintained by the plant management. In order to minimize the effect on surrounding areas, targets are set to lower water consumption, minimize waste, improve recycling, and reduce overall emissions. These factors have also been considered in our Quality, Occupational Health, and Environment policies.

ENVIRONMENT FRIENDLY PRODUCTION



Sisecam WY is the only producer in the Green River area that utilizes two separate beds of trona; the organization's overall footprint is much smaller than other mines with similar production output.

Our surface impact is minimal which allows for continued surface use and access of approximately 90% of the land that Sisecam WY has mining leases on. These uses include public recreation, farming, ranching, grazing and part of the Seedskadee National Wildlife Refuge, all active while underground mining is being conducted.

Currently, a portion of our produced tailings are placed underground, thereby lessening the impact on surface tailings impoundments. We have relinquished our right to use coal, demonstrating our commitment to preserving the environment and setting an example for other producers. Low NOx burners, burning only clean natural gas (not coal), and stringent annual emissions testing ensures that we remain the lowest emitter in the Green River basin.

AIR MANAGEMENT



The facility continues to comply with our air permits and minimize air emissions from the mining and refining process to stay within our legally prescribed limits. To minimize NO_x emissions from our calciners, we use low-NO_x burners, and to minimize NO_x emissions from our cogeneration facility, we use a selective catalytic reduction system to convert NO_x into N₂ and water. We record compliance with our facility through continuous monitoring, periodic sampling, and reporting.

Dust is one of the significant aspects of the environmental management system. Capital investments are being made to reduce fugitive emissions at the tailings complex and in the crushing area of the process. Over the next two years, the facility will replace older emissions control infrastructure with new, more efficient infrastructure to better control dust at transfer locations.

In addition, Sisecam WY is committed to calculating the facility's Scope 1 and Scope 2 greenhouse gas emissions annually, which exceeds the legal state and federal requirements. By calculating these emissions annually, the facility can better understand where it can target emissions reductions in the future.

To reduce road congestion and air emissions from commuting to the facility, the company provides buses for each working shift to commute to and from the mine site from the two nearest communities, Rock Springs and Green River. This includes eight buses each day during the work week and six on the weekends, providing opportunities for public transportation to work. Approximately 70 employees use the bus daily, reducing an estimated 70 personal vehicles on the roadways.

WATER MANAGEMENT

Water is essential for life, and Sisecam WY is committed to conserving it. According to the United Nations Environment Programme, over half the world population will face water scarcity within 50 years. At Sisecam WY, we consider water our most important heritage for future generations. We address water issues broadly and adapt our water management strategies to global changes, raising employee awareness through training.

In recent years, Sisecam WY has significantly emphasized efficient water use and identified many projects related to water use reduction. To help reduce water consumption, all new and repaired faucets installed in the change house facilities for the workers are low-flow faucets.

The Sisecam WY Facility is a non-discharge facility, meaning no contaminated surface waters are discharged to the nearby Green River. Over the past several years, the facility has invested tens of millions of dollars in cutoff walls and pump-back well systems to reduce groundwater interaction with high Total Dissolved Solids (TDS) water from historic ponds. Seepage from the tailings storage complex has resulted in elevated Specific Conductivity (SC), used as a surrogate for TDS, in groundwater found in surficial unconsolidated materials, fractured bedrock, and alluvium beneath the site. The site includes ponds, pump-back systems, dams, slurry walls, and monitoring wells. The five active tailings storage units are collectively called the "Tailings Complex." Placement of tailings in historical Pond 2 was done briefly in the late 1970s and early 1980s but stopped due to seepage concerns. Construction of Pond 2 began in 2014 with a liner and cutoff wall, continuing through 2021. An HDPE liner was placed in 2021, with active tailings placement on the new liner starting and continuing in 2023.

WATER MANAGEMENT



Three groundwater pump-back systems currently intercept groundwater migrating from the Tailings Complex southwest toward the Green River. The pump-back systems also promote dam safety by lowering groundwater levels, which reduces uplift pressures at some of the Tailings Complex seepage control structures.

Groundwater levels and SC are measured semi-annually at wells across the Site to monitor the extent and migration of seepage from the Tailings Complex. Eleven wells near Pond 2 are monitored quarterly to assess potential seepage effects. Data is also collected at wells near the Green River to evaluate the site-related mass flux of TDS to the Green River semi-annually.

TDS concentrations are estimated from measured SC values using a Site-specific relationship developed over many years of monitoring. The site continues to operate at a salt loading level much lower than the regulatory limit of 2000 lbs. per day of total dissolved solids released into the Green River.

All water from the Green River is monitored to help prevent water-related crises in the region. We strive to ensure water efficiency and have maximum soda ash output per gallon of water used.

WASTE MANAGEMENT

Sisecam WY is continuously working on reducing waste by separating streams, recycling all metal from older decommissioned units, and doing maintenance and project work. The facility is a very small quantity generator of hazardous wastes, which is managed by a rigorous chemical approval process that limits RCRA hazardous chemicals from being brought on site in the first place. When a chemical is requested to be brought to the facility for use, it is analyzed for waste/disposal, quality of product impacts, and safety concerns. If any issues are found, an alternative chemical is suggested rather than the original hazardous chemical. By taking these steps, the facility reduces regulatory obligations and instead can manage waste based on best practices by maintaining a very small quantity hazardous waste generator status. In 2023, the facility generated and adequately disposed of 68.0388 Kg of hazardous waste offsite.

In 2022, a continuous improvement project was developed to return empty plastic totes for recycling. In addition, another continuous improvement project was started to increase amount and locations of trash cans and cigarette butt cans at the facility in strategic locations to minimize refuse placed on the ground throughout the facility.

Overall, liquid solution, a by-product of the process, is collected in the DECA ponds. These ponds enable Sisecam WY to recover soda ash via DECA rehydration, which would otherwise be lost in processing trona, and they reduce water consumption from the Green River.

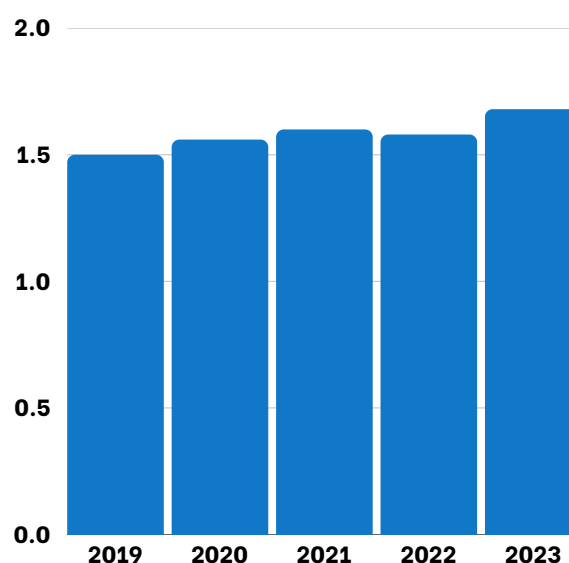
	Sisecam WY (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
By-Products	DECA Ponds (able to feed back into soda ash production process)	Calcium Chloride (waste product)	Ammonium Chloride (co-product)

NATURAL RESOURCE MANAGEMENT

As part of our operations, trona ore is mined and processed to derive Sodium Carbonate (Soda Ash). Meanwhile, other production techniques such as Solvay and Hou require different types of raw materials such as salt (brine), limestone, ammonia, and carbon dioxide to be used in the process.

	Sisecam WY (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
Raw Materials	Trona	Salt (brine), Limestone, Ammonia	Salt (brine), Carbon Dioxide, Ammonia

**Ore to Ash Ratio
(Millions of Metric Tons)**



Over the past decade, due to application of innovative solutions in the production process, Sisecam WY has managed to use less trona ore to produce the same amount of soda ash. Thus, trona ore to ash ratio (amount of trona ore required to produce one ton of soda ash or liquor) has dropped by 11.8% between 2009 and 2021.

BIODIVERSITY & LAND USE

At Sisecam WY, we are aware of our responsibility to protect the planet and strive to minimize our environmental impact.

For eight years Sisecam WY has been partnering with other local producers in the formation of the Wyoming Mining Natural Resource Foundation. <http://www.wmnrf.org/>.

The Foundation's mission statement "Industry Providing for People while Partnering in Conservation and Environmental Stewardship" recognizes the critical role that Wyoming's mining industry plays in providing for the health and well-being of human and natural environments.

The Foundation has developed an initial conservation strategy designed to engage landowners and land managers, agencies, academia, and stakeholders to work with the mining industry to implement durable conservation practices on the ground.

The Wyoming Mining Natural Resource Foundation (WMNRF) is developing a voluntary conservation strategy to achieve durable net conservation benefit for the greater sage-grouse and the habitat it depends on in the landscape context of mining and processing operations in Southwestern Wyoming. An agreement among WMNRF, the U.S. Fish and Wildlife Service, and the Bureau of Land Management will guide the implementation of the conservation strategy. The agreement would incorporate either a Conservation Benefit Agreement, a Habitat Conservation Plan (HCP) or a combined CCAA/CCA (Candidate Conservation Agreement with Assurances - applicable to non-federal property, and an integrated Candidate Conservation Agreement - applicable to federal property). The partnership and support of WMNRF confirm our effort to remain actively involved in preserving wildlife. Annually BLM participates in Greater Sage Grouse Lek counts with Wyoming Game and Fish Department and the US Fish and Wildlife Service.

In addition, the tailings and evaporation ponds used across the facility attract migratory waterfowl throughout the year as a place to rest and rejuvenate before continuing their migration. To minimize the facility's impact on local wildlife, and as part of the Migratory Bird Treaty Act, Sisecam WY completed a program. It saved 211 birds from the ponds and chased off 402 of them in 2023 using a variety of boats and rescuing methods. This program has been ongoing since 1975 at the facility and has saved over 33,000 migratory birds from being negatively impacted by the mining and refining operation.

To minimize damage to native soils, vegetation, and wildlife in the high desert, personnel must drive only on designated roadways. Heavy equipment off designated roads compacts soil and increases water drainage. Operations are avoided when the ground is wet to prevent erosion. Vegetation is cleared only as necessary for safe operations. Disturbances are consolidated to minimize surface impact and habitat loss. All disturbed areas are annually revegetated and reclaimed with native species after use for mining and refining.

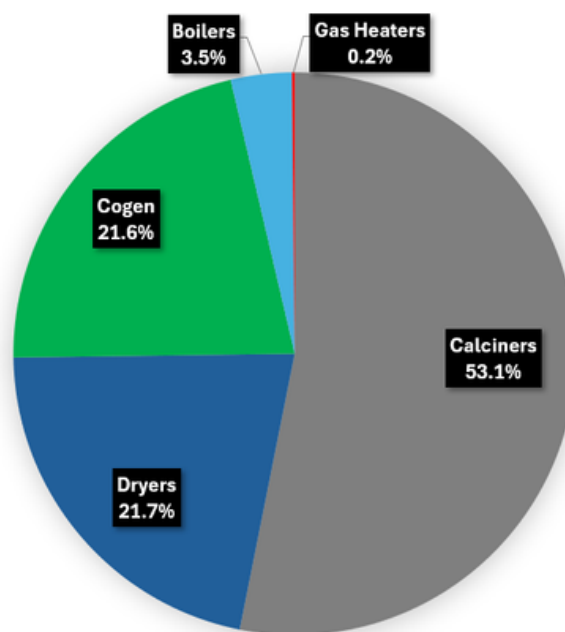
ENERGY STRATEGY

Maximizing Energy Efficiency through Utility Programs and Comprehensive Audits

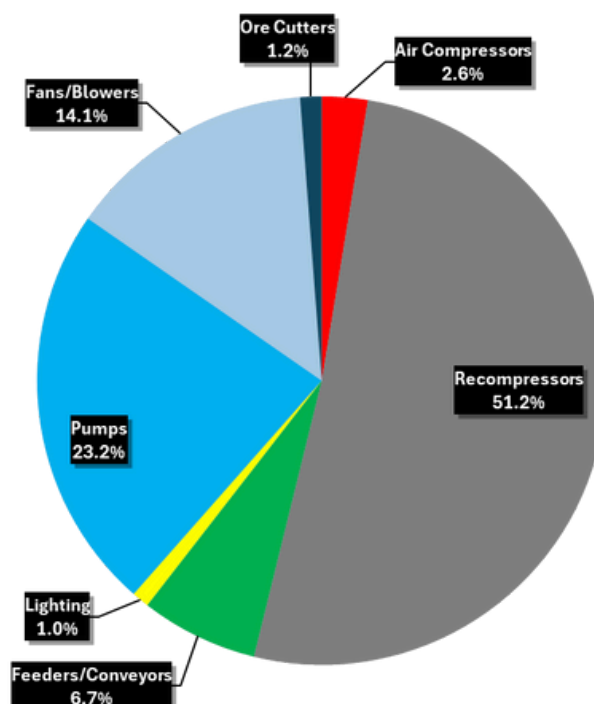
Sisecam WY leverages utility efficiency programs to offset the cost of efficiency projects and initiatives with rebates and incentives. Sisecam WY also leverages energy consultants funded by utility efficiency programs to identify and oversee the implementation of efficiency opportunity projects.

In 2023, Sisecam WY conducted a comprehensive survey of all energy-using equipment to identify how site energy is utilized. This audit will help pinpoint opportunities to reduce energy consumption. The adjacent graphs illustrate the percentage of energy consumption by category.

Gas Consumption



Electric Energy Consumption



SIX SIGMA ENERGY EFFICIENCY

Sisecam WY has a dedicated Energy Team which collaborates closely with various plant departments to enhance productivity and operational efficiency. The source of most project ideas originates from our proactive employees, showcasing our culture of self-motivation that drives us to consistently seek ways to refine our operational practices.



Project ideas are communicated through multiple channels to the Energy Team which analyzes project scopes, potential savings and implementation strategies working closely with employees to achieve the desired outcomes. Energy projects are then vetted and approved through Sisecam WY's Continuous Improvements program to ensure projects align with key metrics such as safety, personnel, quality, delivery, and cost.

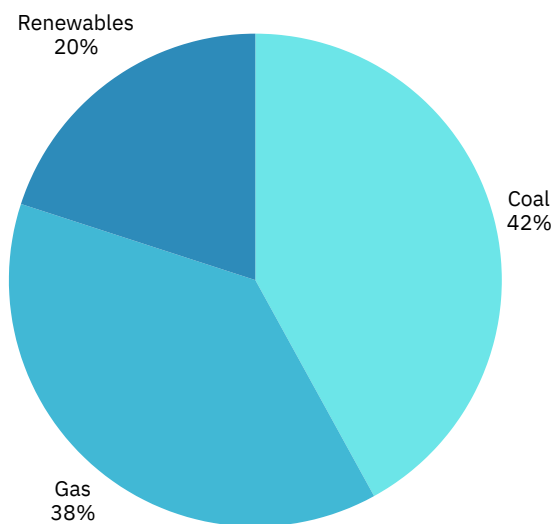
Continuous Improvement Spotlight Projects

- The standout achiever among the CI projects for 2023 was the Cogen Steam Reduction project.
 - Reduced steam generation from old powerhouse boilers, which are used for emergency back-ups.
 - Provided more steam throughput in the Cogen steam turbine, resulting in higher efficiency and electricity production.
 - Annual cost saving of this project was \$1.1 million.
- Sisecam WY continues to convert all existing High Intensity Discharge (HID) lighting to **Light Emitting Diode (LED)** as old high-pressure sodium and metal halide lights burn out.
 - Conversion from HID to LED lighting can reduce light energy consumption between 60% - 70%.
- Opportunities were also identified to:
 - Replace nonfunctioning photocells to turn off exterior lights during the day.
 - Install thermostats on large building heaters to shut down in the spring and fall when outdoor temperatures are above freezing during the daytime.

Our future is looking bright as we continue to identify opportunities to reduce energy consumption which saves costs and improves operation of equipment.

CLIMATE CHANGE & ENERGY EFFICIENCY

CoGen



As part of the energy efficiency initiatives, Sisecam WY installed a natural gas turbine and associated Co-Generation (electricity and steam) facility, which will replace the older and less efficient units, and provide close to 35% of the site's energy needs.

The Co-Generation facility burns clean natural gas to produce electricity thus displacing the electricity that is currently sourced primarily from coal fired power plants. In addition, gas turbine exhaust heat is used to "co-generate" steam for use in surface operations.

Sisecam WY purchases power that the cogeneration facility cannot produce for the facility's needs from the eGRID sub-region NWPP, which generates power using renewable resources for more than 65% of the power generated in the region. This eGRID sub-region uses less nonrenewable resources to generate power than the national average and is more environmentally friendly.

CLIMATE CHANGE & ENERGY EFFICIENCY

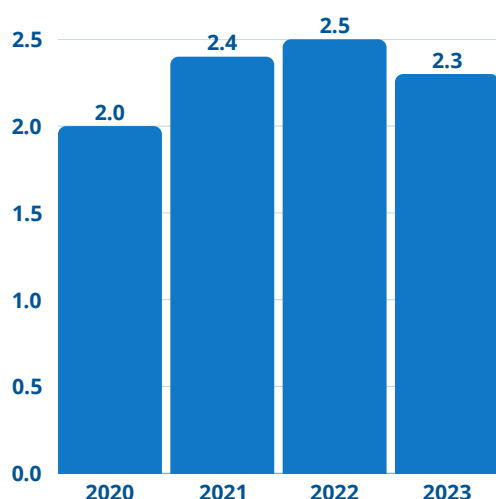
Synthetic Ash vs. Natural Ash

Overall, compared to synthetic soda ash producers, Sisecam WY uses over 40% less energy for its operation.

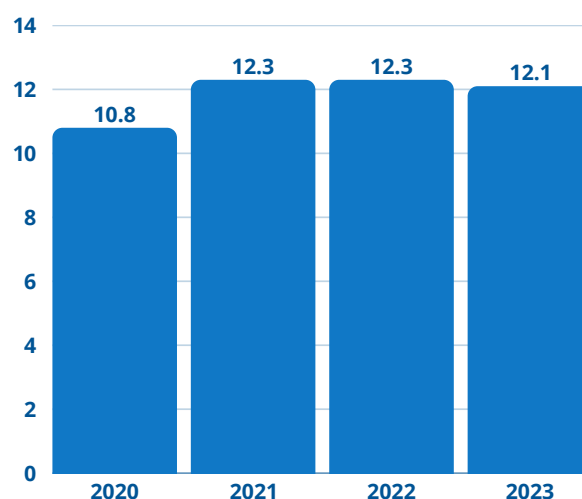
Despite increases in Production every year, Sisecam WY, has reduced the overall energy consumption for electricity and natural gas.

	Sisecam WY (US Trona)	Solvay
Process	Mining and Refining Trona	Synthetic Production
By-Products	3.9 - 4.4 MMBtu/ton	10 - 14 MMBtu/ton

Production
(Millions of Metric Tons)



Total Energy Consumption
Electricity & Natural Gas
(Millions of MMBTU)



SOCIAL **RESPONSIBILITY**



SOCIAL RESPONSIBILITY

SUBSTANTIAL COMMITMENTS MADE TO LOCAL ORGANIZATIONS

United Way of Southwest Wyoming

- Employee donations with a corporate match of \$30 thousand

Youth Activities in Communities

- Donations of uniforms, equipment, travel and membership fees for various youth organizations including Little League baseball and football, drama clubs, technology clubs, high school graduation activities.

Local Civic Organizations

- Donations to civic organizations including Memorial Hospital of Sweetwater County, American Cancer Society, Alzheimer's Association

Wyoming Congressional Awards

- Scholarships for Wyoming's Outstanding College Bound students which is sponsored by Wyoming's Congressional Delegation

Climb Wyoming

- Sponsor of Organization that provides training for at risk single moms

Wyoming Hunger Initiative

- Sponsor of First Lady Gordon's fight against childhood hunger

Major Sponsor of Cheyenne Frontier Days Rodeo

PERFORMANCE **DATA**



METRIC TONS/\$MILLIONS

	2020	2021	2022	2023
Production Volume (Metric Tons)	2,067,774	2,467,963	2,469,819	2,306,954
Net Product Sale (Metric Tons)	2,015,658	2,552,364	2,413,270	2,462,676
Export (Metric Tons)	1,162,123	1,372,480	990,580	1,306,443
Domestic (US, Canada) (Metric Tons)	853,535	1,179,884	1,212,487	1,156,233
Profit Before Taxes	31.0	55.1	132.1	159.5
Total Assets	498.1	543.3	633.4	537.9
Total Short-Term Liabilities	55.9	73.8	111.3	91.9
Total Liabilities	192.7	198.6	255.5	211.4
Shareholder's Equity	305.4	344.7	377.8	326.5
Paid Dividends (Out of WY)	.29	.23	.92	.17
Capital Expenditures	37.4	27.8	26.9	24.8
Personnel Expenses	65.3	72.8	71.6	80.0
Taxes Paid (Severance & Production Taxes)	9.1	8.7	18.9	14.6
Energy Investments (COGEN facility)	39.3	1.1	.18	.56
Total Enterprise Value	628.4	774.0	1002.9	NA

Employee Distributions According to their Status

SOCIAL DATA	2023
Skilled Worker	354
Professional	155
Total	509

Employee Distributions According to Contract Type

SOCIAL DATA	2023
Full-time Regular	509
Temporary	0
Total	509

Distribution of Senior Executives According to being Native or Foreigner

SOCIAL DATA	2023
Native	4
Foreigner	4
Total	8

Distribution of Employees According to being Native or Foreigner

SOCIAL DATA	2023
Native	500
Foreigner	9
Total	509

Employee Distribution According to Age Group

SOCIAL DATA	2023
<30	54
30-50	321
>50	134
Total	509

Employee Distribution According to Gender

SOCIAL DATA	2023
Men	438
Women	71
Total	509

Distribution of Senior Executives According to Gender (%)

SOCIAL DATA	2023
Female	12.5%
Male	87.5%
Total	100%

Employee Education

SOCIAL DATA	2023
Total Hours	5,500

Average Age According to Employee Categories

SOCIAL DATA	2023
Senior Executives	47
Mid-Level Executives	48
Specialists & Officials	46

Average Seniority According to Employee Categories

SOCIAL DATA	2023
Senior Executives	9
Mid-Level Executives	10
Specialists & Officials	13

Emissions

2023 GHG	Scope 1 + 2 CO ₂ e in metric tons 1,013,788	Scope 1 only/Metric Ton SA 0.401	Scope 2 only/Metric Ton SA 0.038	CO ₂ e Scope 1 + 2/Metric Ton SA 0.439
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Total Weight of Pollutants Emitted to Water (lbs/day of TDS to Green River)	484.2
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Sisecam Emissions vs. Peers

2023 COMPARISON	SISECAM WY	PEER 1	PEER 2	PEER 3
PM (total condensable & non-condensable) Tons	530	221.1	872.8	984.2
PM10 (emissions > 10 Microns) Tons	309.7	220.2	848.1	628.3
PM2.5 (emissions < 2.5 microns) Tons	240.9	220.0	671.6	366.6
CO (Tons)	1,299.9	3,376.1	5,316.0	3,691.3
NO _x (Tons)	181.4	882.8	2,209.0	1,475.8
SO ₂ (Tons)	3.1	43.9	2,055.9	1,475.8
VOC (Tons)	632.3	867.1	726.1	1,666.9
AMMONIA (Tons)	1.4	0	0	34.2
TOTAL + CO (Tons)	2,426	5,390	11,155	9,649
TOTAL - CO (Tons)	1,128	2,014	5,839	5,958

NFDL (Non-Fatal Days Lost)

2023 COMPARISON	2019	2020	2021	2022	2023
Sisecam WY	1.0	0.69	0.48	0.47	0.23
Peer 1	1.63	1.34	1.47	1.18	0.92
Peer 2	1.63	1.72	1.31	0.6	1.53
Peer 3	1.1	1.53	1.07	1.18	1.28
Nat'l AVG	1.08	1.53	1.42	1.33	1.37

RAIR (Reportable Accident Incident Rate)

2023 COMPARISON	2019	2020	2021	2022	2023
Sisecam WY	2.00	0.53	0.73	0.94	0.45
Peer 1	2.53	1.3	2.45	1.89	1.15
Peer 2	1.74	0.89	2.0	1.02	1.87
Peer 3	0.77	2.0	1.54	1.50	1.92

Citations

2023 COMPARISON	2019	2020	2021	2022	2023
Sisecam	64	122	111	89	63
Peer 1	142	261	257	106	163
Peer 2	117	140	150	148	117
Peer 3	213	222	297	260	155

Reportable Incidents

2023 COMPARISON	2019	2020	2021	2022	2023
Sisecam WY	9	2	3	4	2
Peer 1	14	11	10	8	5
Peer 2	8	4	17	6	11
Peer 3	7	10	13	14	18

GRI Service Statement

For the Content Index – Advanced with Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

If you have any questions, please contact:

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**CONTENT INDEX ADVANCED
SERVICE**
WITH REFERENCE OPTION

2025

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2022-2023

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