

## Human Rights Statement

Gevo, Inc. (“Gevo”) is dedicated to delivering low-carbon sustainable fuels and chemicals to replace the non-sustainable, greenhouse-gas-generating fuels used across the world today with renewable carbon alternatives. Our mission is to significantly contribute to the reduction in greenhouse gas emissions and pollutants. Together, with our customers and partners and fueled by consumer sentiment, we are changing what is possible, while doing our part to positively change the world.

**RESPECT FOR HUMAN RIGHTS IS A CORE VALUE OF OUR BUSINESS:** At Gevo, we are committed to supporting internationally recognized human rights activities and initiatives. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization, and we expect all stakeholders, including business partners, vendors, and suppliers, to be aligned in upholding human rights globally.

Our approach to human rights is informed by:

- The United Nations Guiding Principles on Business and Human Rights;
- The United Nations Universal Declaration of Human Rights;
- The International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work; and
- OECD Guidelines for Multinational Enterprises.

Gevo’s Board of Directors is responsible for reviewing and overseeing corporate governance policies and programs. Gevo’s executive team, including the Chief People Officer and VP - General Counsel and Secretary, oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues among employees, suppliers and other stakeholders.

**HUMAN RIGHTS STATEMENT** Gevo’s Human Rights Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following seven principles:

### ETHICAL BUSINESS CONDUCT

As detailed in our [Code of Business Conduct and Ethics](#), we’re committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of Gevo to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

### EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

#### DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices, and promoting a work environment that is free from harassment, violence, and intimidation. For more information on Gevo's diversity initiatives, please review our Commitment to Diversity and Inclusion.

#### SAFE AND HEALTHY WORKPLACE

Our policy is to provide and maintain a safe, healthy, and productive workplace for all our employees that complies with all applicable laws, regulations, and internal policies. For more information on Gevo's health and safety initiatives, please review our Commitment to Workplace Health and Safety.

#### ENVIRONMENT

Gevo is dedicated to delivering low-carbon sustainable fuels and chemicals to replace the non-sustainable, greenhouse-gas-generating fuels used across the world today with renewable carbon alternatives.

We are designing our Net-Zero plants to be completely off the grid with power being provided through wind, renewable natural gas, and other renewable energy sources.

Everyone deserves a healthy environment without the climate changes caused by global warming and clean air to breathe.

#### CLEAN WATER IS A FUNDAMENTAL HUMAN RIGHT

Gevo supports the United Nations General Assembly Resolution 64/92 which recognizes the human right to water and sanitation and acknowledges that clean drinking water and sanitation are essential to the realization of all human right. We seek to minimize the utilization of fresh water in our processes and recycle the majority of that water. We provide clean water and sanitation to our employees and visitors at all of our sites.

#### FORCED LABOR AND HUMAN TRAFFICKING

We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

#### CHILD LABOR

We do not engage in or condone the unlawful employment or exploitation of children.

#### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labor Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

#### REPORTING CONCERNS

To report any potential violations, please contact Kimberly Bowron, Chief People Officer and/or Geoff Williams, VP, General Counsel and Secretary.

Policy issued on March 23, 2022.