

Our Commitment to Diversity and Inclusion

At Gevo, our goal is to create a culture of acceptance so that each employee is comfortable bringing their true self to work. We define diversity as the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, or attributes, religious or ethical values system, national origin, and political beliefs. We aim to create an inclusive organization where all employees are treated with dignity and respect and are empowered to reach their full potential.

Gevo's Board of Directors is responsible for reviewing and overseeing governance policies and programs. Gevo's executive team, including Chief People Officer and VP/General Counsel, oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our diversity and inclusion initiatives and foster a dialogue on these matters with diversity and inclusion experts, employees, shareholders, and other stakeholders.

INITIATIVES

Gevo has instituted the following strategies to support diversity and to create a safe, motivating, and inclusive workplace for all our employees:

- All new employees are required to take one of two trainings (individual contributor or manager) related to anti-harassment and anti-discrimination. This training must be completed within 30 days of hire.
- All employees are trained on anti-harassment and anti-discrimination every two years.
- We're committed to pay equity. Men and women of all colors, in equivalent roles delivering similar performance are paid equally. We regularly review compensation to ensure that we are paying employees at market levels no less than the 50th percentile. This is at the core of our pay-for-performance strategy.
- Our commitment to equal opportunity does not begin with employment; it begins at the time a position becomes open. As such, we're committed to the following recruiting guidelines and policies to promote diversity and inclusion across our hiring processes:
 - o In order to attract the most diverse pool of candidates, it is the Company's policy to post the majority of open positions on third-party websites in addition to its own career page.
 - o Recruiters and Hiring Managers review qualified applicant data and interview a variety of candidates prior to making an offer.
 - o If the Company utilizes an agency for recruiting, the agency is required to agree (per our standard contract) to commit to equal opportunity recruiting.

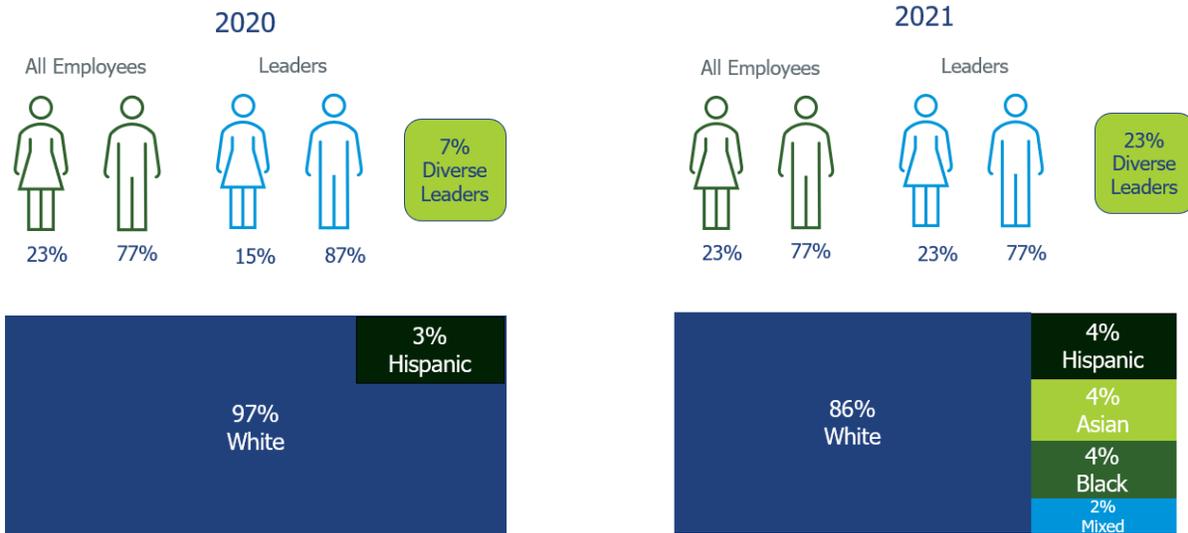
ADD Language on VP and Above diverse slate.

- In addition to evaluating external candidates, the Company also considers internal referrals, thus expanding the pool of potential candidates. Through our internal referral program where employees can recommend and refer applicants for consideration to positions that are posted. Internal candidates are also encouraged to apply for posted open positions for which they are qualified.

STRENGTHENING OUR COMMITMENT TO DIVERSITY AND INCLUSION (D&I)

We are proud of our diverse workforce, which represents many different cultures, backgrounds, and viewpoints. We strive to build an inclusive work environment that is safe, respectful, and fair for all our employees and believe a wide range of unique perspectives provides us a competitive advantage that is key to our future success. We continuously look for new ways to embrace diversity by removing barriers to better support, engage and promote growth for our employees. We are always seeking new ways to increase diversity within our Company, particularly in leadership positions. As we move forward, we are firmly committed to making further progress and expect to establish additional D&I initiatives important to our employees, our customers, and our communities that will be essential in helping our people and organization thrive.

For questions related to our Commitment to Diversity and Inclusion, please contact our Chief People Officer.



Policy issued on March 23, 2022.