YEAR 3

2021
SISECAM RESOURCES
SUSTAINABILITY REPORT

ŞİŞECAM

ABOUT THE REPORT

We are publishing the sustainability report as Sisecam Resources covering the period between January 1, 2021, and December 31, 2021, which outlines in clear and transparent manner the company's activities and capabilities. On December 23, 2021, Sisecam Resources acquired the controlling interest in Ciner Resources. This was reported on December 22, 2021 in a press release (prepared by Ahmet Tohma, CFO, Ciner Enterprises). The press release is shown below.

"Ciner Enterprises Inc. Sells Controlling Interest in Ciner Resources to Sisecam Chemicals USA Inc. Atlanta, Ga. (December 22, 2021)– Ciner Enterprises Inc. (CEI), a wholly owned subsidiary of WE Soda Ltd of London, UK ("WE Soda"), has completed the previously-announced sale of 60% of Ciner Resources Corporation ("CRC") to Sisecam Chemicals USA Inc., a wholly owned subsidiary of Turkiye Sise ve Cam Fabrikalari A.S. ("Sisecam") of Istanbul, Turkey. CRC indirectly owns an approximately 72% limited partner interest in Ciner Resources LP (NYSE: CINR) ("Ciner Resources"), as well as its approximately 2% general partner interest and related incentive distribution rights, and so the sale of a controlling interest in CRC is also a change of control for Ciner Resources. Ciner Resources will continue to operate as a publicly traded Master Limited Partnership with the current management team remaining with Ciner Resources. The transaction does not involve the sale or purchase of any Ciner Resources common units held by the public.

In addition, in connection with the closing of the transaction, Messrs. Atilla Ciner, Gursel Usta, Ahmet Tohma and Matthew Mead resigned from, and Messrs. Huseyin Kuscu, Mustafa Gorkem Elverici, Tahsin Burhan Ergene, Abdullah Kilinc, and Gokhan Guralp, Ms. Hande Eroz and Ms. Selma Oner were appointed to, the Board of Directors of the general partner of Ciner Resources.

Ciner Resources owns a 51% membership interest in Ciner Wyoming LLC ("Ciner Wyoming"), one of the largest and lowest-cost producers of natural soda ash in the world.

Şişecam is a global player in soda ash and chromium chemicals, flat glass, glassware, glass packaging and glass fiber sectors. Founded 86 years ago, it is one of the largest industrial publicly-listed companies based in Turkey. With production facilities in four continents and in 14 countries, Şişecam is one of the largest glass and chemicals producers in the world. Şişecam has been a partner with the Ciner Group since 2019. While Şişecam now has operating control over Ciner Resources, WE Soda will remain as a long-term supportive shareholder."

This report has been prepared in accordance with the GRI Standards: Core option. All financial data included has been independently audited, verified and certified as such.

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MESSAGE FROM ŞİŞECAM CHAIRMAN AND EXECUTIVE MEMBER OF THE BOARD

2021 has been another remarkable year for enriching our legacy on sustainability thanks to Şişecam's 87-years of strong, deep-rooted history. As a global player in business lines including flat glass, glassware, glass packaging, glass fiber, as well as soda ash and chromium chemicals, we take great pride in unveiling our Sustainability Strategy 'CareforNext' for 2030. This strategy is driven by the needs of societies and evolving challenges of our planet. We are now closer to addressing the United Nations' Sustainable Development Goals (UN SDGs) as our new strategy outlines clear and compelling targets to pursue established goals with the help of inclusive stakeholder consultation executed since 2020. We remain committed to PROTECTING THE PLANET and EMPOWERING SOCIETY while introducing a new purpose that we named TRANSFORMING LIFE.

Our new strategy allows us to take a more significant role in providing sustainable solutions and products for the well-being of societies and the planet. In this context, many investment decisions were made, including the environmentally friendly natural soda ash production in the US. This investment is not only going to position Şişecam as one of the key players in the global soda ash production, but it is also substantial proof of Şişecam's long-term sustainability-oriented approach.

We acknowledge the role of soda ash and firmly believe the natural soda ash investment we made in the US, with acquisition of our Wyoming production facility, will contribute to our sustainability efforts. With this investment, we capture the opportunity of halving our carbon intensity originating from Şişecam's soda ash production while reducing our water consumption by more than 50 percent. We also believe that our partnership with the experienced Ciner Group and their deep knowledge of producing natural soda ash through solution mining will play a vital role in global competition when backed by Şişecam's experience and competencies.
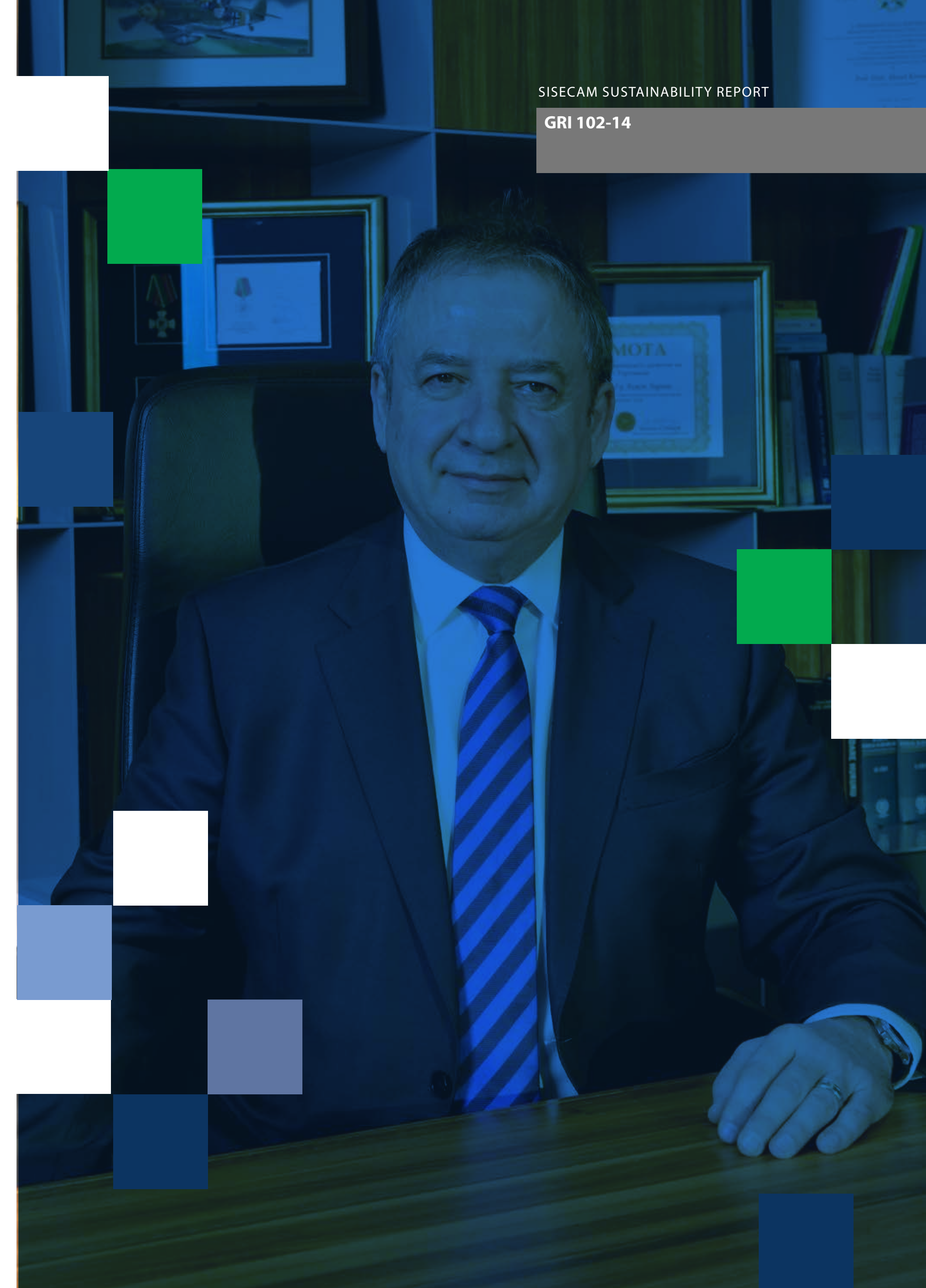
At Şişecam, we do recognize the stark reality of the climate crisis. The summer of 2021 was clear proof of global warming, with some of the most devastating climate disasters we have faced. Şişecam acts as an active partner in defining solutions to the climate crisis. We have already begun investigating opportunities to adopt a Science-Based Target for 2030. We are fully aware that shifting to such a path requires the adoption of the best available technologies and pioneering breakthroughs. Additionally, we aim to increase our homegrown renewables by eight times and reach 53 MW installed capacity by 2030.

With respect to "water use," which is one of the key material issues for Şişecam, we are determined to reduce our water footprint by 15% compared to the level recorded in 2020. To achieve this goal, we will shift to a closed-loop cooling water system while standardizing rooftop rainwater collection systems at our plants. Furthermore, we aim to reduce our entire packaging waste by 50% and increase the external glass cullet ratio up to 35% in glass packaging.

In the pursuit of Empowering Society, we are committed to retaining our vital role in transferring glass heritage to future generations. Şişecam has been pioneering and actively promoting endorsement of 2022 as the International Year of Glass (IYOG) by the United Nations.

With respect to the Equality, Diversity, and Inclusion pillar of our sustainability strategy, we now have an increased target of women's employment rate - 25%. We will support this target by mainstreaming women-friendly factory standards and introducing Women's Expression Programs across our entire operation. We are also working on enhancing our inclusive workplace environment, where Şişecam employees feel valued and participatory, reflected by equal, fair, and safe policies respectful of human rights. Our objective is to incorporate our inclusive culture in all business areas and work to extend it among our business partners.

Another critical material issue under this pillar is "Function Based and Competency Fit Talent," with a clear target on an increased number of annual trainings per employee. Additional goals include "Acquisition of New Generation Talent" and "Enhancement of Employee Engagement." We have refreshed our net zero incident vision, which is empowered by integrating programs on Safety Leadership and cultural transformation in Occupational Health & Safety. We believe this vision is not only limited to zero incidents but shall impact the wellness of our employees throughout their lifetime. Hence, we are expanding our Total Wellness Program and integrating it across regions.

Under the pillar of "TRANSFORM LIFE," our digitalized value chain has three clear and lean goals, including "Digital Workplace Environment," "Digitalization of Corporate Level Operations," and "Decision Making Based on Data Analytics." Our product-based solutions focused on creating value for society and the planet become more substantial every day as we transition into a low carbon economy. We strongly believe that our expansion of soda ash production has an essential role in making the glass manufacturing industry more sustainable. We are also aiding decarbonization actions with climate-friendly glass solutions, including coated and low-e glasses which provide energy and light control in buildings and contribute toward combating climate change. Şişecam works intensely to support clean mobility transition by providing lightweight auto glass solutions, glass fiber for wind turbines, and high-quality glass for photo voltaic panels. On the road to 2030, our objective is to expand our portfolio and ratio of sustainable solutions. We collaborate with 60 universities and companies from all over the world in R&D, and we strive to boost this number. We have also initiated an In-House Capacity Building Program on Life Cycle Assessment to spot improvement areas for more eco-friendly practices both at the design and manufacturing phases.

I am proud to announce that our organization now has a Board Level Committee on Sustainability. This committee chaired by other Board members and me, is fully accountable for providing oversight, guidance, and direction on corporate sustainability strategy and actions.

Looking ahead to 2030 and backed up with our CareforNext Strategy and mission, I can affirm that Şişecam will continue to add value to the planet and societies in all locations in which we operate. I want to express my gratitude to our valued employees, customers, shareholders, business partners, and all other Şişecam stakeholders on behalf of the Board of Directors.

Prof. Dr. Ahmet Kırman
Şişecam Chairman and Executive Member of The Board

MESSAGE FROM ŞİŞECAM CEO

Dear Stakeholders,

Rapid changes occurred in 2021. Hopes were raised for the end of the pandemic and further alleviation of its effects but that remained elusive. The pandemic's economic and geopolitical impacts continued to be deeply felt around the world. Risks, volatility, and uncertainties prevailed throughout the year. However, Şişecam, a strong global player in the glass and chemicals sectors, concluded the year with successful results. In 2021, Şişecam demonstrated its ability to move forward on its growth journey, uninterrupted, even in a volatile economic environment. We proudly reaped the benefits of our advanced capabilities and competencies this fiscal year. Şişecam's competitive advantages include its transformation initiative to take its 87-years of experience forward into the future, a corporate structure that is even more agile and lean after the merger, effective risk management capabilities, foresighted decisions, digital competencies, and a sound corporate governance culture. These advantages have enabled Şişecam to demonstrate a strong financial and operational performance in a highly challenging and malleable global economic environment.

Our extensive planning and preparations for a range of possible scenarios enabled us to successfully pass challenging stress tests last year. In 2021, Şişecam produced 5.6 million tons of glass, 2.3 million tons of soda, and 4.5 million tons of industrial raw materials. Şişecam boosted its consolidated net sales revenue to TRY 32.1 billion and posted consolidated net profit of TRY 9.2 billion during this challenging operating year. These achievements can be attributed to the company's cost optimization efforts, efficient production planning, healthy supply chain, and effective crisis management.

One of the most strategic investment decisions announced by Şişecam during the year, was in the field of natural soda ash in the USA. With this new investment, Şişecam's annual soda ash capacity of 2.5 million tons reached to 5 million tons, enabling us to become one of the two largest soda ash producers in the world. Şişecam's soda ash capacity is expected to reach 10 million tons in 2027 following the completion of the Atlantic and Pacific projects making the company World leader.

2021 was a successful year for Wyoming with the following results:
- 2nd Best production year ever with the 2.682.202 Safe short tons produced.
- Wyoming plant received the Safe SAM Award which is a top award for the State of Wyoming. It takes into account all the eligible Mine Safety and Health Administration (MSHA) facilities in the State for both surface and underground mining.
- Lowest Citation Numbers from MSHA for 2021 compared to our 3 competitors in the area.
- Ecovadis Gold Medal received for performance in a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts.

We are committed to creating value and investing in advanced production technologies with a vision of low-carbon production, high use of renewable energy, and preparedness for the digital world. All of these are in line with our sustainability strategy- CareforNext.

I would like to take this opportunity to express my sincere thanks to all our stakeholders who have accompanied us on our journey of sustainable growth and transformation – especially Şişecam's valuable employees and our valued investors for their trust in Şişecam.

Görkem Elverici
Şişecam CEO

ABOUT SISECAM RESOURCES
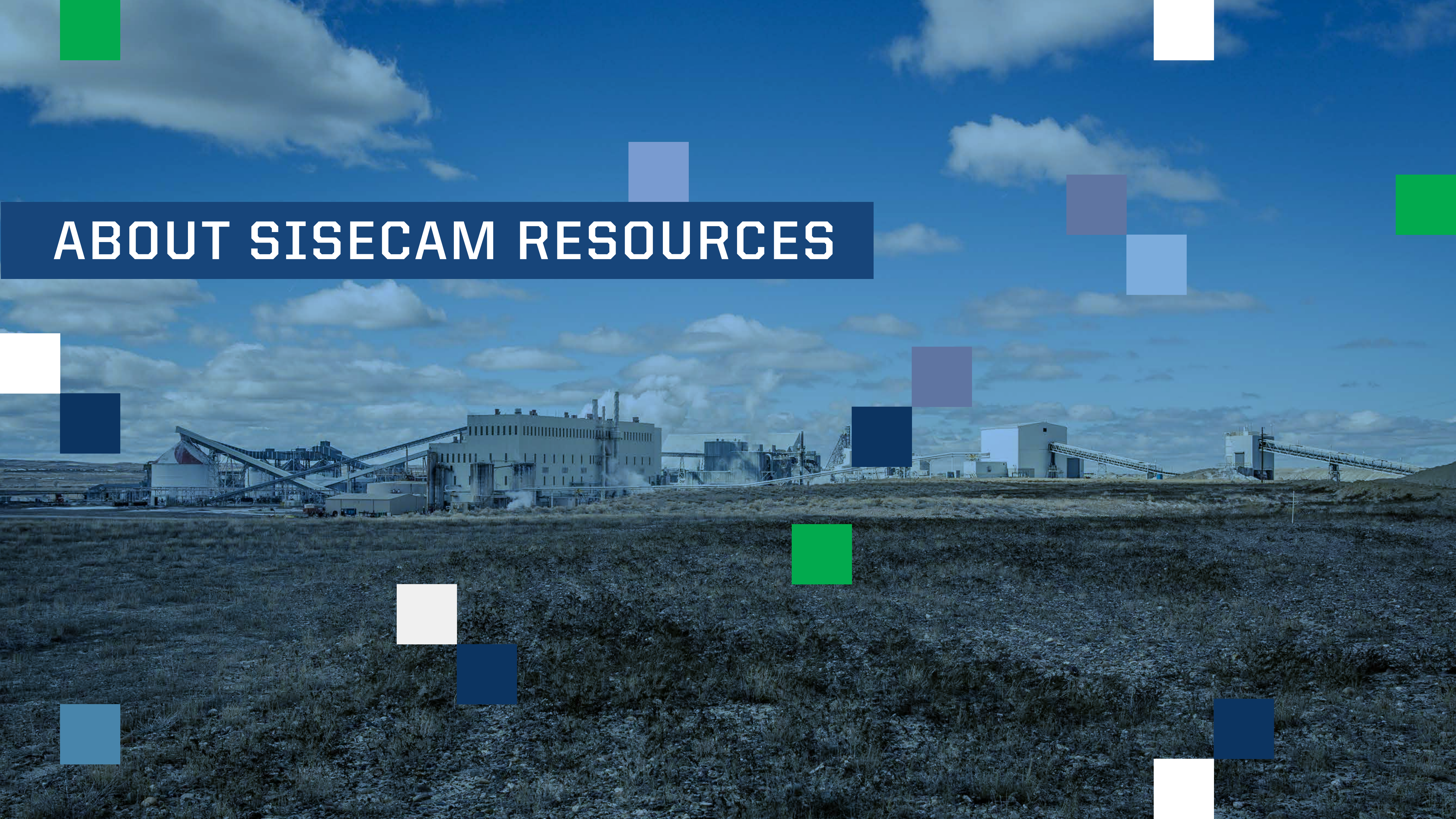
ABOUT SISECAM RESOURCES

A Global Leader in Natural Soda Ash Production

Our facility in Green River, Wyoming has been producing and distributing high-quality, environmentally friendly natural soda ash around the world since 1962. Sisecam Resources 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 Wyoming's facility 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 certification, and highly efficient processing facilities combine to supply Sisecam 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. Leadership, Integrity, Respect and Commitment. They are not just words to us; they define who we are as a company and how we operate every day. 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 we truly believe the most important thing to come out of the mine are the miners.

2021 TRANSITION

Ciner Resources
Acquires OCI Resources

Sisecam Resources
Acquires Ciner Resources

October 2015

December 2021

DEVELOPMENT PROCESS
USA Operations

1962

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

1986

Imperial Chemical Industries (ICI) buys Stauffer Chemical from Chesebrough Ponds, which had been taken over by Unilever.

1998

The first automated unit, Unit 6, began producing close to 1,000,000 tons per year.

2015

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

2020

Announced plans to exit ANSAC January 2021.

1984

Conversion from conventional "drill and blast" mining to continuous mining begins.

1987

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

2009

Decahydrate (DECA) plant begins recovering soda ash from the tailing ponds, increasing overall plant efficiency.

2016

2,000,000 Safe Man Hours without a Lost Time Accident Award.

2021

Sisecam acquires 60% controlling interest in Ciner Resources, December 23, 2021.

1984

Chesebrough Ponds acquires Stauffer Chemical.

1996

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

2013

OCI Initial Public Offering of the soda ash business as a Master Limited Partnership on NYSE under ticker symbol OCIR.

2018

East coast port developed in Norfolk, Virginia enhancing Ciner Resources supply chain capabilities by providing access to soda ash produced outside of the US.

SISECAM RESOURCES US ORGANIZATIONAL STRUCTURE

Şişecam A.S.
(100% Ownership)

WE Soda Ltd.
(100% Ownership)

Sisecam Chemicals USA Inc.
(60% Ownership)

Ciner Enterprises Inc.
(40% Ownership)

Sisecam Chemicals
Resources LLC
(100% Ownership)

Legend:

Controlling Partner

Minority Partner

Operating Asset

14.551 million

Sisecam Chemicals
Wyoming LLC
(72% LP Interest)

Sisecam Resource
Partners LLC
(2% GP Interest & IDRs)

0.399 million
units

~5.2 million
common units

Public
(~26% LP Interest)

Sisecam
Resources LP
(51% Member Interest)

Natural Resource
Partners L.P.
(49% Member Interest)

Sisecam Wyoming LLC

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SISECAM RESOURCES ORGANIZATIONAL STRUCTURE & MANAGEMENT

Ertuğrul Kaloğlu
President & CEO

M. Nedim Kulaksizoglu
Chief Financial Officer

Corporate Strategy

Marla Nicholson
VP General Counsel

Legal

Ray Katekovich
VP Commercial and Corporate Strategy

Sales & Marketing

Chris DeBerry
Chief Accounting Officer

Accounting
and Information Technology

Guray Eken
VP Manufacturing

Production

Scott Hale
VP Business Development & Initiatives

Project Development

Michael McGrady
VP Regulatory & Legal Affairs

Government Affairs

MISSION & STRATEGIES OF SISECAM RESOURCES

Our Mission

While following growth opportunities and at the same time logically executing growth plans to lead the sector by developing our people and establishing a performance culture.

Our Strategy

To maintain and extend our leadership position in the global soda ash industry by:

- Executing our capacity expansion plans while being flexible and evaluating the global market conditions.
- Creating cost optimization through flawless project execution
- Upgrading our plant continually with state of the art technology
- Developing an "ownership culture" amongst our employees – who will act with urgency, creativity and as a family
- Empowering our employees to take responsibility and use initiative relevant to their career development skills.
- Raising the benchmark of safety in our industry
- Protecting the environment in which we operate
- Caring for the communities in which we operate

MANAGEMENT SYSTEM

At Sisecam Wyoming 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 ISO9001, NSF/ANSI 60, Halal Food, and Kosher. Our next project is to become ISO14001 certified, building on our commitment to manage environmental impact.

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 stemming from our ethical values to ensure product quality, brand reliability, and to protect our natural soda production technique.

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

Executive Board

Mustafa Görkem Elverici – Chairman
Tahsin Burhan Ergene
Abdullah Kılınç
Gökhan Güralp
Hande Eröz
Selma Öner
Oğuz Erkan
Hüseyin Kuşçu
Michael E. Ducey (Independent)
Thomas W. Jasper (Independent)
Alec G. Dreyer (Independent)

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

Shareholder Structure:

Sisecam Wyoming LLC is a joint venture controlled and owned 51% by Sisecam Resources LP (NYSE:SIRE) and 49% by Natural Resource Partners LP (NYSE:NRP). Sisecam Resouces, 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 26% float, with the remaining units owned 60% by Şişecam 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.

NATURAL SODA ASH PRODUCTION

MINING AND PRODUCTION

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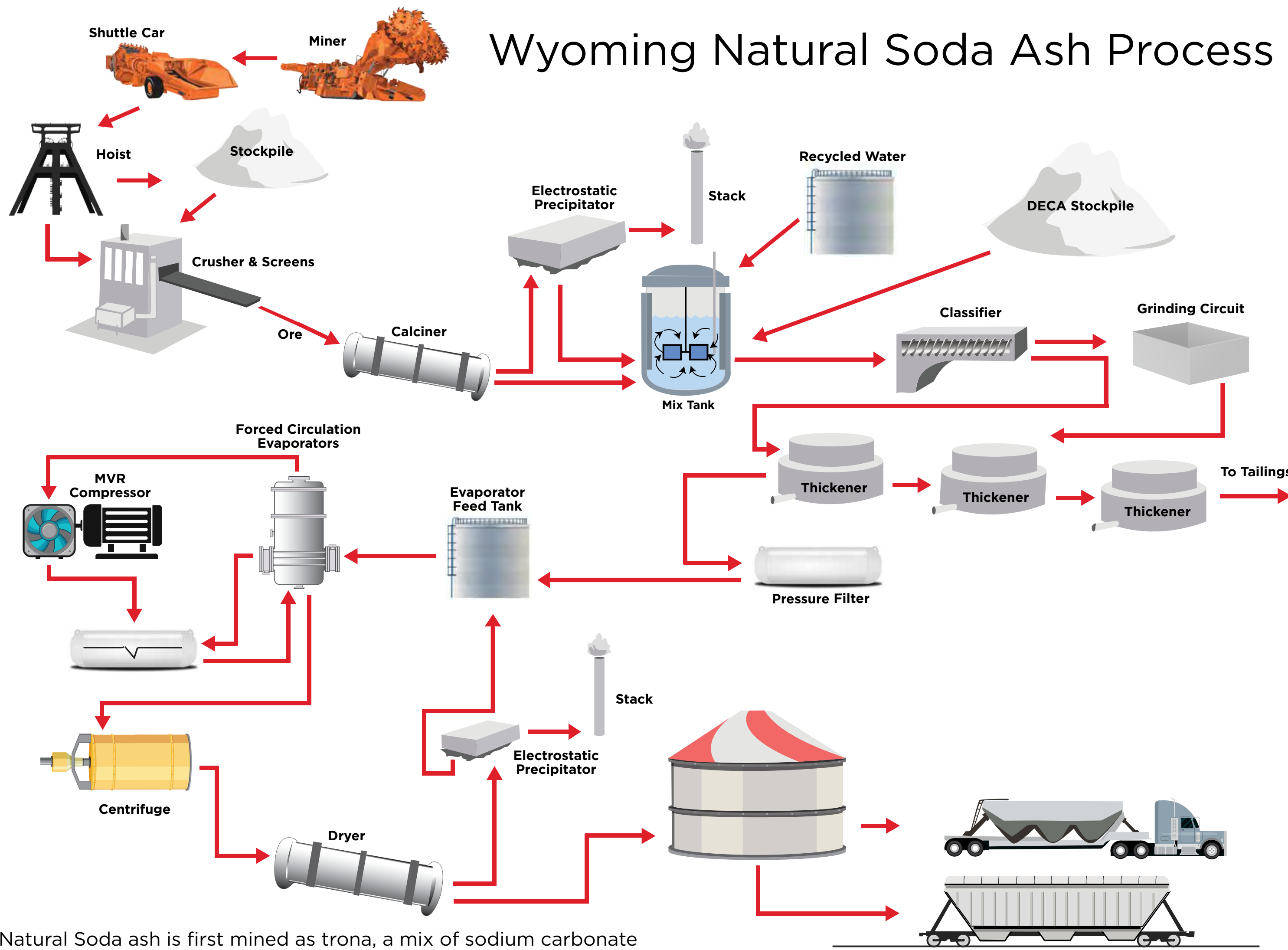
Natural Soda ash is first mined as trona, a mix of sodium carbonate and sodium bicarbonate. Trona is then conveyed to the surface and refined into dense and high purity soda ash.

WORLD TRONA RESERVE

The world's largest trona deposit is in the Green River basin in Southwest Wyoming in the USA, which represents 95% of the world reserve.

Green River
WY

Sisecam
Headquarters

■ Corporate Soda Ash Operations
☆ Operational Natural Trona Resources

SISECAM RESOURCES TRONA RESERVES

Sisecam Resources performs natural soda manufacturing at the site in Wyoming, USA.

USA

Sisecam Resources
Location
Green River, Wyoming
Total Known Reserve
c. 246 Mt trona
Estimated Production
60 years

PRODUCTS & AREAS OF USE

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.

Areas of Use:

- 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 AND CUSTOMER RELATIONS

SALES & MARKETING

At Sisecam Resources, we manage every step of our sales and marketing processes based on the customer-oriented approach. Among our priorities is to better understand and define customer needs and expectations, and then take suitable actions to meet them.

The sales and marketing strategy is based on the following:

- Maintain sales for current and potential customer requests.
- Generate pricing and contract strategies to obtain maximum revenue and profitability.
- Proactively engage with customers and supply chain partners to provide best in class service.
- Build coordination between units before and after the orders.
- Identify attractive markets and take action to penetrate these markets.
- Participate in the growth and success of our customers, while building mutually beneficial long-term relationships.
- Focus on customer intimacy and drive value to our customers in meeting their requirements.
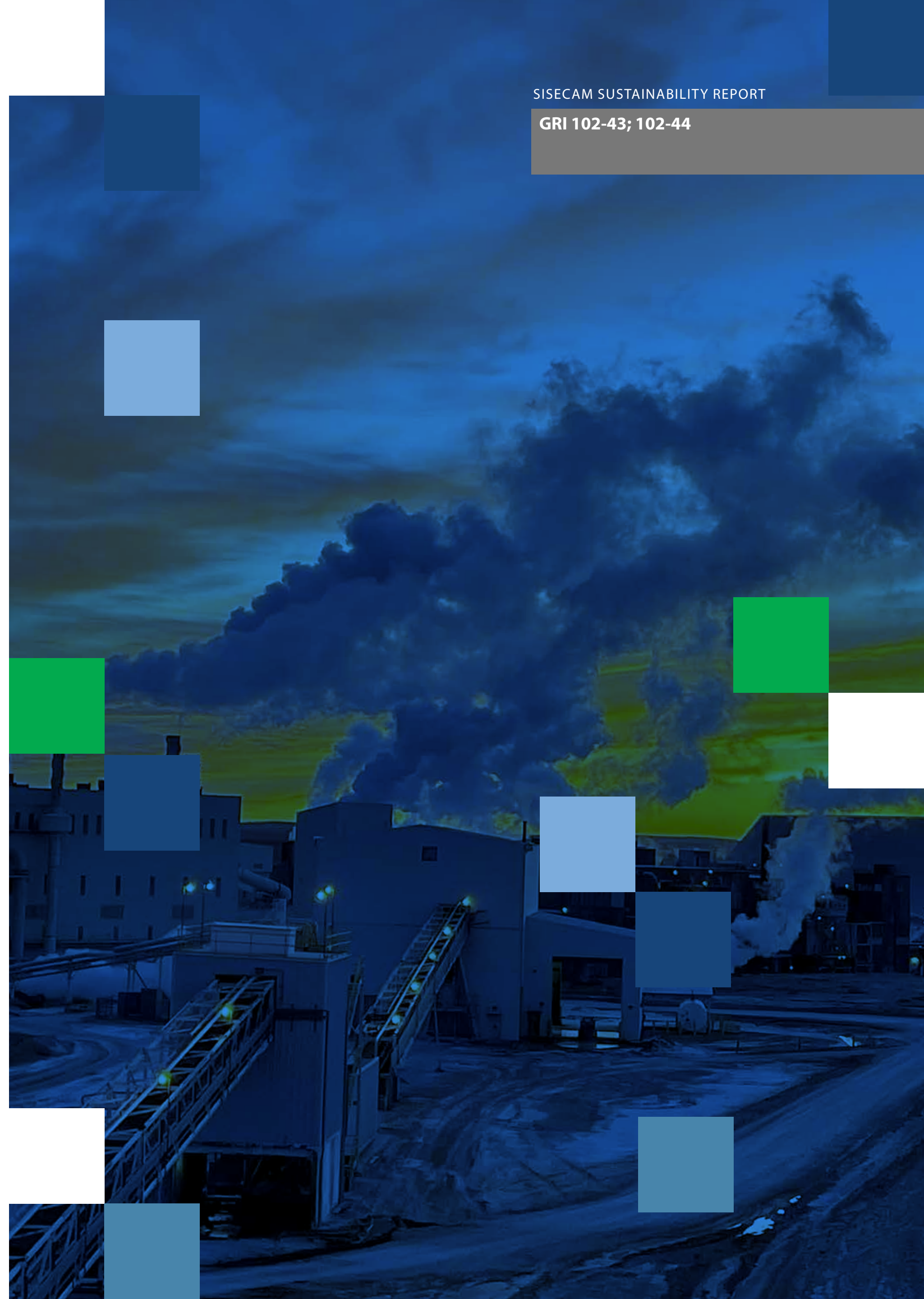
SALES NETWORK
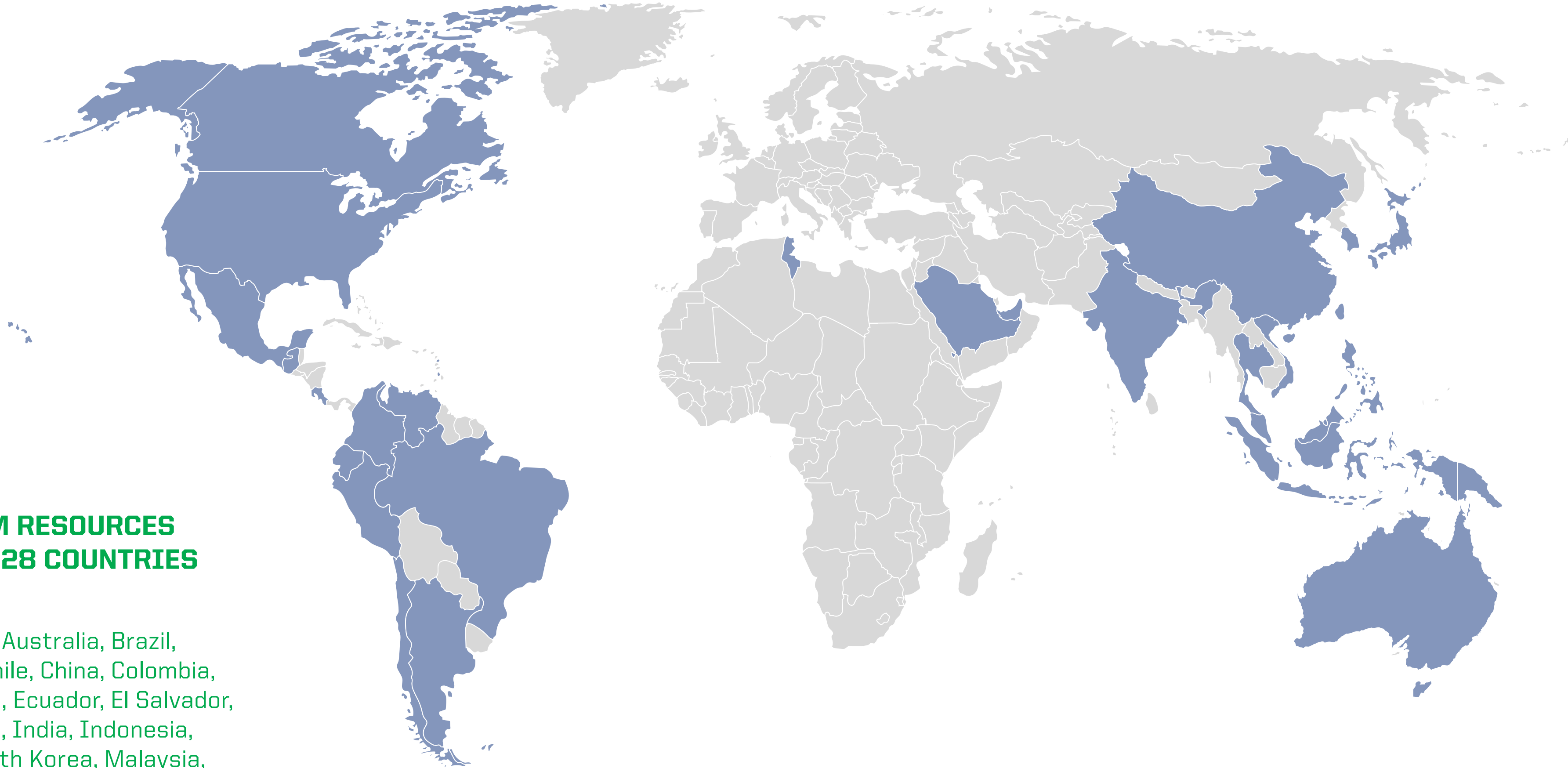
SISECAM RESOURCES SOLD TO 28 COUNTRIES IN 2021

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)

Year	Production
2018	2.37M
2019	2.50M
2020	2.07M
2021	2.47M

NET SALES (METRIC TONS)

Year	Net Sales
2018	2.37M
2019	2.50M
2020	2.02M
2021	2.55

VOLUME (%)

EXPORT VOLUME ■
DOMESTIC VOLUME ■

Year	Export Volume	Domestic Volume
2018	60%	40%
2019	68%	32%
2020	58%	42%
2021	54%	46%
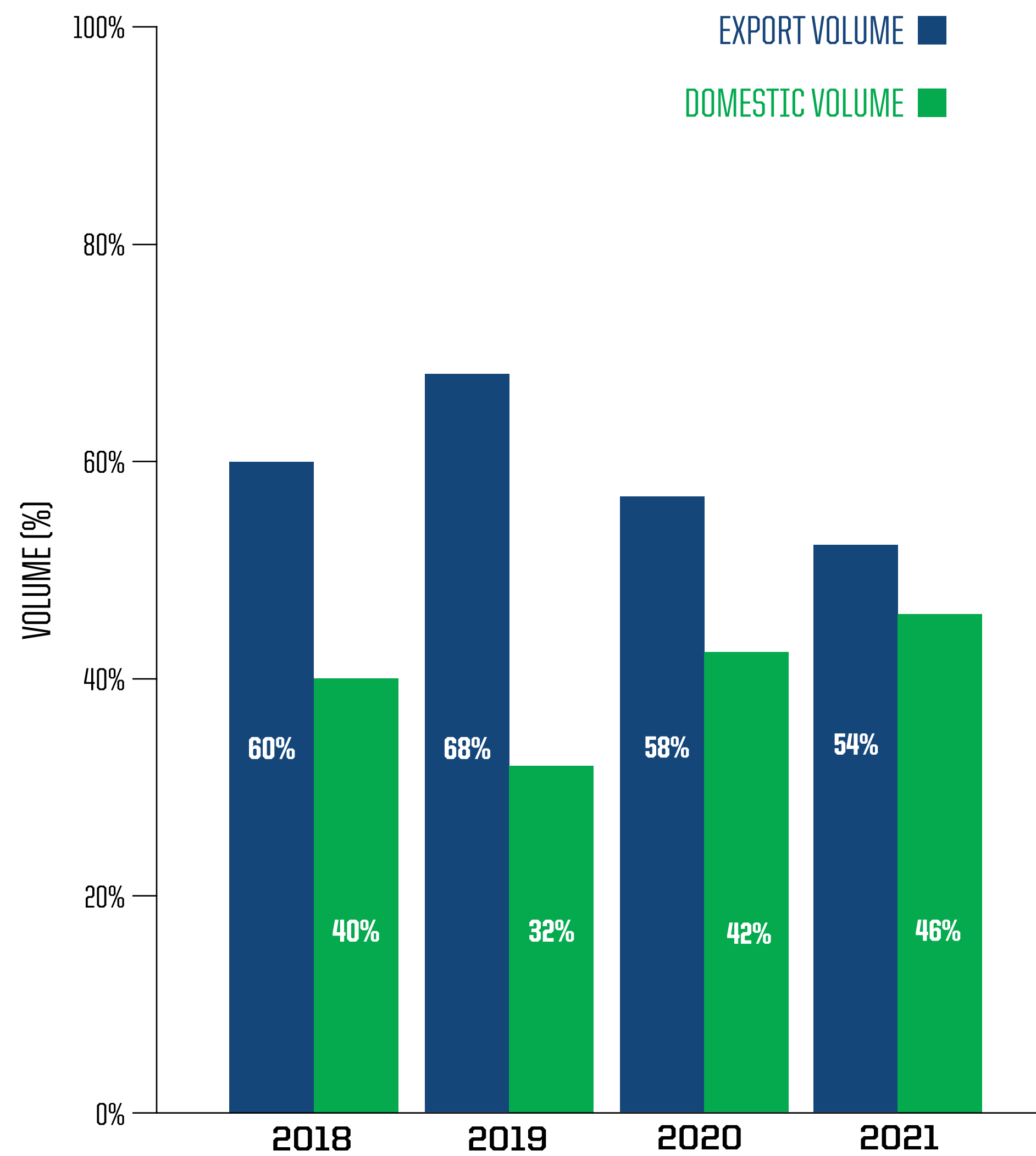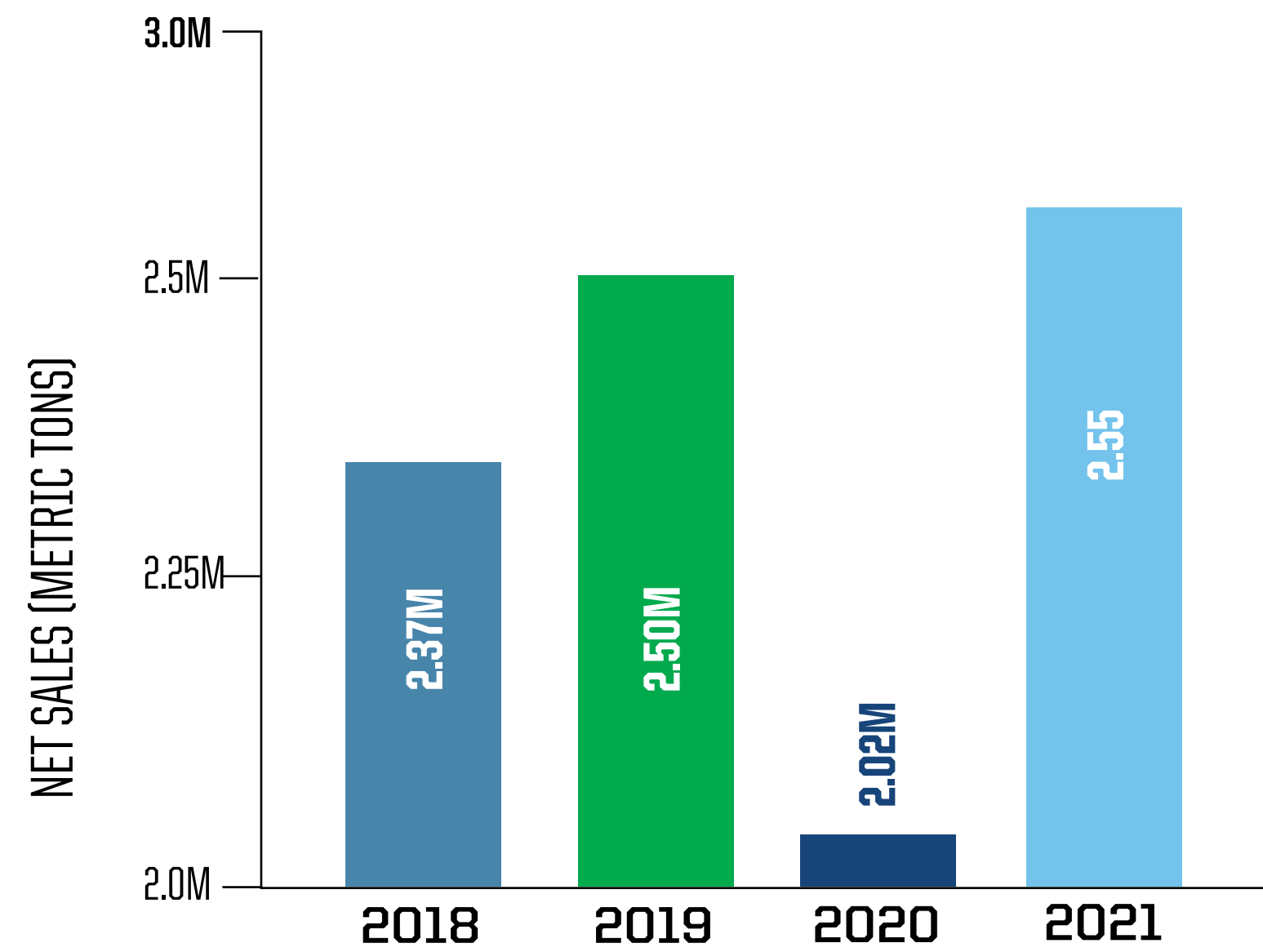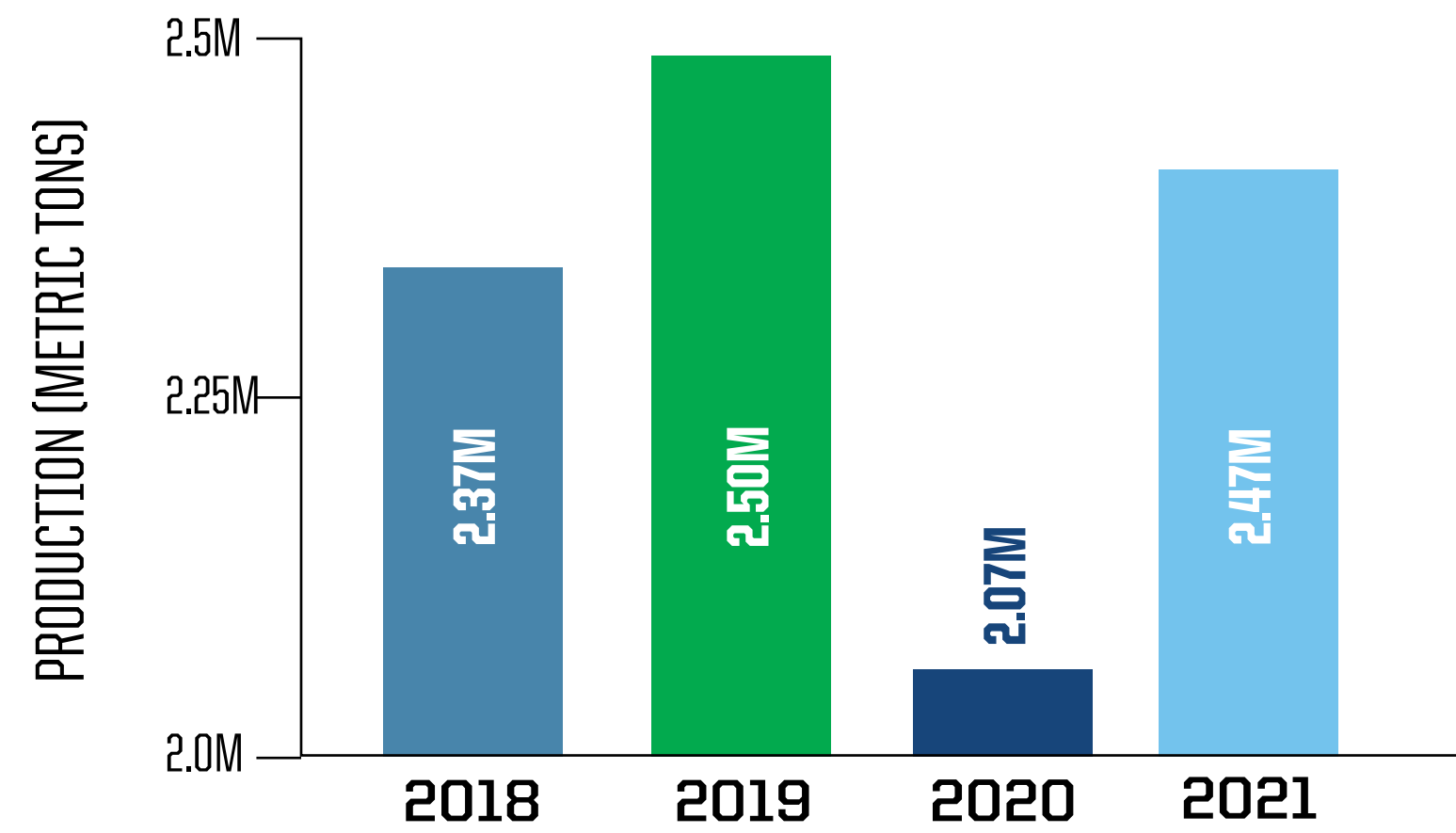
CUSTOMER RELATIONS

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

Sustainable customer satisfaction is maintained by means of effective, transparent, and two-way communication with customers. Our Customer Relationship Management strategy focuses on before- and after-sales touch points identifying customer needs and expectations, defining customer conditions, reviewing customer recommendations, and swiftly addressing concerns. 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 the opportunity for plant tours, where they can observe our process and ask questions about production management, product quality, and quality management systems. In 2019, there were 70 visits to our facility. The number of visits were limited in 2020 and 2021 due to COVID-19 to protect our employees and our visitors.

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		
2019	2020	2021
152	25	65

The business purchased a software program for its customer service team (CST) in 2021 and began implementation in the fourth quarter. It allows the Sales and Service teams to maintain accurate customer information, track key contacts and relevant business details, provide accurate and error free pricing, forecast customer demand, and provide efficient customer service via a one-stop platform.

Requests* Received from Customers		
2019	2020	2021
113	123	138

*Feedback and complaints

CUSTOMER RELATIONS

Sisecam Resources 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 respond 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

Sisecam Wyoming has consistently been the most efficient (tons produced/employee) and least environmentally impactful soda ash producer in the Green River basin.*

We have continuously upgraded plant equipment and in doing so have opened ourselves up to strenuous air permitting regulations that have helped us remain the lowest emitter. Our peers have recently started to transition away from coal, but we have been 100% natural gas at Sisecam Wyoming since 2011.

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

Our goal is to maintain compliance in all areas including air, water, and land quality regulations with all concerned entities and regulatory bodies (local, state, and federal).

(*) Based on the number of publicly available notice of violations (NOV) that producers in Green River basin have received as well as the publicly available annual emissions inventory data that is submitted to the State of Wyoming.

SUSTAINABILITY MANAGEMENT

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

At Sisecam Resources we are actively involved in local, regional, and global environmental issues and take action in advance to mitigate risks.
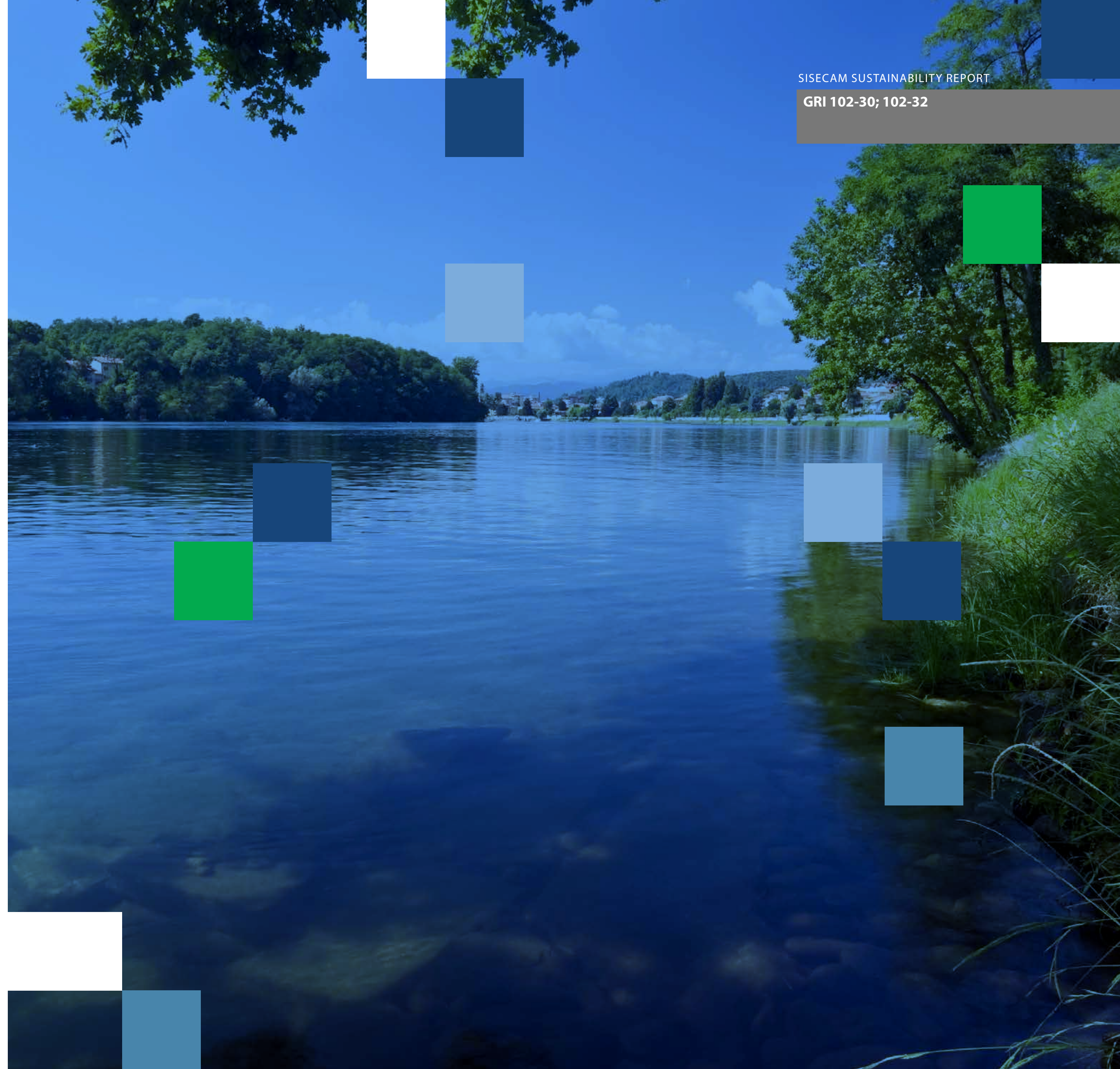
SUSTAINABILITY MANAGEMENT

FOR A SUSTAINABLE FUTURE, IT IS NECESSARY TO TAKE ACTION NOW...

Trends supporting the development of low emission technologies are rapidly growing around the world and the expectations of our stakeholders are accordingly progressing in this direction. With the awareness of global warming and climate change being increased, companies embracing low emission technologies are being preferred.

Through our US operations in Wyoming's continued permitting efforts, we strive for the cleanest production in the basin.

Through constant efforts we maintain our equipment to meet State and Federal regulations such as BACT (Best Available Control Technology) requirements. We actively evaluate our existing facility to upgrade technology and processes.

Our natural mining process requires less energy and produces less waste than synthetic soda ash production methods.

STAKEHOLDERS

STAKEHOLDERS

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

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

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

Stakeholders	Related Issues
Employees	Code of conduct Training and development Health and safety Regular communication
Customers	Product quality, meeting specification Customer complaints Customer expectations and contractual commitments Service
Suppliers	Supplier encouragement Supplier agreements Supplier Code of Conduct Human Dignity and Labor
Investors	Transparency in reporting and communication Access to current data Fiduciary responsibility to all stakeholders
Community	Public health and safety Environmental stewardship Support and donations to civic, youth and non-profit organizations Employee volunteer involvement Constant outreach, active partnership, commitment to health and safety
Environmental Groups	Environmental stewardship Efficient usage of energy and water Develop more energy efficient and environmental-friendly processes Minimize footprint, adherence to all laws

COMMUNICATION WITH STAKEHOLDERS

EMPLOYEES
- Employee surveys
- Daily interaction with frontline supervisors
- Feedback sessions with senior leaders
- Monthly newsletter
- Website
- Continuous Electronic Visual Displays

CUSTOMER
- Customer satisfaction surveys
- Focus on building relationships at all levels of the organization (corporate and plant level)
- Dedicated customer service reps for each account
- Automated updates for shipping and billing information
- Website
- Multiple face-to-face customer engagements including: conferences, group events and direct supplier/customer engagements

INVESTORS
- Investor relations website
- Investor presentation updated quarterly
- Industry conferences
- Direct communication with current and prospective investors
- Publicly reported financials
- Press releases
- Strong operational relationship with NRP (Natural Resource Partners LP)

ENVIRONMENTAL GROUPS
- Daily, weekly, monthly, yearly reporting to various environmental regulators
- Site inspections by environmental regulators
- Membership in conservation organizations with site participation
- Regular updates to state agencies

SUPPLIERS
- Supplier surveys
- Meetings at certain intervals
- Inspections and visits
- Maintain partnership and alliances with key suppliers
- Attend supplier events and workshops

PUBLIC RELATIONS
- Membership in local and state civic organizations with regular updates
- Career fairs with local high schools and area Universities
- Strong partnership with Western Wyoming Community College for career development
- Employee involvement in conferences and committees
- Regular updates to state and local government

LOCALS
- Employee involvement in local volunteer organizations – Fire Department, EMS
- Wyoming Site Rescue teams provide demonstrations at local events
- Employee participation in United Way Helping Hands Day
- Support for local non-profit organizations by providing radio airtime for advertisements
- Donations and participation to social events
- Food Donation and Distribution
- Blood Drive

SUSTAINABILITY PRIORITIES

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

Health, Safety and Environmental Committee, together with management, leads the evaluation and determination of all subjects which may have considerable impact on strategic initiatives as well as economic, social, and environmental performance of the company. 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 goal is focused on the safe and economical production of a quality product that's compliant with applicable standards with minimal environmental impact to supply our customers. We take pride in the fact that all products are made from naturally occurring ingredients. It is pure and safe enough to be added to consumable food products. Over-all, our soda ash is more environmentally friendly than other products that could be used in its place.

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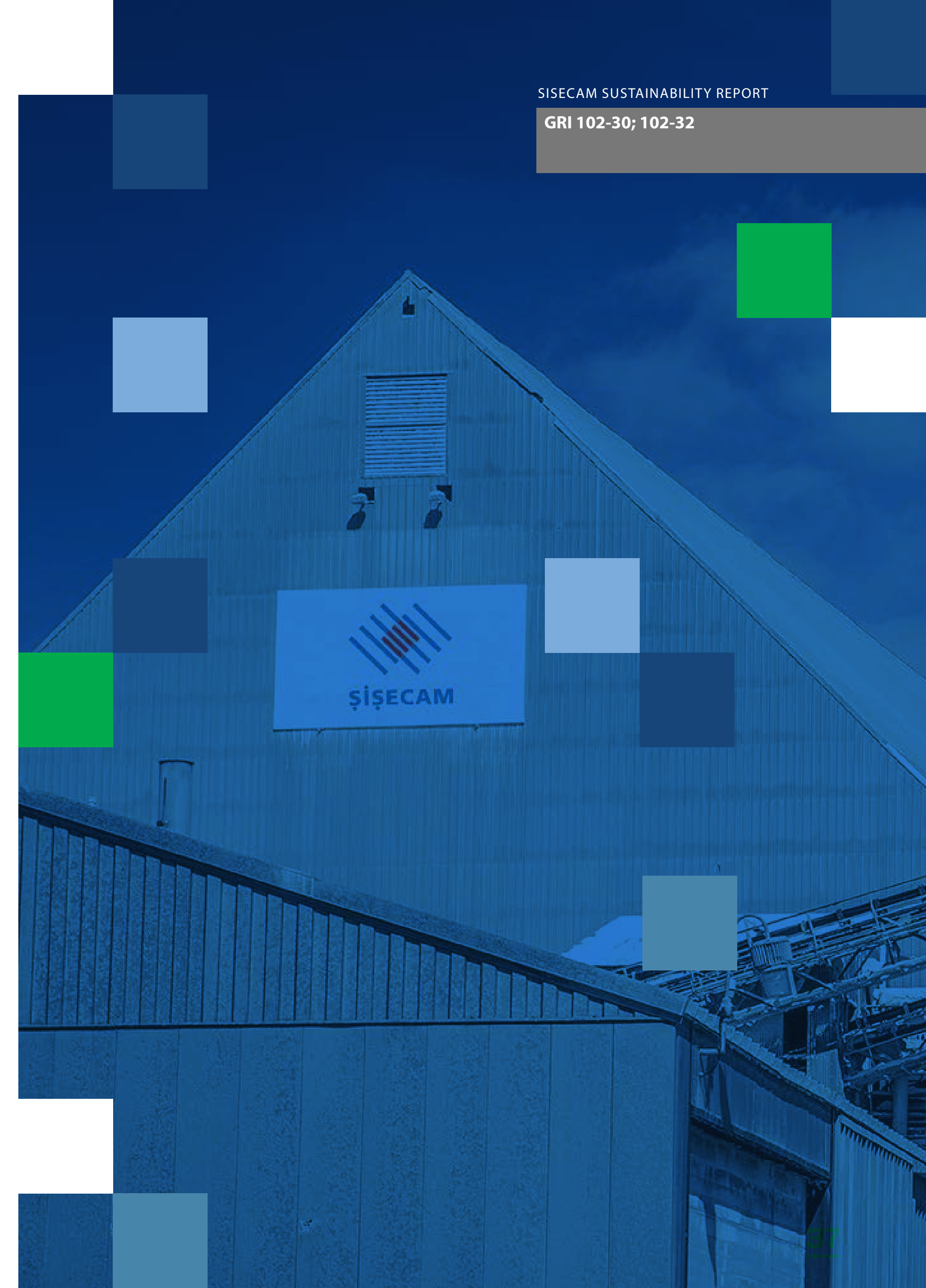
SUSTAINABILITY PRIORITIES

Through continuous interactions with our stakeholders and focus on our Planet, Societies, and Lives mindset, we identified some additional critical topics to consider as we set our priorities.

From our stakeholders:
Customer Focus
Environmental Protection
Emissions
Climate Change
Sustainability
Energy Efficiency
Employees

From our employees:
Health and Safety
Employee Rights and Development
Economic Performance
Energy Efficiency
Water Use

SUSTAINABILITY TARGETS

ENERGY EFFICIENCY	
Energy Consumption (mmBtu / metric ton)	< 4.4
Water Used (metric tons / metric ton soda ash)	< 2

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	
Ciner Wyoming EBIDTA (2025)	$200+ Million USD
Soda Ash Production (2025)	3+ Million metric tons

CONTINUOUS IMPROVEMENT	
Training	Train 95% of Green River new hires as blue belts
Cost Savings	$1 million/year

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: 2019
Salt Load to the River (per day)	< 1,000 lbs

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. Based on internal evaluation it was decided and implemented to exit ANSAC effective January 1, 2021.

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.

More than 90% of our products are shipped by rail. We have made continuous improvements to how we manage our distribution and the type of cars added to our fleet. Within the last couple of years, we enhanced our fleet with cars that can hold 8% more volume. These improvements enabled us to transport more product with fewer trips and less fuel consumption, reducing environmental impact in terms of greenhouse gas emissions overall.

INITIATIVES AND MEMBERSHIPS

Wyoming Business Alliance	Board Membership
Wyoming Taxpayers Association	Board Membership
Wyoming Economic Development Association	Membership
Sweetwater County Economic Development Association	Membership
Wyoming Mining Association (WMA)	Membership & Chairman of their Safety Committee
Industrial Minerals Association of North America (IMA-NA)	Membership
Southwest Wyoming Mutual Aid Association (SWMA)	Safety Membership
National Safety Council (NSC)	Safety Membership
American Society of Safety Engineers (ASSE)	Safety Membership
Board of Certified Safety Professionals (BCSP)	Safety Membership/Professional Certifications
Wyoming Mining Natural Resource Foundation (WMNRF)	Board Membership, Treasurer
Memorial Hospital of Sweetwater County	Board Membership
Wyoming BLM Resource Advisory Council	Council Member
Sedex Supplier Ethic Data Exchange (SEDEX)	Membership
Southwest Wyoming Manufacturing Partnership	Board Memeber
Leadership Wyoming - Past Participant, active alumni	Advisory Board
Sweetwater County Outdoor Recreation Collaborative (SCORC)	Advisory Board

RISK MANAGEMENT

We take a holistic approach when addressing risk management by considering stakeholder interests and expectations, the overall business environment, legal and regulatory requirements as well as other pertinent factors that may affect our business. Risk management is front of mind and intentionally embedded in our daily processes and championed at both the management and board of directors levels. As part of the Enterprise Risk Management (ERM) process, the ERM committee, led by Sisecam Resources' CEO, 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 reaching its strategic objectives. In 2021 the company engaged a 3rd party consultant to perform an internal audit to identify existing inherent risks of the organization. The consultant assisted in not only recognizing the risks impacting the current operating environment, but provided strategic initiatives and potential future operating environments.

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

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

- **Production/Growth:** : The company is continuously looking for ways to not only sustain its current production output, but to grow its market share while evaluating the ever-changing worldwide market for soda ash.

- **People/Human Capital:** Recognizing that people are our greatest asset, the company routinely invests in training of its employees and operates in an approach that fosters employee retention and satisfaction.

- **Pricing:** Focus on product pricing remained a central component of the company's strategy and risk management program. Attention was expanded to include raw material pricing and availability due to COVID-19 for 2021 and beyond.

- **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 success as a company is a direct result of our people and the values on which our company has been built. Leadership, Integrity, Respect, and Commitment are not just words to us, they define who we are and how we act every day.

Great performance does not matter if it is achieved by making decisions that are inconsistent with our values. It is critical that nothing gets in the way of our mission to maintain the highest level of conduct. As we look forward to even higher levels of performance, 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 will remain a well-respected company and a great place to work.

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

Sisecam Resources 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, sate, and local laws. Sisecam Resources complies with applicable state and local laws governing non-discrimination in employment in every location.

WAGE POLICY AND OUR VALUES

Pay equality is one of the foundation principles of our commitment to building an inclusive and high-performance culture at Sisecam. 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 Stockholder 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.

Leadership
- Setting direction and inspiring others to get there
- Empowering others to get the most from themselves
- Showing humility and vulnerability

Integrity
- Doing the right thing, even if it's not easy
- Saying what we mean
- Inspiring trust
- Being honest

Respect
- Treating others as we would want to be treated
- Being genuine and courteous
- Valuing each other's thoughts and contributions
- Listening to others openly

Commitment
- Keeping our promises
- Being passionate about our work
- Holding ourselves accountable
- Challenging ourselves past our comfort zones

EMPLOYEE DEVELOPMENT AND COMMUNICATION

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.

At Sisecam Resources, Learning, Training, and Development strategy is founded upon the pillars of Safety, Leadership, and Skills Development. Each of these pillars has its own objectives, strategies, 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. Each team-member participates in initial safety training and introduction to their work environment and associated hazards. As the team-members move into their roles, they receive specific training for the tasks and duties they will be responsible to perform.   Wyoming employees also participate in annual safety refresher instruction. Training is the vehicle we use to align our safety expectations and practices with our vision for a Zero Incident Mindset.

Leadership:

Our leaders play a critical role in building our culture. Our commitment to employee development raises employee engagement, buy-in, and advances our performance. Leadership is not an assignment, a job, or a title. Leadership is a choice and we equip our leaders with 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 the unique needs and challenges of our business.

Skills Development:

Skills development has 3 subcategories:
· Career Progression
· Maintenance Apprenticeships
· Education Assistance

EMPLOYEE DEVELOPMENT AND COMMUNICATION

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 that are required to be successful early within their career. Classes are loaded with lectures and labs to ensure effective learning and application.

Sisecam 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.

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.

Safety Training (man-hours)

Year	Value
2019	8,116
2020	7,793
2021	7,845
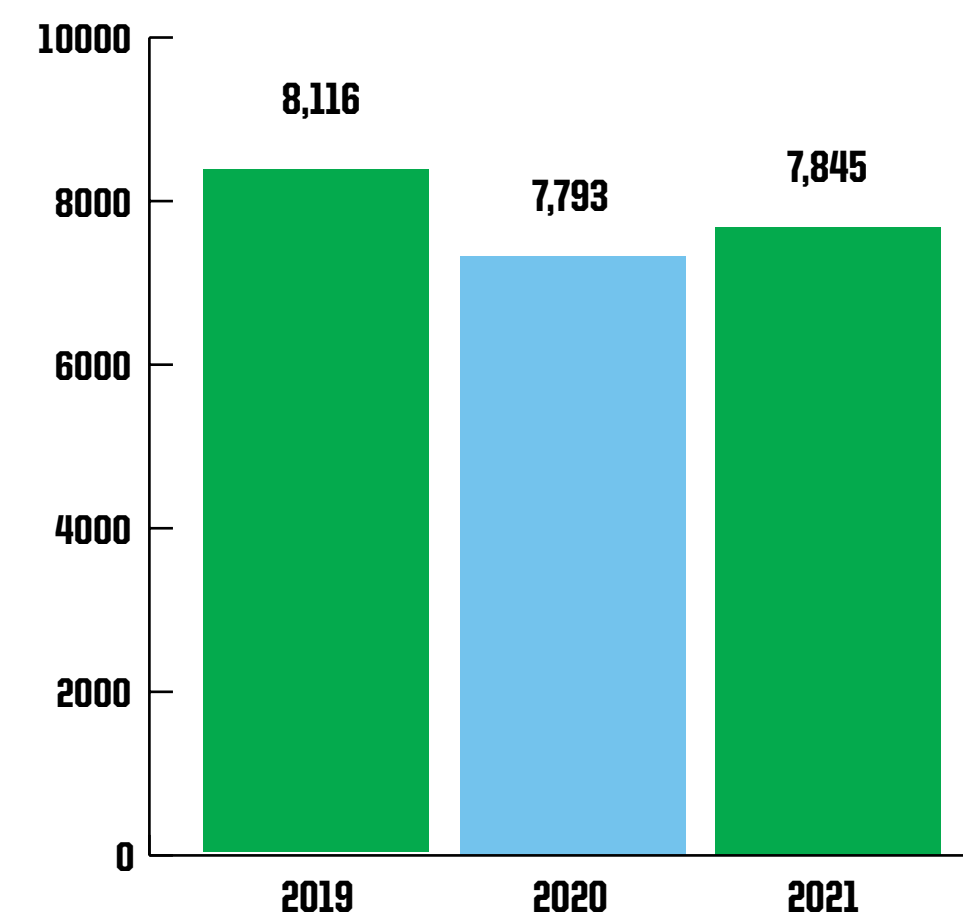
Environmental Training - Surface Employees (man-hours)

Year	Value
2019	276
2020	275
2021	749
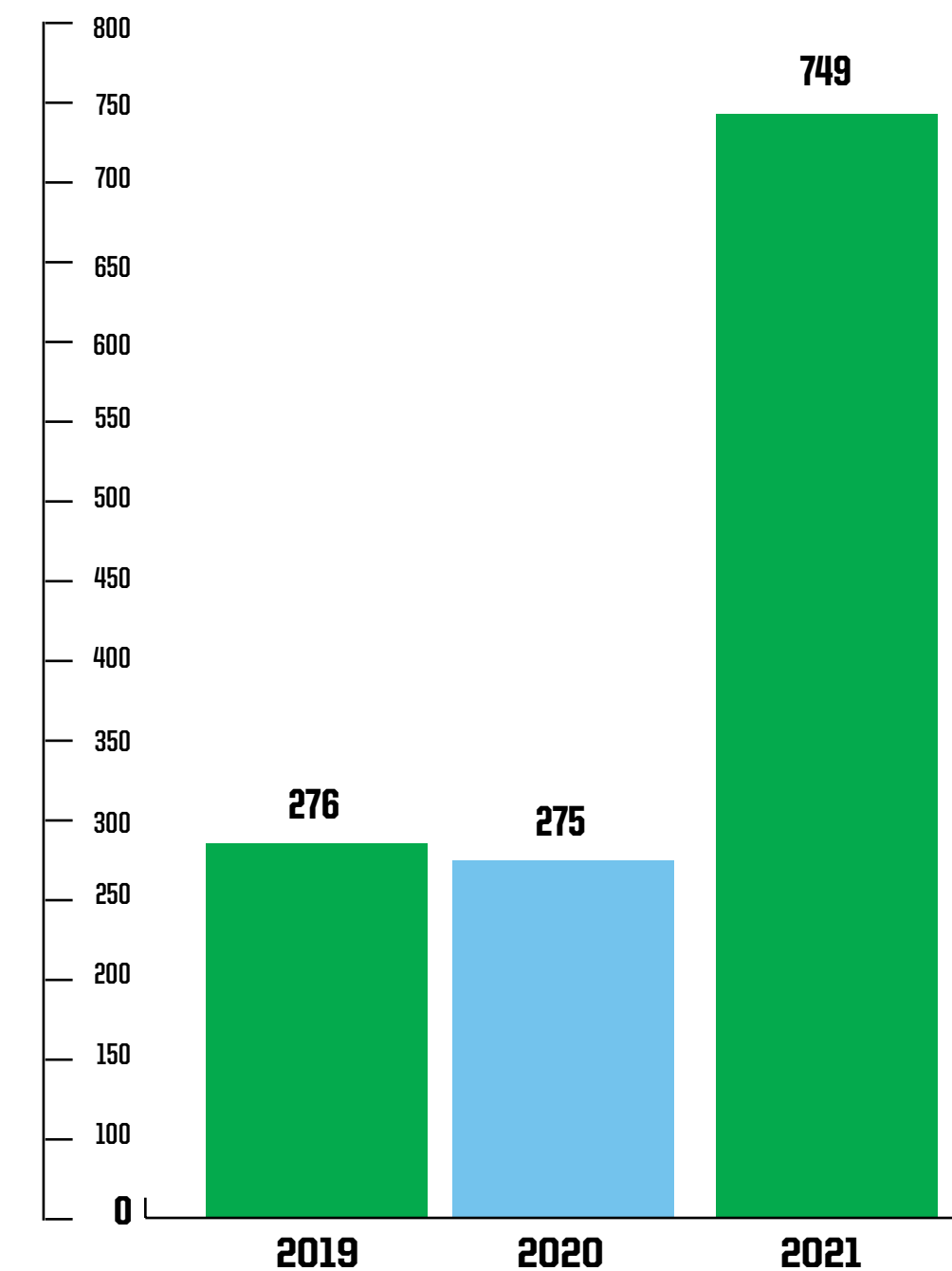
EMPLOYEE DEVELOPMENT AND COMMUNICATION

Sisecam Academy

Sisecam Academy is an online collection of over 14,000 training courses. The topics include, but are not limited to, safety, customer service, compliance, personal finance, and leadership. Content is provided by Sisecam and by vendors who specialize in on-line learning. All Sisecam employees are assigned quarterly compliance training courses through Sisecam Academy. Assigned topics may include Safety, Code of Conduct, Workplace Harassment, and Discrimination/Diversity. These courses align our actions with our responsibility to our customers, our investors, and each other.

Sisecam's success is based on a culture of engagement and development. We have a holistic employee development process which includes goal setting, capturing results, ongoing performance discussions, evaluation and development planning. We also conduct annual reviews and succession planning exercises that span the organization. Through this process we have been able to maintain high retention rates as well as internal promotion rates for all open roles.

Overall manhours of training by year (man-hour)

Year	Value
2019	11,798
2020	5,737
2021	8,552

Average Training Hours per year

Year	Value
2019	25.1
2020	12.02
2021	19.13
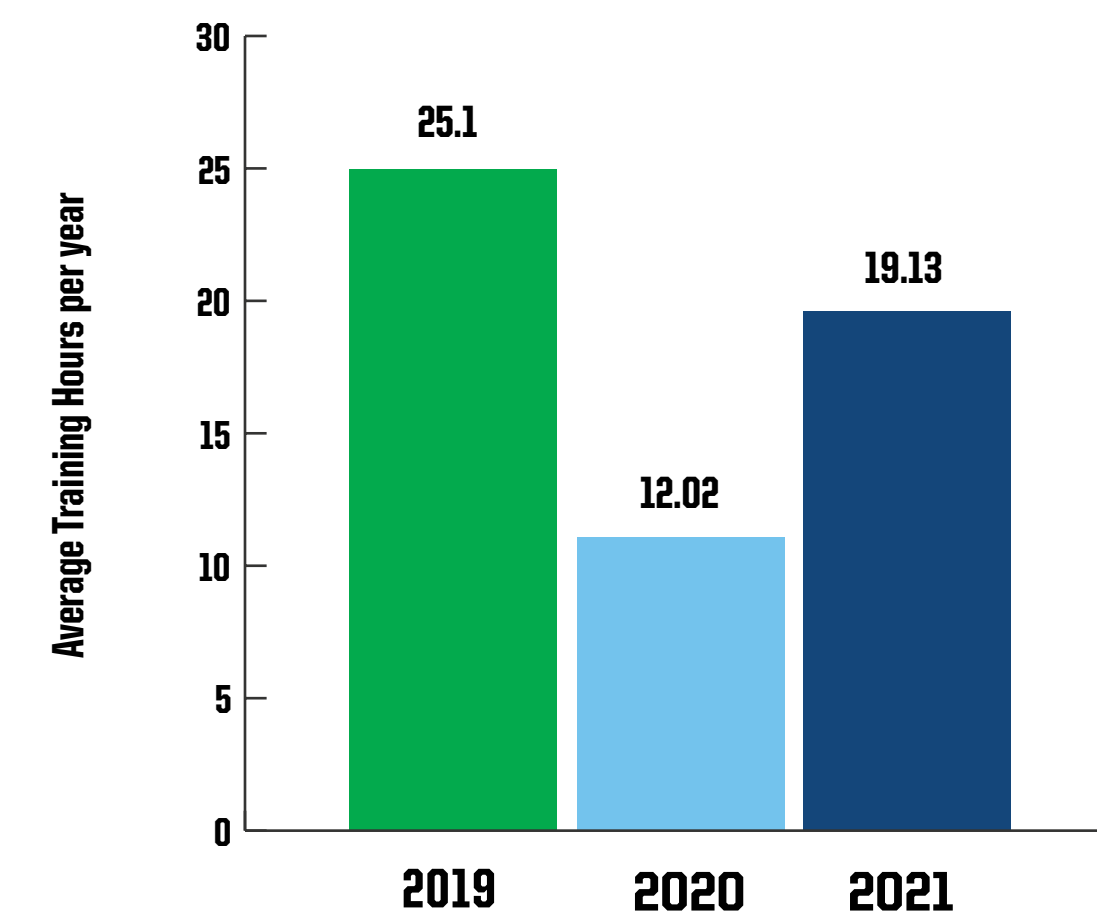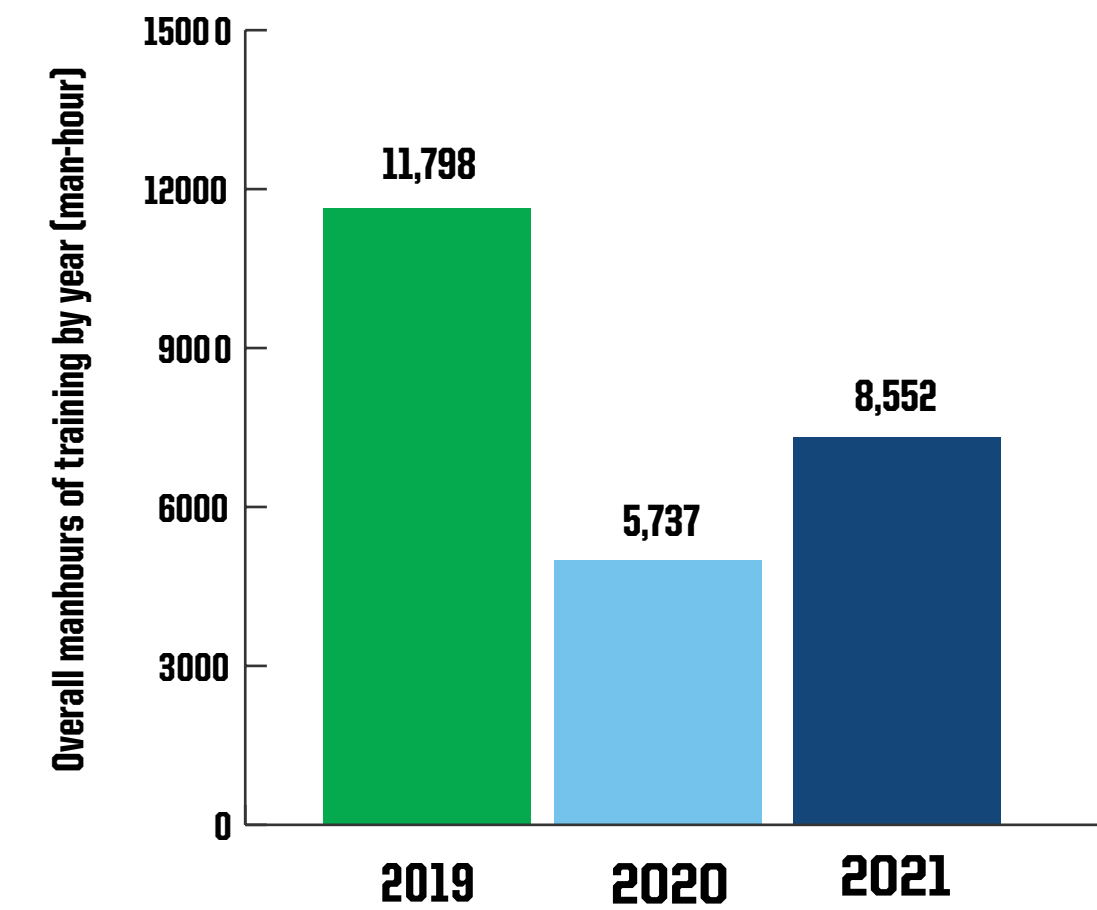
EMPLOYEE DEVELOPMENT AND COMMUNICATION

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

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

- Each year a 5-year Service Anniversary Banquet is held to recognize employees' years of service. Employees who have 5 to 40 years of service are invited to attend the banquet, where we have a dinner, recognize each employee, offer some form of entertainment, and raffle prizes.

- Every year an Internal United Way Campaign drive is held. Sisecam matches employee contributions up to $30,000. United Way aims to advance the common good by focusing on children, families, independence, and safety benefiting our great community.

- An annual Summer Picnic for employees is held for their families and retirees. This is a great opportunity for employees to get acquainted with their co-workers in a relaxed atmosphere.

- Santa Teams deliver toys to employees' homes the second week of December for children ages 0-10. Employees volunteer to be on the Santa Teams.

- A Winter Celebration is held in January for all employees, retirees and a guest. The event includes dinner, photo booth, and various activities.

- Employees are recognized for driving the Safety culture through a Safe Year Program. One of the recognitions is based on the number of Safe Years employees worked at the organization. For each Safe Year, a sticker representing that number of years is given to the employee. Employees can display these stickers on their hard hats, lunch boxes or some save them. The second recognition is around the number of consecutive safe years an employee has worked. They are presented a silver hard hat for 25 years, gold for 35 years, and after 40 years employees can choose their own colored hard hats. They are worn proudly by these employees as they are recognized by all teammates throughout the facility.

- Sisecam has a long-standing commitment to the health and wellbeing of our employees and their families. The yearly Health & Wellness Reimbursement program is in place to help support personal physical activity, weight management, and mental wellbeing goals. The program provides incentives that are earned according to a point allocation system during each plan year. Sisecam employees are given the opportunity to participate in biometric screenings, blood drives, flu shots, and exercise challenges throughout the year. Preventative care is also offered at no cost to employees.

HEALTH AND SAFETY POLICY (MSHA)

We maintain a safe and healthy work environment for our employees using work safety precautions that address general and specific risks for ensuring work safety of the employees and minimizing accidents. We ensure that work safety rules are exercised by all employees of Sisecam, including its employers, employer representatives, contractors and interns, regardless of their areas of activities. Work performed on mine properties is governed by the Mine Safety and Health Administration (MSHA), as well as the State of Wyoming Mine Inspector's Office.

The governing regulatory agency, MSHA, has requirements for training under part 48 of 30CFR the Code of Federal Regulations. 30CFR Part 48 requires all individuals who are working on a mine site to have the appropriate training. The training plan must be approved by MSHA and the instructors who facilitate the training oversight, must be approved by MSHA as well. The standard also requires visitors to the site to have undergone Site Hazard training before entering the facility. Sisecam Wyoming LLC maintains a 100 percent compliance with this requirement.

Sisecam Wyoming LLC has a full site audit conducted by MSHA four times a year (once each quarter), and bi-annually by the State of Wyoming. For the purpose of determining required MSHA measures and monitoring the implementation thereof preventing work accidents and occupational diseases, of conducting first aid and emergency treatment as well as preventive health and safety services, a Safety and Health Department has been established. The department consists of 5 individuals (Safety Director, two Safety Specialists, an Industrial Hygienist, and a Nurse)

Sisecam Wyoming also has a Safety Committee comprised of 25 employees from all areas of the facility including both hourly and salaried. The committee is chaired and co-chaired by hourly employees. We are a 24-hour operation, with this in mind, a Safety Hotline was established so employees have another avenue to report issues or concerns. There is an ambulance on site to be used for transporting employees to local emergency care facilities if needed. In case Advanced Life Support (ALS) is required, life flight and local ambulance services can also be called. 35 Employees have been trained to Emergency Responder Level (EMR) and they are distributed throughout shifts and crews so that there are always trained employees available to aid in case of any injury.

Sisecam Wyoming has Two Mine Rescue Teams trained in Mine Exploration, Mine Fire, ventilation, wearing of a BG-4 apparatus, EMR, and evaluation of mine atmosphere in case of an emergency underground. In addition, there is a Surface Rescue Team trained in Fire, High Angle rescue, confined space rescue, wearing of an SCBA, EMR, and mass trauma to aid on the surface for any emergency incidents.

VPID (Violations per Inspection Day) — 2021

Sisecam	.55
National Average	1.06

NFDL (Non-Fatal Days Lost) — 2021

Sisecam	.48
National Average	1.36
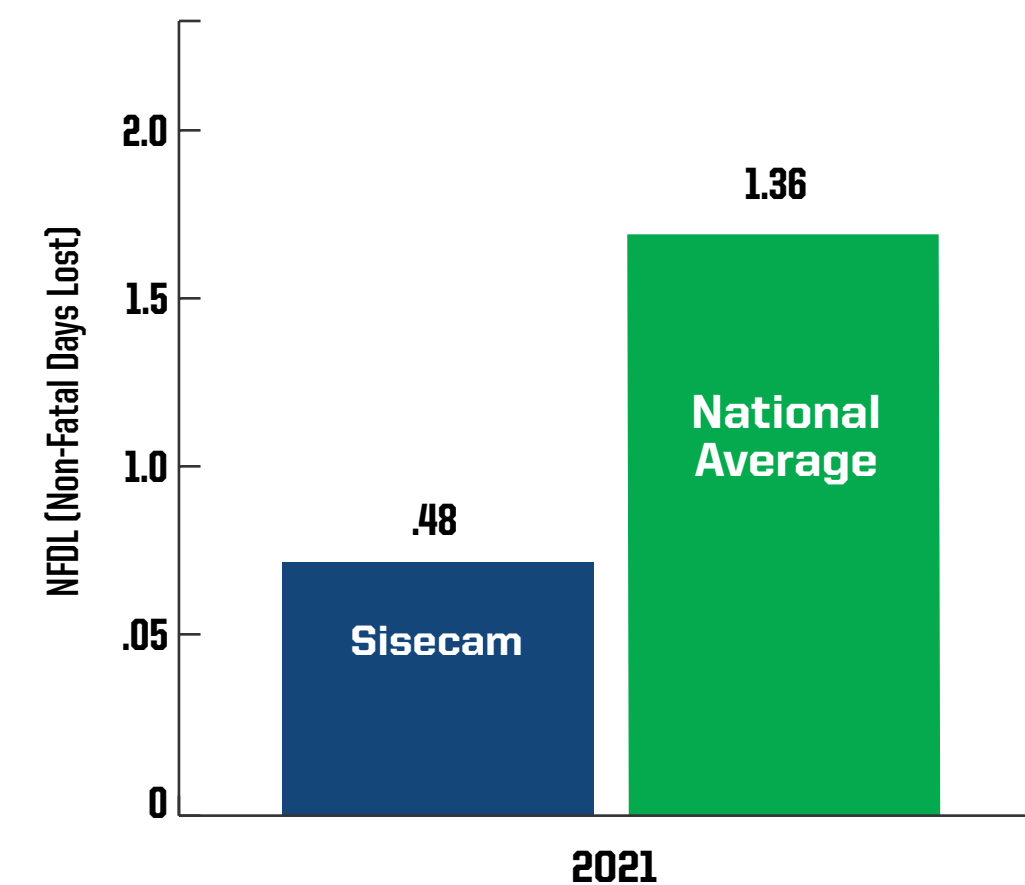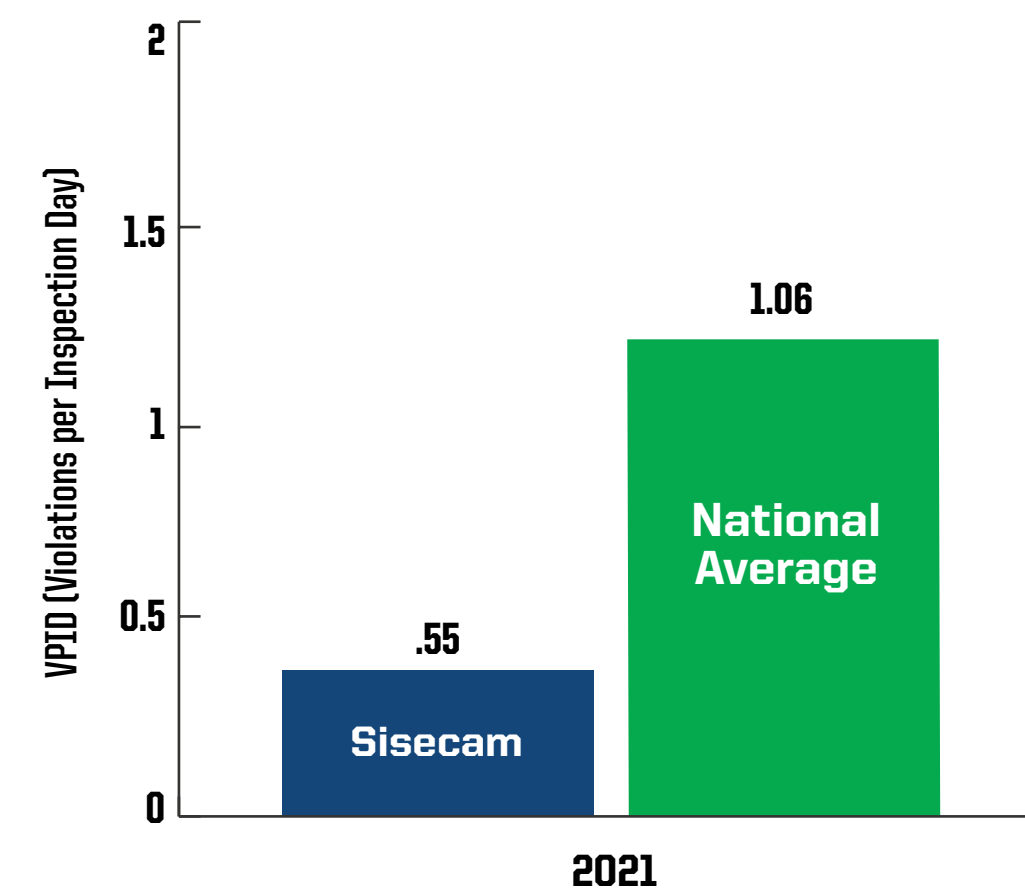
HEALTH AND SAFETY POLICY (MSHA)

The safety groups in the Green River, WY area (Basin Safety groups) have a couple of associations and committees where we can come together and discuss issues and share resources and knowledge. The first is the Southwest Wyoming Mutual Aid Association. This association was started in the early 1970's. The association meets monthly with all the mines in the basin represented. In recent years, the association has expanded to include associate members which are comprised of local contractors who work at the various facilities. The main purpose of the association is to provide a resource in the event of a catastrophic emergency. The members share mine maps, provide tours of facilities, and host annual rescue competitions as well as skill building days. The competitions and skill building days alternate between Mine Rescue and Surface Rescue events. All these events are geared towards familiarity among the groups and working knowledge so they may assist in any emergency.

Sisecam is active in the association with members filling roles on the board over the years and currently filling the role of President of the Association. The basin also has a Safety Committee through the Wyoming Mining Council. This was developed to provide the basin safety managers an umbrella to meet under and discuss issues and share best practices on a quarterly basis. The Safety Committee also expands to a larger group within WMA and puts on an annual safety conference and trade show. The Safety Committee since its inception has been chaired by an individual from Sisecam.

Sisecam Wyoming also runs a Hazard Observation Program which aims to engage employees in a leading indicator for workplace injuries. One area in the safety triangle that one can control is unsafe conditions or hazards. Sisecam developed a program where employees are asked quarterly to make three observations. These observations can range from identifying and mitigating hazards, observing a fellow teammate or family member doing something right, giving positive feedback, or stopping an unsafe behavior. Supervisors are tasked with the responsibility of tracking their groups' observations and making sure their teams are engaged around this program. At the end of the quarter, if the employee has completed all three of their observations, they are awarded with a gift certificate.

HEALTH AND SAFETY POLICY (MSHA)

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

Every employee at Sisecam Wyoming is empowered to use the Stop Work Authority Cards. They have the right and responsibility to stop any behavior or task they deem unsafe to themselves or their fellow teammates. These cards are nothing more than a reminder and tool employees can carry around with them in their pockets. If they view an unsafe condition or act, they pull the card out and all work activity stops. The issues are then discussed and proper steps are taken to mitigate the unsafe condition.

Sisecam Wyoming also has a program, called 20/20/20. In this program, employees are asked to break every 20 minutes for a minimum of 20 seconds, and observe the work area 20 feet in all directions for changes in the work area that could pose a hazardous situation. Many incidents occur because an employee loses the situational awareness of the current environment or the task has changed. The objective is to maintain situational awareness.

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.

STOP
Work Authority
ŞİŞECAM

Stop any work or behavior you deem unsafe to yourself or your coworkers.

You will **NEVER** be penalized for stopping unsafe work or speaking up about hazards and injuries.

Güray Eken,
VP. Manufacturing and
Operational Excellence
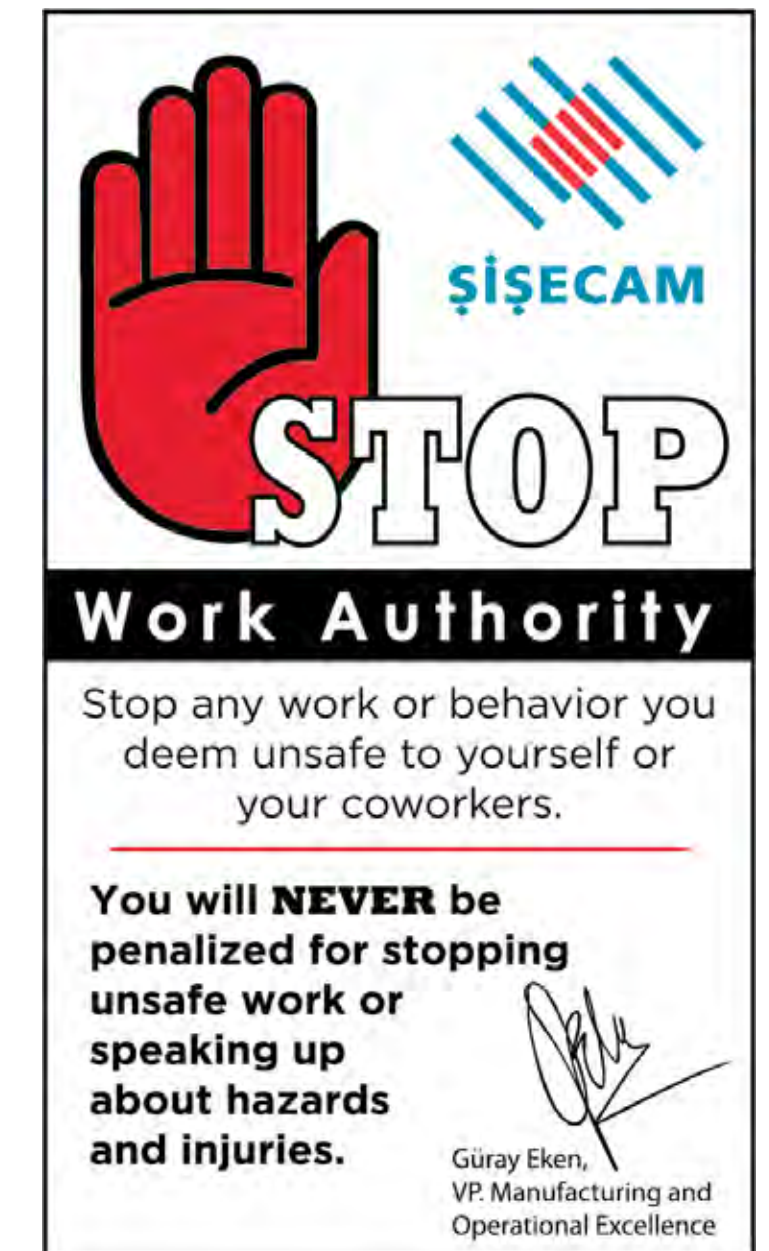
HEALTH AND SAFETY POLICY (MSHA)

Sisecam Wyoming shall uphold its position as an industrial leader by conducting all activities in a manner that is protective of 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 at home, is a direct result of what we value.

In fulfillment of this commitment, Sisecam 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, the investigation of all workplace and process safety incidents and illnesses, and the maintenance of timely and effective corrective action programs
- Take personal accountability linked with individual performance, and champion Safety and Health responsibilities among our teammates, family members, contractors and suppliers
- Comply with all applicable Safety and Health laws and regulations
- Increase shareholder value through Safety and Health excellence

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 AND SAFETY POLICY (MSHA)

At Sisecam Wyoming, Safety is a value, not just a priority. It's how we do business; it's who we are.

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

Sisecam's stellar safety performance continues to speak for itself. The oganization was recently recognized by the Wyoming Mining Association as the Safest Underground Mine in the State (Large Category) for 2021. This is an award the Green River, WY site has won more than thirty times. They are also a five-time winner of the Industrial Minerals Association of North America (IMA-NA) Large Category award for being the country's safest underground mine. Moreover, mine and surface rescue teams are consistently among the best in the country, with eight national mine rescue and three international surface rescue championships.

Sisecam was awarded the Governor's Safety Award (Safe Sam) for 2020, the second time we have won the award. Sisecam is 6-time winners of the IMA-NA award receiving the award for 2021.

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL MANAGEMENT

The Sisecam Wyoming plant has been a fixture of the community in Green River 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, Environment and Food Safety policies.

ENVIRONMENTAL FRIENDLY PRODUCTION

Sisecam 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% Sisecam Wyoming mine leases. These uses include public recreation, farming, ranching, grazing, and access to the Seedskadee National Wildlife Refuge, while active underground mining is being conducted.

Currently, a portion of our mine tailings are placed underground, thus lessening the impact to surface tailings impoundments. We have given away our right to use coal showing our commitment to preserve the environment and set 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.

WATER MANAGEMENT

Water is the most important and the most essential source for the continuity of life. According to the report published by United Nations Environment Program, more than half of the world population will have to face water scarcity within 50 years. Therefore, at the Sisecam Wyoming facility, we consider the water, which we need at every step of our production, as the most important heritage that we should leave to the next generations. We address water related issues through a broader perspective and ensure adaptation to new policies and corporate reforms to adjust our water management strategies due to global change. We elevate the level of awareness among our employees via water usage trainings and tutorials.

WATER MANAGEMENT

In recent years Sisecam Wyoming has put a significant emphasis on efficient water usage and has identified many projects related to water use reduction. This has greatly reduced our water usage on a gallon/ton of soda ash produced basis.

The Sisecam Wyoming facility is a non-discharge facility, which means no contaminated surface waters are discharged from the site to the nearby Green River. Over the past several years, the facility has invested tens of millions of dollars on cutoff walls and pump back well systems to reduce the interaction of ground water and high total dissolved solids (TDS) water coming from historic ponds. This has in turn contributed to limiting the level of salt released to the river which is regularly monitored through a large system of monitoring wells. In fact, the site is now operating at a level (of salt load amount) much lower than the regulatory limit of 2000 lbs per day.
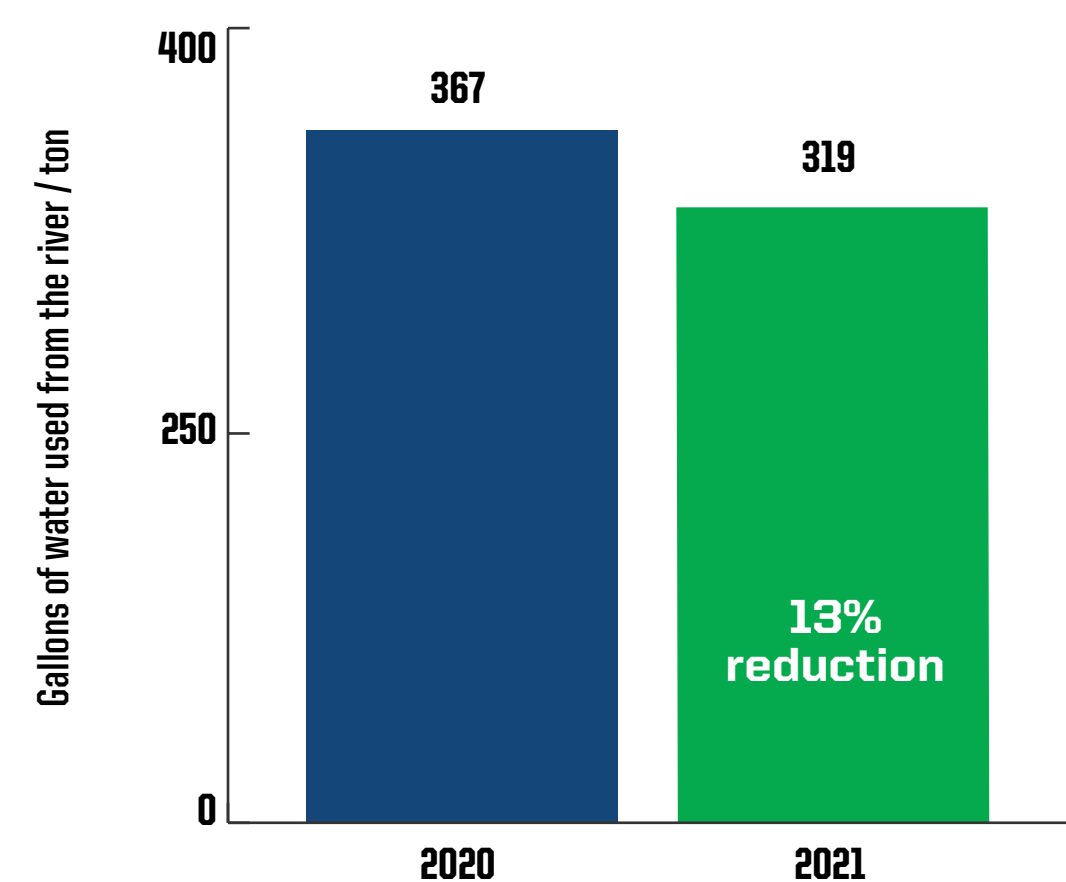
In the past 8 years Sisecam Wyoming reduced the amount of water used from the river by 13%.

Gallons of water used from the river / ton

	2020	2021
	367	319 (13% reduction)

WATER STRESS BY COUNTRY

17 COUNTRIES FACE EXTREMELY HIGH WATER STRESS

BASELINE WATER STRESS

Extremely high (>80%) · High (40-80%) · Medium-high (20-40%) · Low-medium (10-20%) · Low (<10%) · Arid and low water use · No data

Source: wri.org/aqueduct

AQUEDUCT   WORLD RESOURCES INSTITUTE
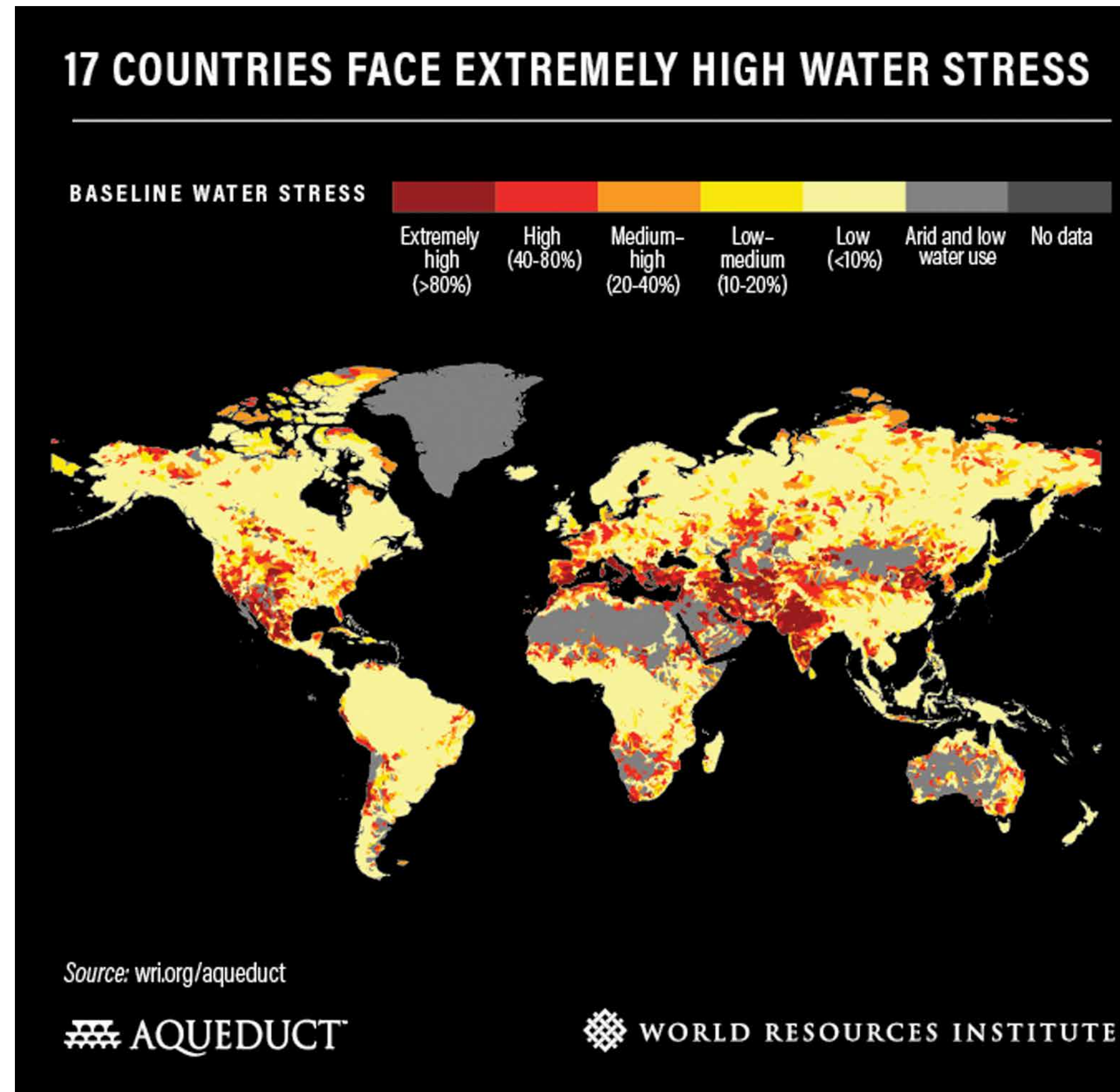
NATURAL RESOURCE MANAGEMENT

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 the use of different types of raw materials such as salt (brine), limestone, ammonia and carbon dioxide to be used in the process.

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

Over the past decade, due to application of innovative solutions in the production process, Sisecam Wyoming 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.

TRONA ORE TO ASH RATIO

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 **2020** **2021**

1.51 1.60 1.56
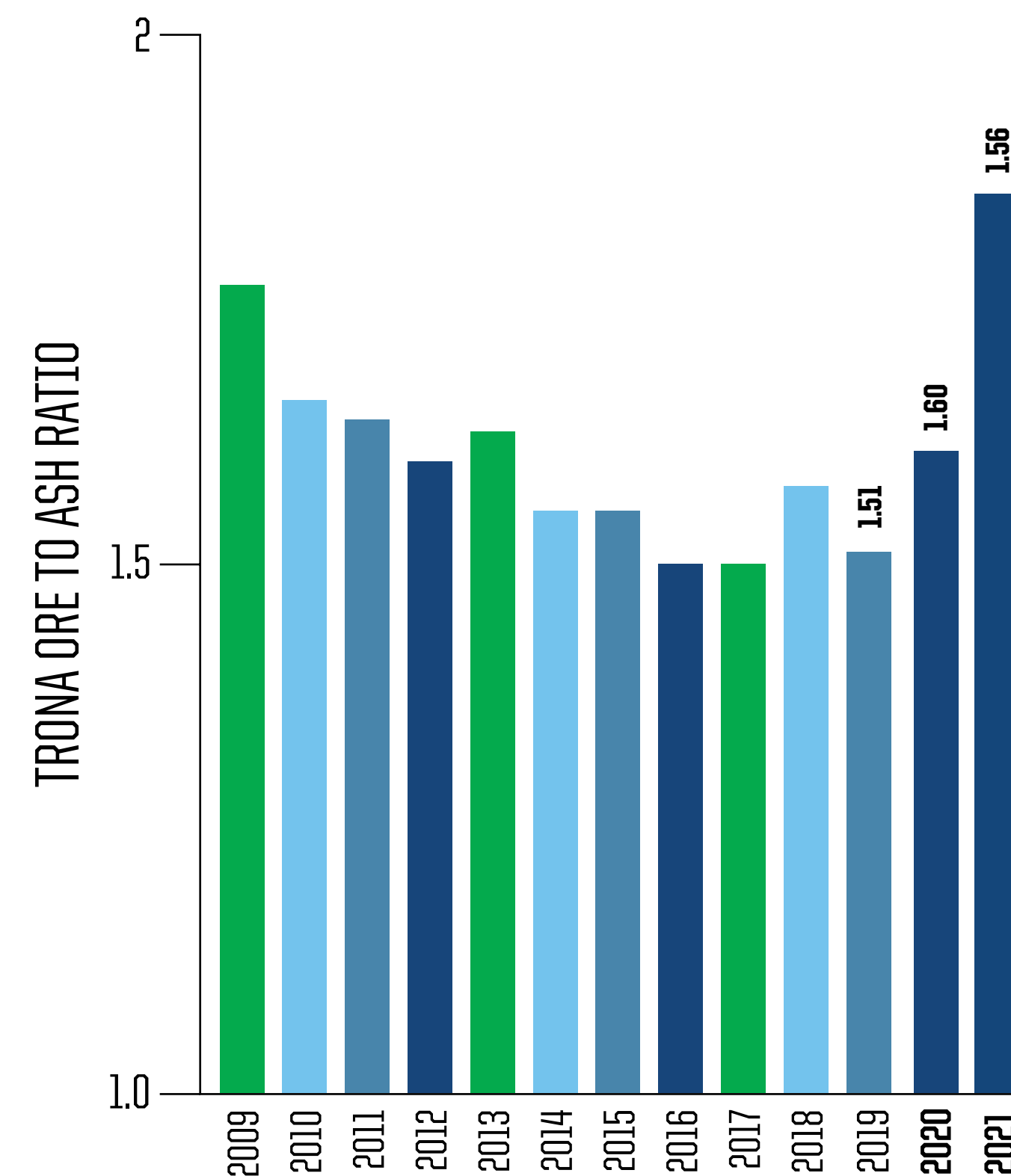
WASTE MANAGEMENT

Sisecam Wyoming is continuously working on reducing waste by separating streams and recycling all metal from older decommissioned units as well as maintenance and project work. A continuous improvement project initiated in 2021 resulted in over 304,279 pounds of copper being collected and sent out for recycling.

Previous efforts to recycle wood pallets had been unsuccessful, but in 2021 the Wyoming site explored different 3rd party alternatives to accomplish this task. Over 1,800 pallets were successfully sent out for recycle last year.

Overall, liquid solution as a by-product of the process is collected in the deca ponds. These ponds enable Sisecam to recover soda ash via deca rehydration otherwise lost in processing trona.

	Sisecam Wyoming (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)

BIODIVERSITY

For seven years Sisecam Wyoming has been partnering with other local producers in the formation of the Wyoming Mining Natural Resources 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 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.

Wyoming Mining Natural Resource Foundation (WMNRF) is developing a voluntary conservation strategy with an objective of achieving durable net conservation benefit for the greater sage-grouse and the habitat on which it depends in the landscape context of mining and processing operations in Southwestern Wyoming. Implementation of the conservation strategy will be directed by an Agreement between WMNRF, the U.S. Fish and Wildlife Service, and the Bureau of Land Management. The Agreement incorporates a combined Candidate Conservation Agreement with Assurances (CCAA) applicable to non-federal property and an integrated Candidate Conservation Agreement (CCA) applicable to federal property. The partnership with WMNRF confirms our effort to remain actively involved to preserve wildlife.

In addition, the ponds used across the plant attract birds throughout the year. To minimize the impact to our wildlife, as part of the Migratory Bird Treaty Act, Sisecam executed a program and saved 220 birds from the ponds and chased off 639 of them in 2021.

CLIMATE CHANGE & ENERGY EFFICIENCY

As part of the energy efficiency initiatives, Sisecam Wyoming has recently built a new gas turbine and associated Co-generation (electricity and steam) facility, which will replace the older and less efficient unit and provide about 25% 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.

Overall, compared to synthetic soda ash producers, Sisecam Wyoming uses more than 40% less energy for its operation.

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

	Sisecam Wyoming (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
Energy Usage	3.9 – 4.4 MMBtu / ton	10 – 14 MMBtu / ton	10 – 14 MMBtu / ton

Total Energy Consumption – Electricity & Natural Gas (MMBTU)

Year	Value
2018	9.77MM
2019	9.55MM
2020	9.27MM
2021	10.7MM

Production (Metric tons)

Year	Value
2018	2.37M
2019	2.50M
2020	2.07M
2021	2.47M
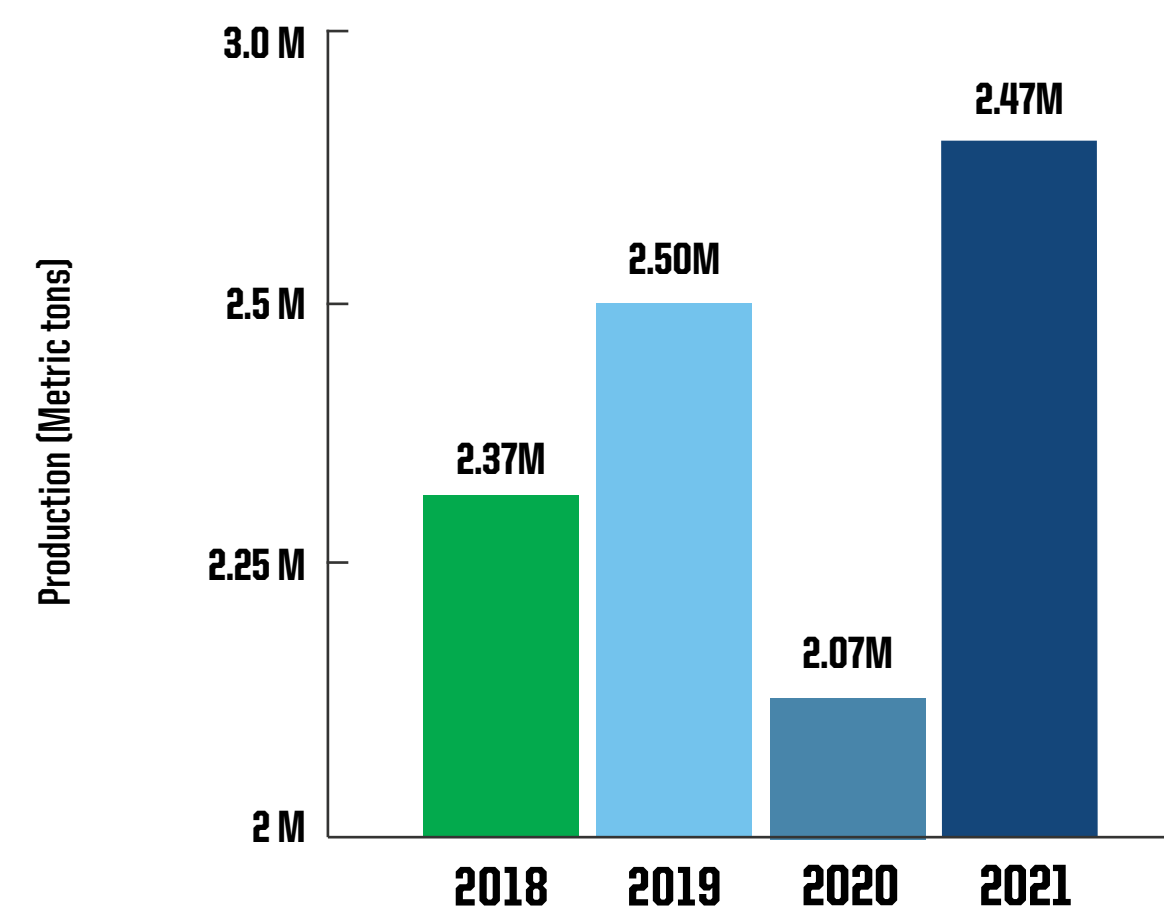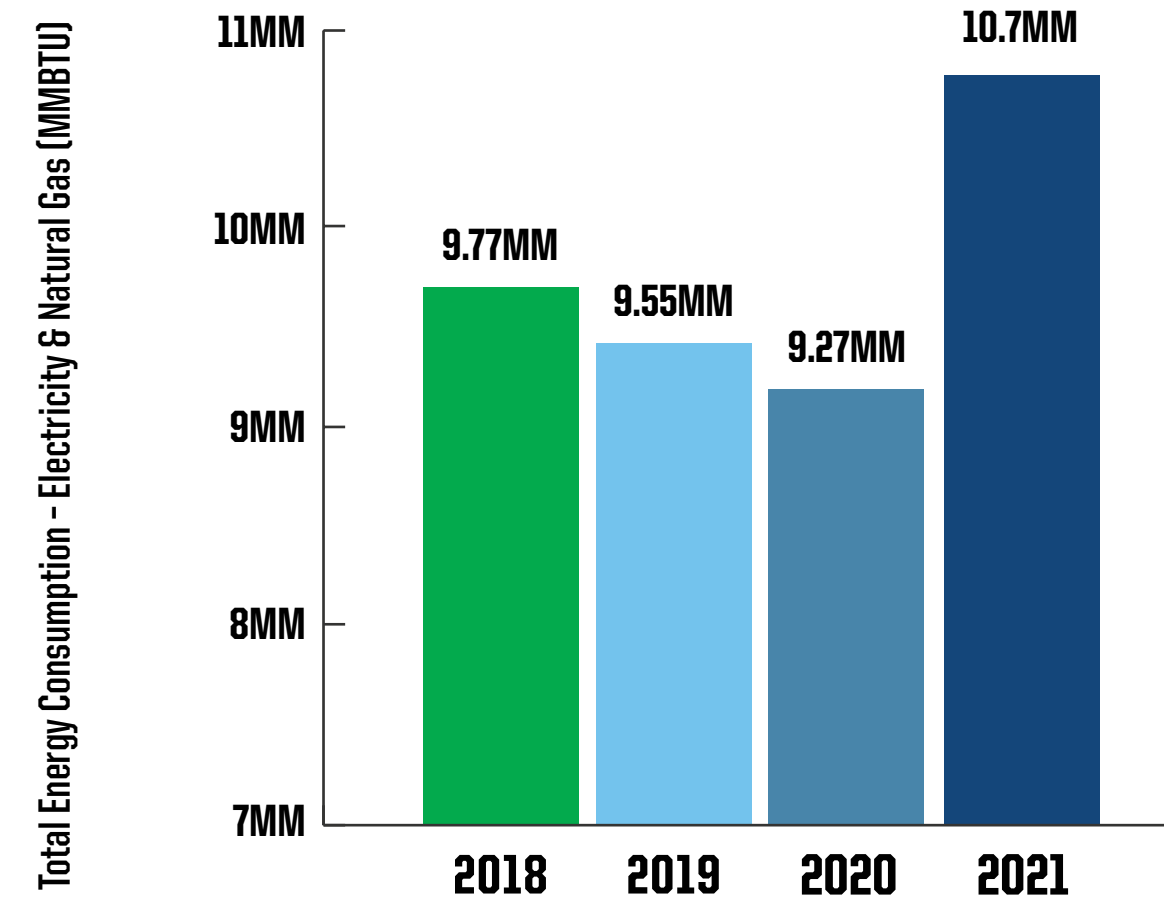
CONTINUOUS IMPROVEMENT & ENERGY EFFICIENCY

At the Sisecam Wyoming facility there is a dedicated Continuous Improvement (CI) team who is responsible for working closely with various functions in the plant on projects that will provide productivity and efficiency to the operation. Most of the project ideas stem from employees as a result of the long-standing culture of self-motivation for every individual to step up and look for ways to continuously improve how we manage our operation. Employees are informed about potential CI projects via different channels and are encouraged to provide input and get actively involved to produce the desired outcome. Employees also provide feedback after the projects have been implemented to verify it achieved the desired results.

Every year, selected employees go through blue and green belt trainings where they learn how to effectively use CI processes and tools in managing process improvement projects. From the start of the program, 184 employees have gone through CI trainings, 32 completed in 2019. In person training was suspended in 2020 and 2021 due to COVID-19, however, plans are being developed to resume them again in 2022. Many of the projects included in the CI program are focused on reducing energy consumption and raw material addition in our operation.

Two large cost savings projects were identified in 2021 from employees. The first reduced the consumption of raw material additives to the process. The second project recognized a need for additional instrumentation on critical equipment that had caused unplanned downtime in the past. This second project also allowed the process to improve its yield as a secondary benefit.

SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY

Substantial Commitments Made to Local Organizations with contributions reaching $4 million.

Public school improvements
Sweetwater County School District #1 head Start building being remodeled and expanded.

City of Green River Community Park
Project to expand existing children's water park and Ever's Park to a family-friendly recreation complex

Boys & Girls Club
Remodel projects has brought the existing building up to code and repaired damage from vandalism

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 Sweetwater County Hospital, 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 and volunteers for distribution

Major Sponsor of Cheyenne Frontier Days Rodeo

PERFORMANCE DATA

	2018	2019	2020	2021
Production Volume (Metric Tons)	2,370,809	2,496,623	2,067,774	2,467,963
Net Product Sale (Metric Tons) (Wyoming Plant)	2,370,615	2,502,998	2,015,658	2,552,364
Export (Metric Tons)	1,411,654	1,709,700	1,162,123	1,372,480
Domestic (US, Canada) (Metric Tons)	958,961	793,298	853,535	1,179,884

FINANCIAL DATA

Sisecam
SUSTAINABILITY REPORT

$ millions	2018	2019	2020	2021
Profit Before Taxes	103.0	101.6	26.9	51.4
Total Assets	434.6	494.2	498.1	543.3
Total Short-Term Liabilities	64.6	56.3	55.9	73.8
Total Liabilities	174.5	194.4	192.7	198.6
Shareholder's Equity	260.1	299.9	305.4	344.7
Paid Dividends (Out of WY)	95.0	65.0	29	23
Capital Expenditures	52.4	58.1	37.4	27.8
Personnel Expenses	64.3	68.2	65.3	72.8
Taxes Paid (Severance & Production Taxes)	9.5	9.8	9.1	8.7
Energy Investments (COGEN facility)	20.3	29.2	5.5	0
Total Enterprise Value	936.9	807.6	628.4	774.0

SOCIAL DATA

Sisecam
SUSTAINABILITY REPORT

Social Data	2018	2019	2020	2021
Employee Distributions According to their Status				
Blue Collar	348	352	347	297
White Collar	140	141	140	200
Total	488	493	487	497
Employee Distribution According to Contract Type				
Permanent	488	493	487	497
Temporary	0	0	0	0
Total	488	493	487	497
Employee Distribution According to Gender				
Men	424	430	422	430
Women	64	63	65	67
Total	488	493	487	497
Employee Distribution According to Age Group				
<30	58	64	45	47
30-50	276	311	318	322
>50	154	118	124	128
Total	488	493	487	497
Distribution of Employees According to being Native or Foreigner				
Native	488	486	479	488
Foreigner	0	7	8	9
Total	488	486	487	497

Social Data	2018	2019	2020	2021
Average Age According to Employee Categories				
Senior Executives	49	46	45.8	46
Mid-Level Executives	48	47	46.6	47
Specialists & Officials	46	45	46.2	47
Average Seniority According to Employee Categories				
Senior Executives	8	3	3	4
Mid-Level Executives	5	7	6	7
Specialists & Officials	14	12	12	13
Employee Education				
Total Hours	12,270	11,798	5,737	6,200
Distribution of Senior Executives According to being Native or Foreigner				
Native	9	6	4	5
Foreigner	0	3	4	4
Total	10	9	8	9
Distribution of Senior Executives According to Gender (%)				
Female	11.1%	11.1%	12.5%	13.2%
Male	88.9%	88.9%	87.5%	86.8%
Total	100%	100%	100%	100%

OHS AND ENVIRONMENTAL DATA

Sisecam
SUSTAINABILITY REPORT

2021 Comparison	Sisecam	Peer 1	Peer 2	Peer 3
PM (total condensable & non-condensable)	567	217	1,122	2,028
PM10 (emissions < 10 microns)	311	217	1,096	1750
PM2.5 (emissions <2.5 microns)	237	217	888	1584
CO	1,971	3,714	4,287	3,818
NOx	288	1,146	2,220	2,011
SO2	12	58	1,696	2,105
VOC	464	1,128	576	6,319
Ammonia	25	2.9	0	12
Total + CO	3,046	6,263	9,876	16,003
Total - CO	1,100	2,552	5,589	12,185

	2018	2019	2020	2021
Sisecam CO2e	737,659	796,960	813,130	854,312

2021 Comparison	Sisecam	Nat'l AVG
VPID (Violations per Inspection Day)	0.45	1.30

	2017	2018	2019	2020	2021
NFDL (Non-Fatal Days Lost)					
Sisecam	0.7	0	1.0	0.69	0.48
Peer 1	0.88	0.54	1.63	1.34	1.47
Peer 2	1.83	0.89	0.95	0.7	1.31
Peer 3	1.83	0.93	1.1	1.53	1.07
Nat'l AVG	1.07	1.04	1.08	2.36	
RAIR (Reportable Accident Incident Rate)					
Sisecam	1.18	0.46	2.00	.53	.73
Peer 1	1.42	1.08	2.53	1.3	2.45
Peer 2	1.70	2.22	1.74	0.89	2.48
Peer 3	1.10	0.92	0.77	2.0	1.54
Citations					
Sisecam	132	55	64	122	111
Peer 1	122	105	142	261	257
Peer 2	129	153	117	140	150
Peer 3	137	67	213	222	297
Reportable Incidents					
Sisecam	5	2	9	2	3
Peer 1	8	6	14	11	10
Peer 2	8	10	8	4	17
Peer 3	10	8	7	10	13

CONTENT INDEX SERVICE 2022

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

GRI CONTENT INDEX

GRI Standard	Disclosure	Page Numbers and/or direct answers
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 2, About Sisecam Resources
	102-2 Activities, brands, products, and services	Page 2, About Sisecam Resources Page 23, Products and Areas of Use
	102-3 Location of headquarters	Page 2, About Sisecam Resources Page 20, Sisecam Group Trona Reserves
	102-4 Location of operations	Page 2, About Sisecam Resources Page 20, Sisecam Group Trona Reserves Page 26, Sales Network
	102-5 Ownership and legal form	Page 2, About Sisecam Resources Page 13, Governance"
	102-6 Markets served	Page 2, About Sisecam Resources Page 26, Sales Network
	102-7 Scale of the organization	Page 27, Sales and Export Data Page 69, Financial Data
	102-8 Information on employees and other workers	Page 70, Social Data
	102-9 Supply chain	Page 40, Supply Chain
	102-10 Significant changes to the organization and its supply chain	There is no significant change.
	102-11 Precautionary principle or approach	Page 38, Sustainability Priorities Page 42, Risk Management
	102-12 External initiatives	Page 41, Initiatives and Memberships
	102-13 Membership of associations	Page 41, Initiatives and Memberships
	102-14 Statement from senior decision-maker	Page 4-8, Messages from Group Head and CEO
	102-15 Key impacts, risks, and opportunities	Page 42, Risk Management

GRI CONTENT INDEX

	102-16 Values, principles, standards and norms of behavior	Page 15, Mission and Strategies Page 44-45, Ethical Values and Wage Policy
	102-17 Mechanisms for advice and concerns about ethics	Page 44-45, Ethical Values and Wage Policy
	102-18 Governance structure	Page 13-14, Organizational Structure Page 17, Governance
	102-22 Composition of the highest governance body and its committees	Page 17, Governance
	102-23 Chair of the highest governance body	Page 17, Governance
	102-26 Role of highest governance body in setting purpose, values, and strategies	Page 15, Mission and Strategies Page 39, Sustainability Targets
	102-30 Effectiveness of risk management processes	Page 31-33, Sustainability Management Page 37, Sustainability Priorities
	102-32 Highest governance body's role in sustainability reporting	Page 31-33, Sustainability Management Page 37, Sustainability Priorities
	102-35 Remuneration policies	Page 45, Wage policy
	102-36 Process for determining remuneration	Page 45, Wage policy
	102-40 List of stakeholder groups	Page 35-36, Stakeholders
	102-41 Collective bargaining agreements	No collective bargaining agreements
	102-42 Identifying and selecting stakeholders	Page 35-36, Stakeholders
	102-43 Approach to stakeholder engagement	Page 25, Sales & Marketing Page 28-29, Customer Relations Page 35-36, Stakeholders
	102-44 Key topics and concerns raised	Page 25, Sales & Marketing Page 28-29, Customer Relations Page 35-36, Stakeholders
	102-45 Entities included in the consolidated financial statements	Page 2, About the report Page 10, About Sisecam Resources Page 69, Financial Data
	102-46 Defining report content and topic boundaries	Page 2, About the report
	102-47 List of material topics	Page 2, About the report Page 37, Sustainability Priorities
	102-48 Restatements of information	No Changes.
	102-49 Changes in reporting	No Changes.

GRI CONTENT INDEX

	102-50 Reporting Period	Page 2, About the report
	102-51 Date of most recent report	Page 2, About the report First GRI Report
	102-52 Reporting cycle	Page 2, About the report
	102-53 Contact point for questions regarding the report	Page 2, About the report
	102-54 Claims of reporting in accordance with the GRI Standards	Page 2, About the report
	102-55 GRI Content Index	Page 72, GRI Content Index
	102-56 External assurance	Page 2, About the report
Material Topic: Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 69, Financial Data
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 69, Financial Data
	103-3 Evaluation of the management approach	Page 69, Financial Data
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 69, Financial Data
Material Topic: Ethical Values		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 44-45, Ethical Values and Wage Policy
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 44-45, Ethical Values and Wage Policy
	103-3 Evaluation of the management approach	Page 44-45, Ethical Values and Wage Policy
Material Topic: Environment Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 56-59, Environment Management Page 63, Biodiversity
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 56-59, Environment Management Page 63, Biodiversity
	103-3 Evaluation of the management approach	Page 56-59, Environment Management Page 63, Biodiversity
Material Topic: Environment Management		

GRI CONTENT INDEX

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 63, Biodiversity Page 64, Climate Change and Energy Efficiency
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 63, Biodiversity Page 64, Climate Change and Energy Efficiency
	103-3 Evaluation of the management approach	Page 63, Biodiversity Page 64, Climate Change and Energy Efficiency
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 61, Natural Resource Management Page 62, Waste Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 64, Climate Change and Energy Efficiency
Material Topic: Carbon Footprint and Energy Efficiency		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 58-59, Water Management
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 58-59, Water Management
	103-3 Evaluation of the management approach	Page 58-59, Water Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 58-59, Water Management
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Page 39, Sustainability Targets Page 58, Water Management
	303-3 Water Withdraw	Page 58-59, Water Management
Material Topic: Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 56-57, Environment Management Page 64, Climate Change and Energy Efficiency Page 65, Continuous Improvement & Energy Efficiency
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 56-57, Environment Management Page 64, Climate Change and Energy Efficiency Page 65, Continuous Improvement & Energy Efficiency
	103-3 Evaluation of the management approach	Page 56-57, Environment Management Page 64, Climate Change and Energy Efficiency Page 65, Continuous Improvement & Energy Efficiency

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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 71, OHS & Environmental Data
	305-2 Energy indirect (Scope 2) GHG emissions	Page 71, OHS & Environmental Data
Material Topic: Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 50-54, Occupational Health and Safety (MSHA)
	103-2 The management approach and its components	Page 50-54, Occupational Health and Safety (MSHA)
	103-3 Evaluation of the management approach	Page 50-54, Occupational Health and Safety (MSHA)
GRI 403: Occupational Health and Safety 2018	403-1 Workers representation in formal joint management - worker health and safety committees	Page 50, Occupational Health and Safety (MSHA)
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 50, Occupational Health and Safety (MSHA) Page 71, OHS & Environmental Data
	403-3 Occupational health services	Page 44, Ethical Values
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 50, Occupational Health and Safety (MSHA)
	403-5 Worker training on occupational health and safety	Page 50, Occupational Health and Safety (MSHA)
	403-6 Promotion of worker health	Page 53, Occupational Health and Safety (MSHA)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 50-54, Occupational Health and Safety (MSHA)
	403-8 Workers covered by an occupational health and safety management system	Page 50, Occupational Health and Safety (MSHA)
Material Topic: Employee Training and Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 46-49, Employee Development and Communication
	103-2 The management approach and its components	Page 46-49, Employee Development and Communication
	103-3 Evaluation of the management approach	Page 46-49, Employee Development and Communication

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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 46-49, Employee Development and Communication
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 46-49, Employee Development and Communication
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 46-49, Employee Development and Communication
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 44, Ethical Values
Material Topic: Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 28-29, Customer Relations
	103-2 The management approach and its components	Page 28-29 Customer Relations
	103-3 Evaluation of the management approach	Page 28-29, Customer Relations
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 28-29, Customer Relations

THE SUSTAINABLE DEVELOPMENT GOALS INDEX

	GOAL	Page Numbers
	GOAL 1: NO POVERTY	Page 45, Wage Policy
	GOAL 3: GOOD HEALTH AND WELL-BEING	Page 50-54, Occupational Health and Safety (MSHA)
	GOAL 4: QUALITY EDUCATION	Page 44, Ethical Values Page 46-49, Employee Development and Communication
	GOAL 5: GENDER EQUALITY	Page 44, Ethical Values
	GOAL 6: CLEAN WATER AND SANITATION	Page 58-59, Water Management
	GOAL 8: DECENT WORK AND ECONOMIC GROWTH	Page 27, Sales and Export Data
	GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE	Page 19, Mining and Production at Sisecam Wyoming
	GOAL 10: REDUCED INEQUALITIES	Page 44, Ethical Values
	GOAL 13: CLIMATE ACTION	Page 64, Climate Change and Energy Efficiency