

## **Commitment to Workplace Health & Safety**

Safety is among our main core values. We are uncompromising in our commitment to the health and safety of our employees, our contractors, and the community in which we reside. We expect our contractors to share our commitment to workplace health and safety.

The President and COO has executive responsibility for GEVO's health and safety programs and delegates the Plant Leaders to champion and ensure safe operating practices at each site. They are responsible for promoting and maintaining compliance, setting guidelines for inspections, risk management, and fostering a culture of safety across our divisions.

We strive to comply with all health and safety laws and regulations that apply to our business. We provide safety orientation and training for new employees and periodic refresher training as required by laws and regulations. Gevo assesses operational risk daily to ensure compliance to these safety laws. Through the cooperative efforts of all team members and leadership, we strive to create an incident and injury-free environment.

Safety training is performed through multiple platforms: webinars, classroom settings, field onsite forums, and “toolbox talks” to promote a culture of safety awareness and improvement. We believe that safety requires risk assessment skills, a willingness to modify unsafe behavior, appropriate attention to housekeeping, open communication, personal accountability, ownership, and a collective commitment by every member of the organization. Nothing is more important than keeping everyone safe.

Gevo’s safety culture relies on proactive and frequent inspection visits and, equally important, the documentation of inspection outcomes. Employees are trained to cite both safe work practices along with safety mitigation measures to be shared with Company leadership.

The below table represents our striving for a zero-incident culture at Gevo with both our employees and contractors:

	<b>2020</b>	<b>2021</b>
<b>Recordable Injury Rate</b>		
Employees		1.5
Contractors		
<b>Recordable Fatality Rate</b>		
Employees	0	0
Contractors		