TRECORA™

Sustainability Report 2023



Contents

Introduction 3

Letter from EVP Specialty Polymers & Corporate Strategy
Our Business
Sustainable Development Goals
2023 Highlights

Governance 7

Core Values
Our Mission & Vision
ESG Governance
Commitment to Ethical Behavior
Anti-Corruption & Fair Compensation

Environmental 11

Commitment to Environmental Stewardship
Our Carbon Footprint
Scope 1 & 2 Emissions
Tackling Our Carbon Emissions
Energy
Circularity of Materials
Waste
Waste Reduction
Water
Wastewater
Air Quality

Social 23

Occupational Health & Safety
Process Safety
Process Safety Initiatives
Customer Health & Safety
Employee Engagement, Retention, & Advancement
Health & Wellness
Ethics & Human Rights
Community Engagement
Charitable Giving
Supply Chain Engagement

Conclusion 34

Disclaimer 35

Data Index 36

SUSTAINABLE, LIFE ENABLING PRODUCTS

Driving Sustainable Innovation

Letter from EVP Specialty Polymers & Corporate Strategy

I am happy to introduce the Trecora 2023 Sustainability Report, which outlines our commitment to sustainable growth and responsible corporate behavior. We are a leading manufacturer of specialty chemical and synthetic wax products and we consider the integration of ESG principles into our strategy to be key to success. With operations spanning across three premier facilities and a workforce of over 270 team members, our products are engineered to embrace sustainability and optimize energy use, delivering exceptional value to customers while mitigating our environmental impact by reducing GHG emissions and a goal to reducing waste and water, and increasing our pre-consumer recycled feeds.

Trecora's product designs are crafted to emphasize circularity and energy efficiency in order to reduce our carbon footprint and enhance customer value. Guided by esteemed frameworks such as the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and the United Nations Sustainable Development Goals (UN SDGs), we remain strong in our commitment to curb greenhouse gas (GHG) emissions. Our goal is to achieve a 3% annual reduction in GHG emissions intensity through 2030. This will be accomplished through advanced facility upgrades, optimizing energy efficiency, and increasing our use of renewable energy sources.

We also recognize that lower production rates have resulted in higher carbon intensity in some areas, and we are focused on improving these processes to bring emissions down. We continually monitor and refine our approach to ensure that our emissions reductions are significant and sustainable.

Our history includes the manufacture of products using recycled feedstocks that were previously discarded. Furthermore, our commitment to innovation continues with our exploration of low-carbon fuels, such as sustainable aviation fuel and renewable diesel. This positions us as a leader in market innovation while reinforcing our dedication to sustainability.

Looking ahead our core building blocks will remain: transparency and meaningful stakeholder engagement. Collaboration will be key to our attainment of goals on sustainability as well as with customers, employees, and communities critical in effecting positive change.

I extend my appreciation to our devoted team whose tireless efforts propel our sustainability journey forward. Together, we will forge shared value and pave the way for a sustainable future for generations to come.



Dr. Peter Loggenberg
Executive Vice President Specialty Polymers & Corporate Strategy



Our Business

Established in 1967, Trecora specializes in producing high-purity hydrocarbons, synthetic waxes, and P2S5. We also offer customized processing services supporting green innovation and development.

Our full-scale facility, located in the U.S. Gulf Coast region near Silsbee, Texas, manufactures high-purity hydrocarbons essential for polyethylene, packaging, and insulation. We ensure reliable product delivery through rail cars, tank trucks, iso-containers, and drums. In 2023, we expanded our specialty chemical portfolio by acquiring a lubricant additives site in Lawrence, Kansas, reinforcing Trecora's commitment to industry innovation and excellence.

Additionally, our Silsbee facility serves as a facilitator of green technology, collaborating with partners to advance green development initiatives and sustainable technologies such as sustainable aviation fuel and recycled monomers for PET production.

We are proud to note that over 5% of the materials used in our products are pre-consumer recycled, supporting our ongoing efforts to integrate sustainability into every step of our production process.

Our synthetic wax segment in Pasadena, Texas, leads in sustainability and innovation. Our advanced facility produces polyethylene and poly alpha olefin waxes, catering to diverse markets such as hot melt adhesives, coatings, inks, lubricants, and polymer additives. Through ongoing research and development, we are actively working to introduce eco-friendly alternatives and sustainable formulations, delivering positive environmental outcomes without compromising performance or quality.

Headquartered in The Woodlands, Texas, Trecora is strategically positioned to oversee and coordinate our operations while reflecting the dynamic spirit of innovation and sustainability ingrained in our company culture. As we look ahead, Trecora remains dedicated to crafting chemistry and driving innovation to foster business growth and contribute to a more sustainable, prosperous world for all.

Sustainable Development Goals

Our commitment to sustainability echoes the principles outlined in the United Nations Sustainable Development Goals (UN SDGs), which serve as a universal roadmap to eradicate poverty, safeguard the environment, and foster prosperity for all by 2030. These 17 interconnected goals encapsulate a wide array of global challenges, ranging from poverty alleviation and renewable energy adoption to climate resilience and ethical consumption.

We are acutely aware of the pivotal role our company plays in addressing these pressing issues. Through the implementation of responsible practices across our operations, we actively contribute to several SDGs, thereby advancing progress toward a more sustainable and equitable world.

As we look ahead, we are focused on creating a unique strategy that reflects our commitment to sustainability and responsible business practices, which are fundamental to our mission.



Trecora's 2023 Highlights

Over 5% Recycled

>270
Total Employees

543.3
MMlbs

4 kT
CO_2e Reduction

0.506
T CO_2e/T Product

Safety Highlights

ZERO Tier 1 PSE Rate

0.77 Total Recordable Injury Rate (TRIR)

Continue to work with our **local community** to host emergency preparedness drills

Geographic Reach

Australia, Bahamas, Brazil, Canada, Costa Rica, Egypt, Guatemala, India, Kuwait, Mexico, New Zealand, Nicaragua, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Taiwan, China, and the United States of America

Governance

Trecora's approach to governance has evolved over time, reflecting the strong foundation that has sustained our presence in the business world. Our governance framework is now deeply integrated into Trecora's overall mission, core values, and commitment to ethical principles across all operations.

With the backing of our Board of Directors, we've broadened our corporate mission and commitments, including crafting a clear sustainability mission statement and corresponding goals. To ensure transparency and accountability, we actively engage in external audits, reinforcing our strategic commitment to leveraging our strengths in product innovation and quality, positioning us well to meet the changing needs, both now and in the future.

Core Values

At Trecora, our dedication to excellence is upheld by three fundamental principles that guide our interactions with employees, customers, suppliers, service providers, and the communities where we operate:



1. We foster an environment of respect, encouraging open and honest communication among all stakeholders.



2. We embrace a culture of continuous improvement and critical thinking, driving excellence through innovative solutions and a commitment to energy efficiency in everything we do.



3. We prioritize the well-being of our people, safeguarding the environment, and nurturing the communities in which we operate.

Our Mission & Vision

We deliver unparalleled value to our customers and employees. We aim to exceed expectations through the safe and reliable production and supply of high-purity hydrocarbons and premier custom processing services for niche chemical and other end-use markets. Our commitment extends to safeguarding one another and the environment, operating responsibly, and contributing positively to our communities.

Harnessing the full potential of our chemistry, technology, and global business acumen, we collaborate closely with our customers to pioneer new solutions and optimize the utilization of our existing products and services to meet their essential needs. Our dedication to our business partners remains steadfast, fostering a culture of collaboration and support.

We uphold our commitments with integrity, consistently striving to do what is right in every aspect of our operations. We relentlessly pursue performance excellence, ensuring that our stakeholders can always be confident in our high standards and dedication to quality.

Trecora Vision

Be a recognized leader in high value, innovative materials contributing to our sustainable future.



Trecora Mission

We support our customers, communities, and planet through safe, efficient, and profitable upgrade of chemical and energy by-products, reducing carbon emissions in the markets we serve.

ESG Governance



Our strategy balances commercial success with sustainability by integrating environmental and social impact into all decisions. In 2023, we strengthened our commitment to Environmental, Health, and Safety (EHS) through updates to our Code of Business Conduct and Ethics, setting high operational standards.

We remain dedicated to complying with environmental regulations, protecting our people and the planet. Our governance framework supports our sustainability goals by aligning with stakeholder expectations and reinforcing our commitment to responsible corporate citizenship.

Board of Directors

Our Board of Directors continues to play a pivotal role in shaping and advancing our ESG strategy. This dedication ensures that sustainability is central to every decision, from daily operations to long-term strategic planning.

In 2023, the Board further solidified its commitment to sustainability by integrating enhanced ESG performance metrics into key decision-making processes. These efforts are reviewed in detail during our quarterly Board meetings, with the first quarter specifically dedicated to evaluating progress on sustainability initiatives and setting the agenda for the year ahead.

Sustainability Leadership

Trecora has strengthened its dedication to sustainability by reorganizing our structure to prioritize ESG at every level.

At the helm, our Board of Directors, guided by Johnny Lincoln, ESG Advisor, strategically ensures that sustainability remains a central focus, driving long-term value and instilling confidence in our stakeholders.

Peter Loggenberg, EVP of Specialty Polymers and Corporate Strategy, continues to spearhead ESG integration, making sustainability a key factor in strategic decisions. The Executive Leadership Team regularly reviews progress, with sustainability as a standing agenda item.

Trecora is committed to integrating sustainability throughout our operations ensuring that our ESG initiatives are effectively implemented.



Commitment to Ethical Behavior

8 DECENT WORK AND ECONOMIC GROWTH

Trecora's Code of Business Conduct and Ethics sets the highest standards for employee behavior through ensuring clear policies, compliance training, and an environment that fosters open ethical discussions. We are committed to prompt and appropriate responses to any compliance or legal issues, fostering a culture of accountability and transparency.

Anti-Corruption and Fair Compensation

We are dedicated to complying with antitrust laws wherever we operate, fostering robust competition that enhances efficiency, innovation, and consumer choice. Our commitment to effective governance extends beyond regulations reflecting our core values of transparency and ethical standards across our organization.

Environmental

At Trecora, we are committed to establishing ourselves as a leader in sustainability within the specialty chemical industry. We integrate low carbon initiatives throughout our operations to minimize resource consumption, emissions, and waste production. Rooted in our corporate values is a deep understanding of the symbiotic relationship between commercial success and environmental stewardship. We ensure every decision is assessed for its economic and sustainability impacts. Trecora champions sustainable practices by setting a precedent for a future where environmental responsibility is synonymous with operational excellence.



Commitment to Environmental Stewardship

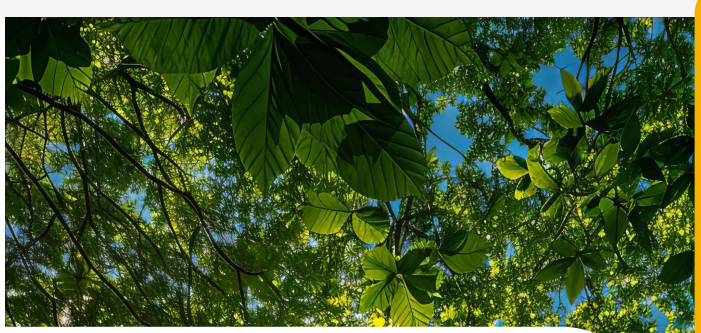
At Trecora, we believe that conserving resources and reducing waste are not just business strategies, but essential pillars of our commitment to sustainability. These principles drive our innovation efforts, ensuring that we invest in solutions that not only enhance our business but also contribute to a thriving future for both people and the planet.

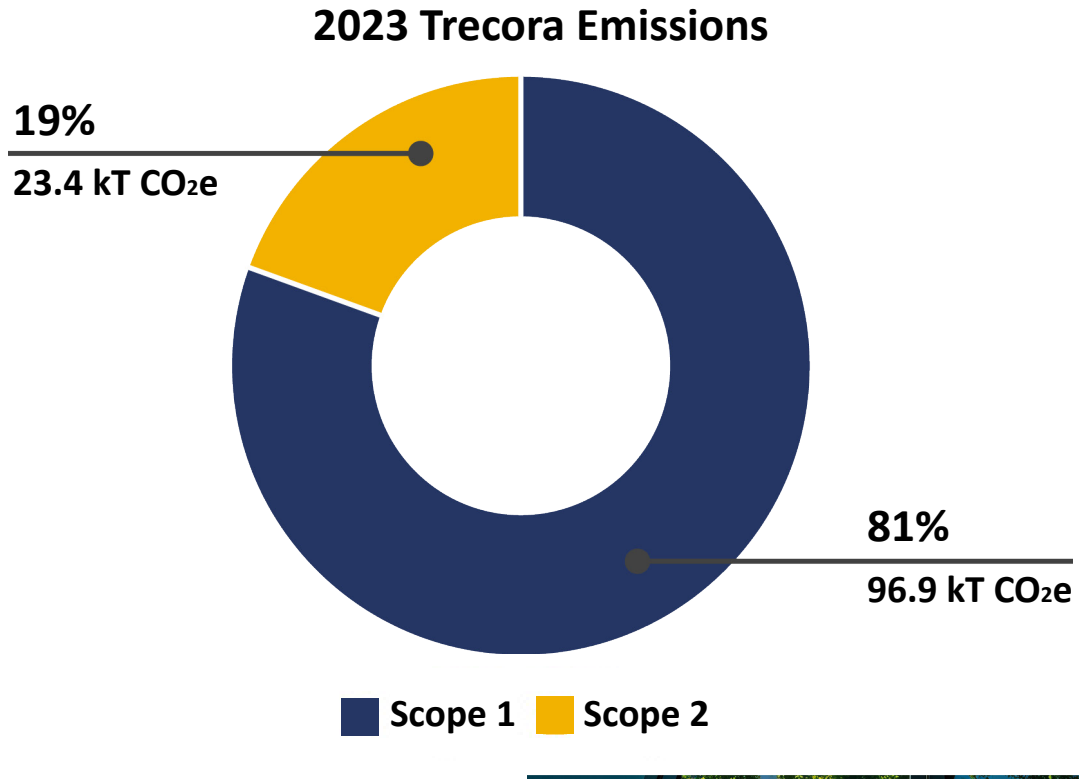
Our Carbon Footprint

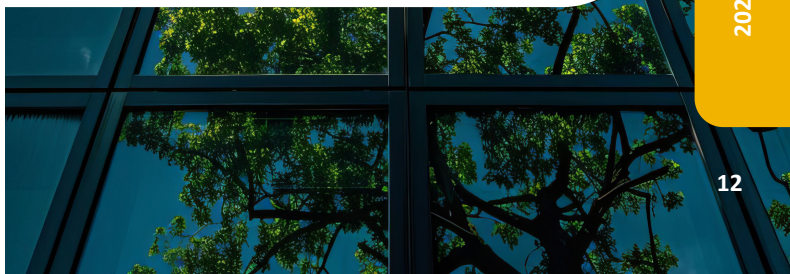
As the world tackles the challenges of climate change, responsible management of our greenhouse gas emissions has become a cornerstone of our corporate responsibility at Trecora. We recognize the significant role we play in addressing this global crisis and are committed to reducing our carbon footprint.

In this report, we will provide a transparent overview of our greenhouse gas emissions across scopes 1 and 2, detailing our progress and strategies for reduction. Our emissions will be quantified in metric tons of carbon dioxide equivalent (kT CO_2e).

We are committed to achieving a 3% reduction in our greenhouse gas emissions per unit of product sold annually by 2030, using 2021 as our baseline.



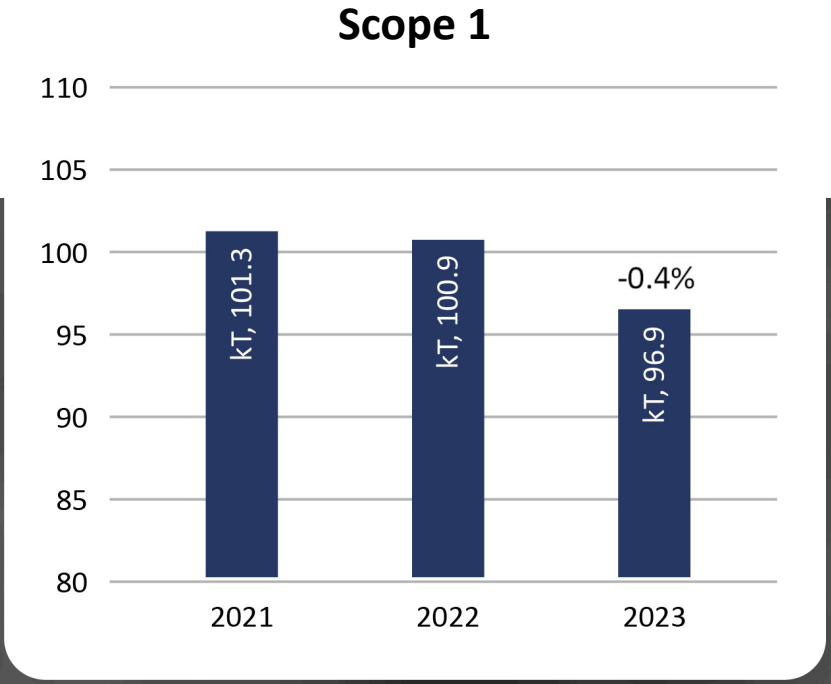


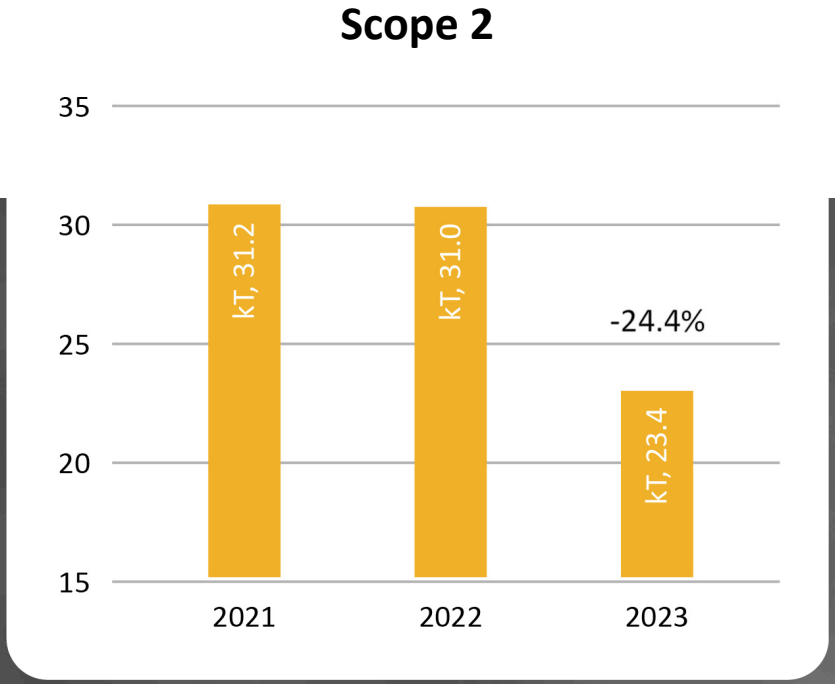


Scope 1 & 2 Emissions

In 2023, Scope 1 emissions—direct emissions from our operations—accounted for 80% of our total Scope 1 and 2 emissions, primarily resulting from the combustion of natural gas. Scope 2 emissions, representing indirect emissions from purchased electricity & steam, made up the remaining 20% of our Scope 1 and 2 total. The reported Scope 2 emissions figure is market-based, calculated using an emission factor from our energy utility.

Absolute emissions reduced by 4kT (or 3%). In 2023, we emitted 0.506 T CO_2e for every ton of production, increasing our emissions intensity by ~3%. This is mostly due to reduced throughput of over 12%. However, we beat our historical emissions intensity at the lower rates by over 7%.





Tackling Our Carbon Emissions

Trecora's engineering team continuously seeks efficiency improvements in our processes by focusing on achieving positive sustainability outcomes. In line with this commitment we have initiated several projects with emissions reduction benefits that will become increasingly evident in the years ahead.

As part of our ongoing dedication to sustainability we want to reaffirm the key initiatives from our previous report which continue to play a vital role in our emissions reduction efforts. These initiatives include:

Heater Burner Management System

We successfully replaced and upgraded our heating systems to more efficient technologies. This initiative involved replacing a significant number of heaters, leading to a projected reduction of 12,000 tons of CO_2e in our scope 1 emissions. As we moved forward in 2023, we remained committed to maintaining and monitoring these improvements to ensure continued efficiency and sustainability.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Yield Improvements

Trecora has partnered with third-party process control experts to enhance our advanced process control (APC) through material optimization. We expect these efforts to yield a reduction of 900 tons of CO_2e. Looking ahead, we are exploring ways to expand this initiative for even greater emissions reductions.

13 CLIMATE ACTION



Electricity Sourcing

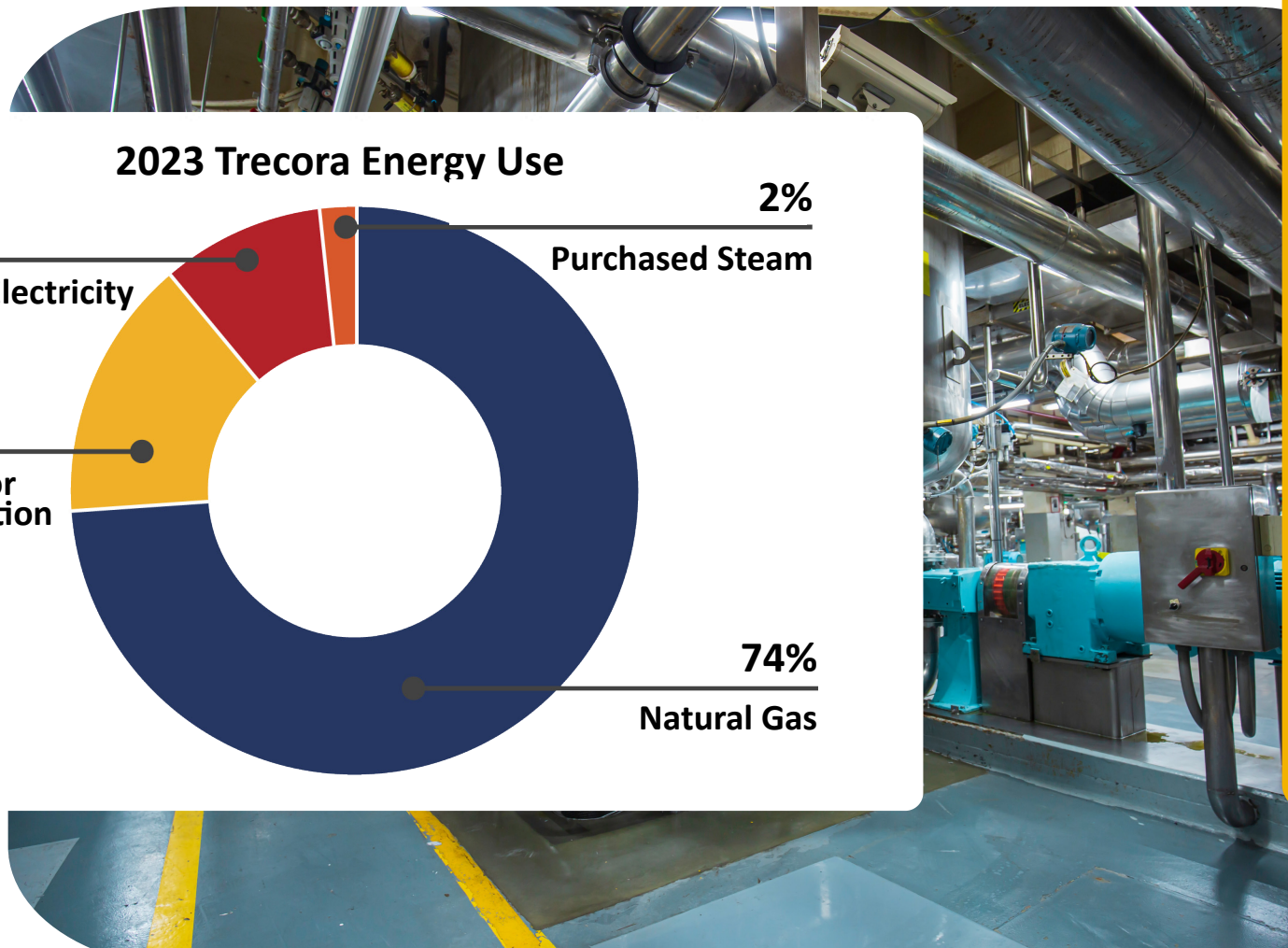
Trecora collaborated with a third-party consultant to identify the optimal electricity sourcing for our Pasadena facility. We prioritized a supply that not only aligns with our cost goals but also minimizes emissions intensity through increased renewable content. This new electricity source will reduce our emissions by 4,000 tons of CO_2e. Furthermore, we hope to transition to 100% renewable electricity sourcing at our Silsbee facility by 2030, which will contribute an additional reduction of 16,000 tons of CO_2e.

7 AFFORDABLE AND CLEAN ENERGY



Energy

Purchased natural gas remains the main driver of our direct emissions (Scope 1) and constitutes the largest share of our total scope 1 and 2 emissions. Our indirect emissions (Scope 2) are mostly derived from purchased electricity. Additionally, we operate 3 low-pressure boilers for flare assistance and other process needs.



Circularity of Materials

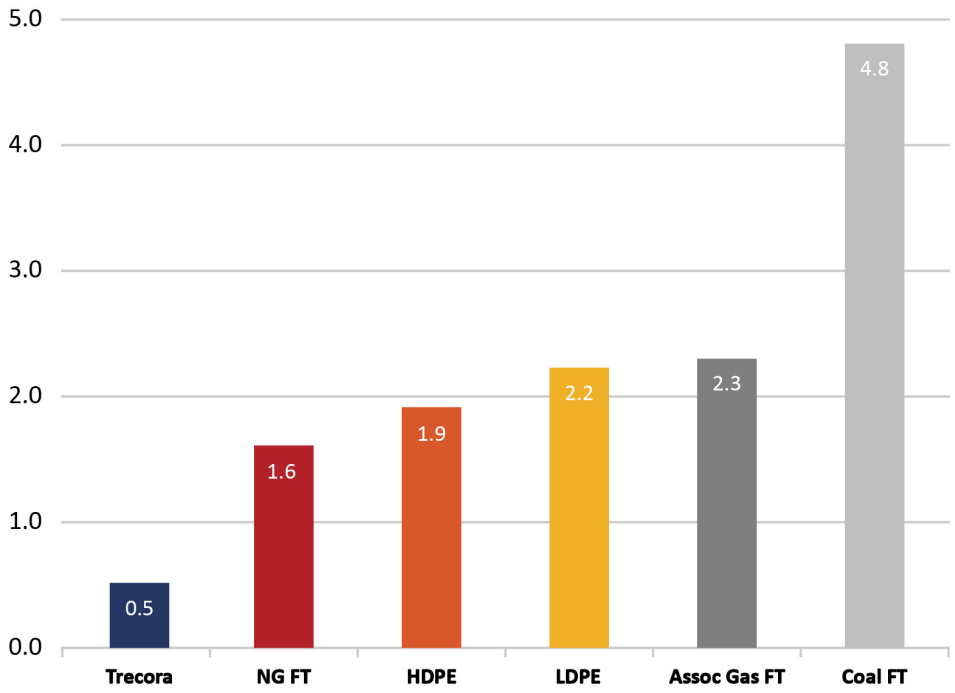
We are reimagining our resource use, reducing waste, and developing innovative solutions to enhance the circularity of our products. We continuously seek ways to improve the sustainable attributes of our feedstocks, aiming to produce products with a lower environmental impact. In many cases, we can incorporate waste streams that would otherwise be incinerated or sent to landfills into our production process as valuable feedstock. We have conducted several evaluations to better understand the relative impacts of our feedstocks.

We completed a product carbon footprint (PCF) analysis of our polyethylene wax product family in 2023. This study, aligned with the ISO 14067 standard, provides measurable and transparent low-carbon attributes of our specialty wax products to our customers and stakeholders.

75% SMALLER ENVIRONMENTAL IMPACT COMPARED TO FOSSIL-BASED ALTERNATIVES

7 AFFORDABLE AND CLEAN ENERGY

Production of Greenhouse Gases



Sources:

- *Cradle-To-Gate Life Cycle Inventory of Nine Plastic Resins and Four Polyurethane Precursors*, Prepared for The Plastics Division Of The American Chemistry Council, Franklin Associates, a division of Eastern Research Group, Inc. Prairie Village, Kansas. July 2010. Page 163/572 or AD-5.
- *Life-Cycle Greenhouse-Gas Emissions Inventory for Fischer-Tropsch Fuels*, Prepared for U.S. Department of Energy, National Energy Technology Laboratory. Prepared by Energy and Environmental Solutions, LLC. John J. Marano and Jared P. Ciferno. June 2001. Page 9/186 or vi.

Waste

11 SUSTAINABLE CITIES AND COMMUNITIES



Trecora's sustainability vision is integral to every facet of our operations, including our approach to waste management. Waste is an inherent cost to our industrial process. However, we are committed to reducing this impact through innovative practices and continuous improvement.

Our efforts to minimize waste are particularly focused on areas where we see the greatest opportunities for improvement. Specialty processing and pilot testing of new products are key areas of waste generation. Recognizing this, we are investing in advanced techniques and technologies to improve our efficiency and lower waste production in these processes. Our specialty wax division, known for its small batch trial runs, is a primary area of focus, and we are actively working on strategies to address the associated waste challenges.

In parallel, our Pasadena facility represents a model of our sustainability objectives in action. We have implemented a comprehensive solvent recovery system that significantly reduces waste and enhances resource efficiency. This facility's design reflects our ongoing commitment to minimizing environmental impact and optimizing the use of resources.

Through these efforts, we are not only addressing current challenges but also setting the stage for future advancements in sustainability, aligning with our long-term environmental goals.

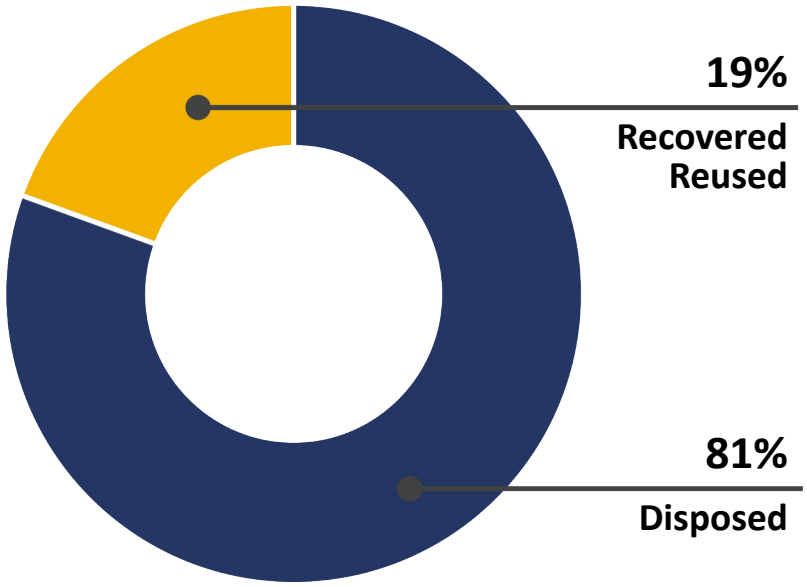
Waste Reduction

Managing hazardous waste remains a priority for us, and we fully acknowledge the environmental implications associated with it. Our commitment to sustainability drives us to explore and implement innovative strategies to reduce, recycle, and repurpose waste. We aim to minimize incineration due to its potential impact on air quality resulting in the recovery of more than half of our hazardous waste in 2023.

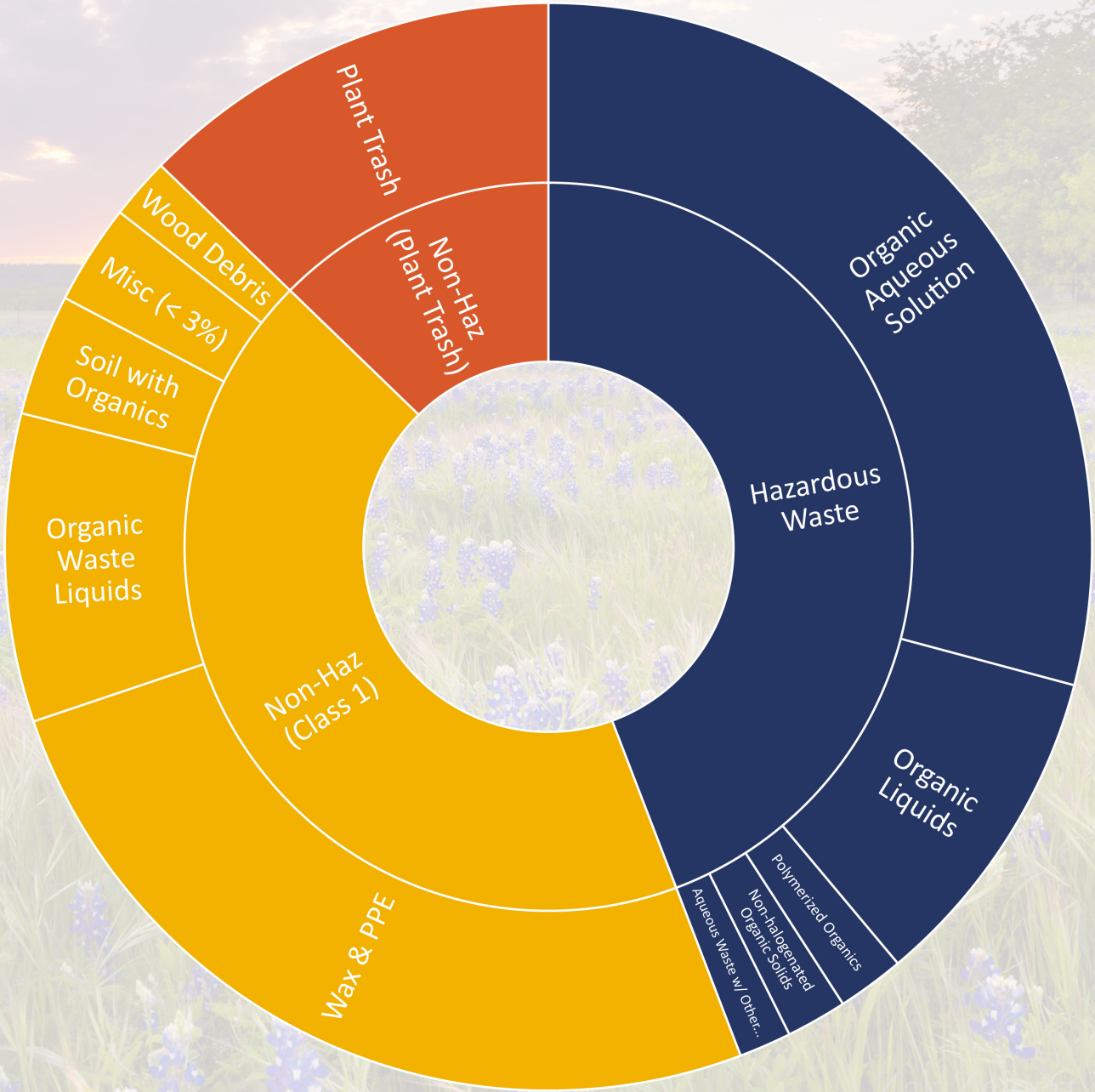
At our Silsbee facility, we have made significant strides in reducing waste through targeted efficiency improvements. Additionally, our Pasadena facility has established a dedicated waste reduction task force which plays a vital role in pinpointing and addressing waste generation sources. This team systematically analyzes waste streams to uncover opportunities for reduction and improved management.

Furthermore, we collaborate with external partners to develop products with sustainable applications. The waste from these specialized processing activities is accounted for in our overall waste metrics. We are also continuously innovating to transform by-products into valuable products, such as converting wax lights into PVC lubricants, thus supporting our broader goal of waste minimization and resource optimization.

2023 Trecora Hazardous Waste Disposal Method Breakdown



2023 Trecora Waste by Category



Water

11 SUSTAINABLE CITIES AND COMMUNITIES

Water management is crucial to our environmental strategy. We monitor our water usage and discharge carefully using biweekly and annual tests to ensure quality. Our facilities are not in high water stress areas, but we are proactive in addressing potential future challenges. We treat rainwater before discharge to prevent contamination, underscoring our commitment to sustainable practices.

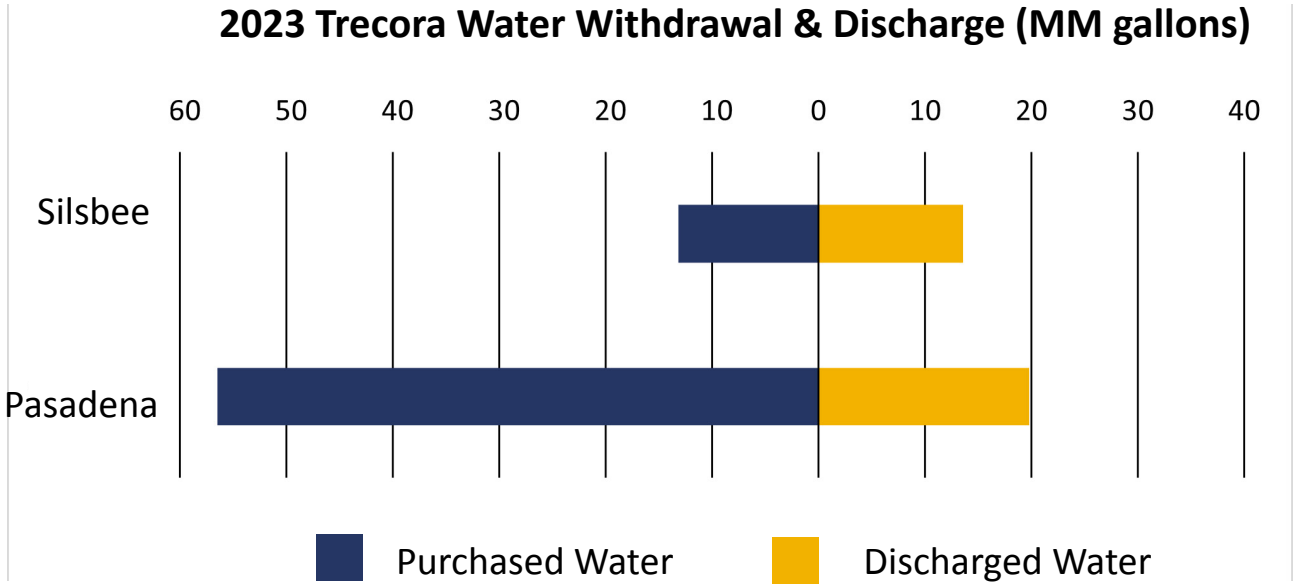


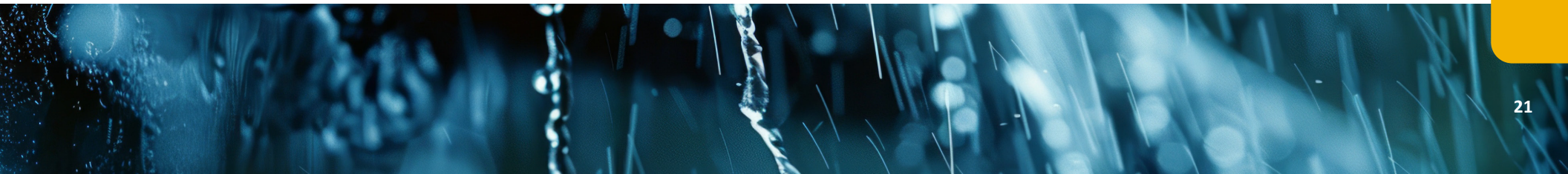
Wastewater

We remain focused on effective rainwater and wastewater management across our operations. Our comprehensive rainwater management system includes retention ponds that are regularly sampled to ensure they meet environmental standards. Discharge from these ponds is minimal and carefully controlled.

For process wastewater, we collect daily samples for advanced treatment by a trusted local authority, ensuring compliance with stringent environmental regulations. Trecora does not discharge process water directly and monitors stormwater to prevent contamination.







Air Quality

Trecora continues to minimize emissions, reduce pollutants, and refine our processes to improve outcomes. To maintain these standards, we regularly monitor emissions with support from third-party experts. Our operations utilize advanced techniques such as caustic scrubbing to remove harmful compounds from emissions, and we implement specialized monitoring for each production process to ensure accurate assessment of environmental impact. Routine leak detection and repair (LDAR) measures are in place to further reduce fugitive emissions, reinforcing our commitment to improving air quality.

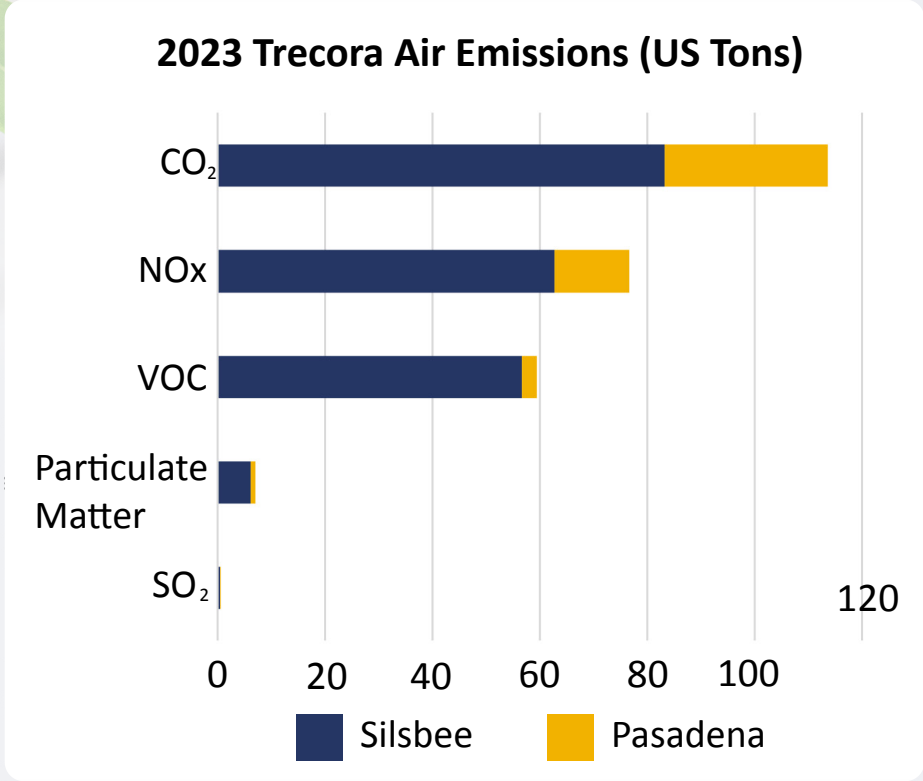
AIR QUALITY IS CRUCIAL FOR ENVIRONMENTAL RESPONSIBILITY

11 SUSTAINABLE CITIES AND COMMUNITIES



Our Silsbee, Texas facility has a long history of operation, and legacy groundwater contamination occurred prior to our ownership. For several years, Trecora has actively managed this issue by monitoring the hydrocarbon groundwater plume with the assistance of a third-party consultant. Remediation efforts are ongoing using on-site recovery wells, which successfully recover 3,000 gallons of hydrocarbons annually.

These recovery measures have shown positive results, and with pending regulatory approval, we are targeting the phase-out of this system by 2030. This goal will be realized through the continued operation of the recovery wells and the monitoring of natural attenuation to ensure the long-term sustainability of the groundwater quality.



Social

Our commitment to sustainability goes beyond our manufacturing operations. It starts with prioritizing the well-being of our employees, extends to fostering strong customer relationships, and radiates outward to positively impact the communities we serve. We are dedicated to ethical practices, employee welfare, community engagement, and advancing societal progress. For us, sustainability isn't just a goal; it's a moral compass.



"By investing in the well-being of our employees, we drive ethical practices and create positive impacts on our community and environment. Our approach to total rewards reflects our core values, ensuring every member of the Trecora family feels valued as we work towards a sustainable future."

Lydia Jackson, Compensation & Benefits Manager



Occupational Health & Safety

Trecora maintains our commitment to fostering a safe and healthy work environment across all our ventures and operations. Any injury to our employees is unacceptable and directly impacts the effectiveness of our business endeavors. Through adherence to stringent safety protocols, comprehensive training initiatives, and the provision of requisite personal protective equipment, we work to proactively prevent accidents and prioritize the well-being of our valued workforce. Our ongoing focus on safety underscores our mission to sustain excellence in all aspects of our operations.

2023

Recorable Injuries	1 Recordable
Days without Recordable Injury	Pasadena, TX = 228 Days Silsbee, TX = 565 Days Lawrence, KS = 113 Days
TRIR	0.77



Process Safety

In 2023, we continue to prioritize process safety by adhering to our robust policies and systems designed to identify, understand, and control process hazards before they pose risks to our employees or the environment. This proactive approach helps us prevent injuries, incidents, and the potential release of hazardous substances at our manufacturing facilities.

This year, our commitment to safety was exemplified through a comprehensive emergency response drill focused on helicopter medical evacuation procedures. Coordinated by the local county constable, the drill included participation from local emergency medical services (EMS), the volunteer fire department, and the county emergency management coordinator. This collaboration reinforces our dedication to preparedness and community safety.

Trecora's Behavior-Based Safety Observation Program (BBSO) aims to prevent workplace incidents by promoting safe behaviors and identifying at-risk actions. Key elements include proactive incident prevention, increased safety awareness, data-driven insights, and positive reinforcement. A recent addition, Front Line Leader Engagement Techniques, emphasizes active leadership involvement through open communication, praising safe behaviors, reinforcing the importance of safety, and encouraging employee suggestions. This approach helps Trecora build a proactive, safety-focused culture.

Process Safety Incidents

ZERO Process Safety Incidents

ZERO 3 Year Rolling Tier 1 Process Safety Event Rate

0.26 3 Year Rolling Tier 2 Process Safety Event Rate





Emergency Preparedness Drill

Customer Health & Safety

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our customers' health and safety are our top priority, extending across every stage of our product lifecycle. We rigorously uphold industry-leading safety standards, ensuring reliability and integrity. Through ongoing research, development, and proactive risk management, we're dedicated to responsible and sustainable practices throughout our value chain.

At Trecora, we continue to adhere to industry standard safety and environmental protocols for product transportation and enhance training programs for public responders in rare emergency scenarios. Our products consistently meet or surpass applicable regulations, including the U.N. Globally Harmonized System (GHS) of Classification and Labelling of Chemicals. Even where regulations are absent, we apply relevant safety standards to effectively communicate product safety aspects to our customers.



"Do it right the first time. Upholding high-quality standards from the outset is crucial in reducing our environmental impact. When materials and processes meet their quality requirements, we minimize the need for reprocessing or disposal, which in turn helps decrease the carbon footprint associated with these activities. High-quality production not only enhances the longevity and performance of our products but also aligns with our commitment to sustainability by conserving resources and reducing waste. By prioritizing excellence, we contribute to a more sustainable future and uphold our responsibility to both our customers and the environment."

Jesse Hellums, Lab Manager

Process Safety Initiatives

PHA and LOPA Implementation

- Achieved full implementation of Process Hazard Analysis (PHA) and Layers of Protection Analysis (LOPA)
- All Severity 5 gaps have been identified, and the scope for addressing these gaps are defined for inclusion in the Capital Plan

Interlock Testing Protocol

- A comprehensive protocol for interlock testing will be developed, with specific interlocks to be tested

Testing Implementation

- Goal to develop, implement, and complete all necessary testing by the end of 2024

Employee Engagement, Retention, & Advancement

The engagement, development, and retention of our employees are fundamental to Trecora's success, both as a company and as contributors to broader societal goals.

We prioritize employee well-being and professional growth by investing in continuous training and development, and ensuring our workforce is equipped with the skills needed to thrive in our dynamic industry landscape. By fostering a culture of engagement, retention, and advancement, we not only bolster our internal foundation but also empower our team to actively contribute to our sustainability objectives.

We provide a comprehensive range of standard health and welfare benefits, including:

- Medical, Dental, and Vision Insurance
- Consumer Spending Accounts (FSA/HSA)
- Employer Paid Life and AD&D Insurance
- Employer Provided Short-Term and Long-Term Disability Benefits
- Voluntary Ancillary Plans (i.e., Accident and Critical Illness)
- Worker's Compensation Insurance
- 401(k) Retirement Plan



These benefits support the holistic well-being of our employees, furthering our commitment to sustainability and social responsibility.

Health & Wellness

In addition to our range of standard health and welfare benefits, Trecora provides:

- Reimbursement for Gym Memberships, Prescription Safety Glasses, and Work Boots
- Access to Online Weight Management Program
- On Demand Resources to Help with Stress, Anxiety, and Depression
- Member Wellness Portal that provides access to wellness programs and tools



Ethics & Human Rights

At Trecora, we affirm our devotion to ethics and human rights. At the heart of our business practices exists a code of conduct, upholding the rights and dignity for all individuals.

This commitment to ethical behavior transcends our own operations to encompass our entire supply chain. We actively advocate for fair labor practices and embrace diversity throughout our supply chain network. Respecting human rights is a fundamental principle that cannot be compromised.



Trecora Opposes Child Labor & Forced Labor

Trecora and our suppliers stand opposed to and prohibit all forms of harmful child labor and forced or compulsory labor. This is documented in our Code of Business Conduct & Ethics.

Community Engagement

11 SUSTAINABLE CITIES AND COMMUNITIES

Our relationship in our communities is built on trust, collaboration, and a shared vision for a better future
Here are just a few initiatives from 2023:

EMPLOYEE VOLUNTEER CLEANUP PROGRAM

TOYS FOR TOTS

SUPPORTER OF MS SOCIETY & EMPLOYEE PARTICIPANTS

BLOOD DRIVE

Charitable Giving

Trecora actively supports organizations that make a tangible impact in our community, including local school districts, the Christian Care Center of Silsbee, the Hardin County Youth Project Show, the American Cancer Society, and the Texas Energy Museum. Through our charitable giving program we amplify these efforts, helping to maximize support for these notable causes. These initiatives reflect our commitment to strengthening the community and enhancing the quality of life for all residents.



Supply Chain Engagement

Trecora's Procurement Policy outlines our approach to purchasing and sourcing, emphasizing transparency, objectivity, and efficiency in our decision-making processes. As we move into the new year, our policy integrates enhanced ESG guidelines to ensure that our procurement activities align with our commitment to sustainability, ethical practices, and diversity. This framework helps us make informed decisions that balance cost-effectiveness with our dedication to socially responsible and sustainable business operations.

In 2023, Trecora achieved an EcoVadis bronze rating, reflecting our ongoing commitment to sustainable and responsible business practices. While we celebrate this accomplishment, we view it as a stepping stone toward our broader sustainability goals. We will address identified improvement areas, engage with our stakeholders to enhance our practices and strive for a higher rating.



Conclusion

In 2023, Trecora made meaningful strides towards furthering our sustainability program, integrating sustainability into the fabric of our business decisions. To that end, as we continue to progress and make the best possible impact, we would like to focus on the following three priorities for the coming year:

Drive Emissions Reductions: Building on the various emissions reduction initiatives highlighted throughout this report, we continue to decrease our greenhouse gas footprint. We work to identify and achieve cost-effective strategies that will further reduce our footprint to meet our 2030 targets.

Transparency and Product Impact: We published the carbon footprint of our wax product family. This level of transparency gives our customers the insight they deserve to make choices and further understand the environmental impact their product choices have. We believe this is a better way to build a connection and mutual commitment to sustainability.

Waste Reduction: We completed several custom processing projects that will better position the company to focus on recurring projects with improved efficiency and waste recovery. We conservatively project these efforts to reduce our production of Class 1 hazardous and non-hazardous wastes by over 300 tons.

Going forward, carbon reduction will lead to operational efficiencies, with the greatest opportunities in waste and water reduction. Setting achievable targets for the next year will further enhance management practices, improve yield efficiencies, and reduce our environmental footprint.

Trecora is committed to leading in sustainability on behalf of our operations and our communities.



Disclaimer

This report contains certain “forward-looking statements” relating to our business as defined by the provisions of the Private Securities Litigation Reform Act of 1995. These statements may be identified by words such as “expects”, “targets” “intends”, “plans”, “estimates”, “will” or other words of similar meaning and include, but are not limited to, statements regarding the outlook for future business and financial performance of Trecora. Forward-looking statements are based on management’s current expectations and assumptions and therefore inherently involve risks and uncertainties. Actual results and outcomes could differ materially for various reasons, including, among others, assumptions not being realized, scientific or technological developments, evolving government regulations, evolving sustainability strategies, our expansion into new products, services and technologies, or other changes in circumstances. All forward-looking statements reflect Trecora’s beliefs and assumptions only as of the date such statements are made. Trecora does not undertake any obligation to update any forward-looking statements, whether because of new information, future events, or circumstances or otherwise.



DATA INDEX

PERFORMANCE DATA						
Category	Unit of Measure	2021	2022	2023	GRI Reference	SASB Reference
Environmental						
GHG Emissions						
Scope 1	metric kTons CO_2e	**101.3**	**100.9**	**96.9**	305-1	RT-CH-110a.1
Silsbee	metric kTons CO_2e	85.0	84.9	83.1	305-1	RT-CH-110a.1
Pasadena	metric kTons CO_2e	15.3	15.0	12.8	305.1	RT-CH-110a.1
Lawrence	metric kTons CO_2e	1.1	1.1	1.0	305-1	RT-CH-110a.1
Scope 2	metric kTons CO_2e	**31.2**	**31.0**	**23.4**	305-2	
Silsbee	metric kTons CO_2e	12.8	13.9	14.2	305-2	
Pasadena	metric kTons CO_2e	12.2	11.4	3.5	305-2	
Lawrence	metric kTons CO_2e	6.1	5.7	5.8	305-2	
Scope 1 & 2 Total	metric kTons CO_2e	**132.5**	**131.9**	**120.3**	305-1,2	
Emissions Intensity	tCO_2e/ton product	0.489	0.488	0.506	305-4	
Energy						
Natural Gas	GWh	456.3	456.0	445.6	302-1	RT-CH-130a.1
Purchased Electricity	GWh	55.6	56.7	55.8	302-1	RT-CH-110a.1
Purchased Steam	GWh	14.0	12.7	12.6	302-2	RT-CH-110a.1
Fuel Used for Self Generation of Steam	GWh	1020.6	100.8	88.9	302-1	RT-CH-110a.1

DATA INDEX

Category	Unit of Measure	2021	2022	2023	GRI Reference	SASB Reference
Waste Generation & Disposal Methods						
Hazardous Waste	US Tons	763.4	1,169.8	533.5	306-3	RT-CH-150a.1
(Bulk Storage)	US Tons	370.1	387.0	396.7	306-3	RT-CH-150a.1
(Closed Landfill)	US Tons	17.9	54.1	0.2	306-3	RT-CH-150a.1
(Deepwell Injection)	US Tons	-	137.4	-	306-3	RT-CH-150a.1
(Energy Recovery)	US Tons	140.1	145.4	71.8	306-3	RT-CH-150a.1
(Fuel Blending/Offsite Energy Recovery	US Tons	190.2	247.9	86.5	306-3	RT-CH-150a.1
(Incineration)	US Tons	24.3	0.0	0.9	306-3	RT-CH-150a.1
(Neutralization)	US Tons	-	-	1.6	306-3	RT-CH-150a.1
(Other Recovery or Reclamation)	US Tons	16.4	194.5	-	306-3	RT-CH-150a.1
(Solvent Recovery)	US Tons	3.5	3.0	-	306-3	RT-CH-150a.1
(Stabilization to Land Disposal)	US Tons	-	-	0.4	306-3	RT-CH-150a.1
(Stabilization Prior to Land Disposal	US Tons	0.9	-	-	306-3	RT-CH-150a.1
(Thermal Desorption)	US Tons	-	-	2.4	306-3	RT-CH-150a.1
Non-Hazardous (Class 1)	US Tons	861.0	896.0	519.0	306-3	RT-CH-150a.1
(Bulk Storage)	US Tons	31.0	20.3	1.2	306-3	RT-CH-150a.1
(Closed Landfill)	US Tons	683.5	615.9	407.1	306-3	RT-CH-150a.1
(Deepwell Injection)	US Tons	143.2	239.9	42.2	306-3	RT-CH-150a.1
(Fuel Blending/Offisite Energy Recovery)	US Tons	3.0	20.1	68.4	306-3	RT-CH-150a.1
(Neutralization)	US Tons	-	-	0.2	306-3	RT-CH-150a.1
Non-Hazardous (Plant Trash)	US Tons	57.0	108.0	152.0	306-3	RT-CH-150a.1
(Closed Landfill)	US Tons	57.0	108.0	152.0	306-3	RT-CH-150a.1

DATA INDEX

Category	Unit of Measure	2021	2022	2023	GRI Reference	SASB Reference
Water						
Purchased Water	MMGal	66.3	68.1	69.6	303-3	RT-CH-140a.1
Silsbee	MMGal	13.1	16.0	13.2	303-3	RT-CH-140a.1
Pasadena	MMGal	53.2	52.1	56.5	303-3	RT-CH-140a.1
Discharged Water	MMGal	41.7	42.4	33.4	303-4	RT-CH-140a.1
Silsbee	MMGal	16.1	16.8	13.6	303-4	RT-CH-140a.1
Pasadena	MMGal	25.6	25.6	19.8	303-4	RT-CH-140a.1
Air Pollutant Emissions						
NOx	US Tons	64.1	62.4	76.8	305-7	RT-CH-120a.1
Silsbee	US Tons	50.0	48.3	62.7	305-7	RT-CH-120a.1
Pasadena	US Tons	14.0	14.1	14.0	305-7	RT-CH-120a.1
CO	US Tons	89.7	93.9	113.7	305-7	RT-CH-120a.1
Silsbee	US Tons	58.3	62.5	83.3	305-7	RT-CH-120a.1
Pasadena	US Tons	31.5	31.5	30.4	305-7	RT-CH-120a.1
VOC	US Tons	52.6	63.6	59.5	305-7	RT-CH-120a.1
Silsbee	US Tons	50.6	54.0	56.7	305-7	RT-CH-120a.1
Pasadena	US Tons	2.0	9.6	2.8	305-7	RT-CH-120a.1

DATA INDEX

Category	Unit of Measure	2021	2022	2023	GRI Reference	SASB Reference
Air Pollutant Emissions Continued						
SO2	US Tons	0.4	0.4	0.6	305-7	RT-CH-120a.1
Silsbee	US Tons	0.4	0.4	0.5	305-7	RT-CH-120a.1
Pasadena	US Tons	0.1	0..1	0.1	305-7	RT-CH-120a.1
Particulate Matter	US Tons	5.7	5.4	7.7	305-7	RT-CH-120a.1
Silsbee	US Tons	4.8	4.4	6.2	305-7	RT-CH-120a.1
Pasadena	US Tons	1.0	1.0	0.8	305-7	RT-CH-120a.1
Employment						
Employee Turnover	% Turnover	26%	13%	8.5%	401-1	
Safety						
Total Number of Fatalities	# Fatalities	0	0	0	403-9	RT-CH-320a.1
Recordable Incidents	# Recordable Incidents	4	4	1	403-9	RT-CH-320a.1
Total Recorable Incident Rate	TRIR	0.92	0.70	0.26	403-9	RT-CH-320a.1
Process Safety Events	# PSE	3	0	0	403-9	RT-CH-540a.1
Tier 1 Process Safety Event Rate	T-1 PSE	0	0	0	403-9	RT-CH-540a.1
Tier 2 Process Safety Event	T-2 PSE	0.18	0.17	0.17	403-9	RT-CH-540a.1

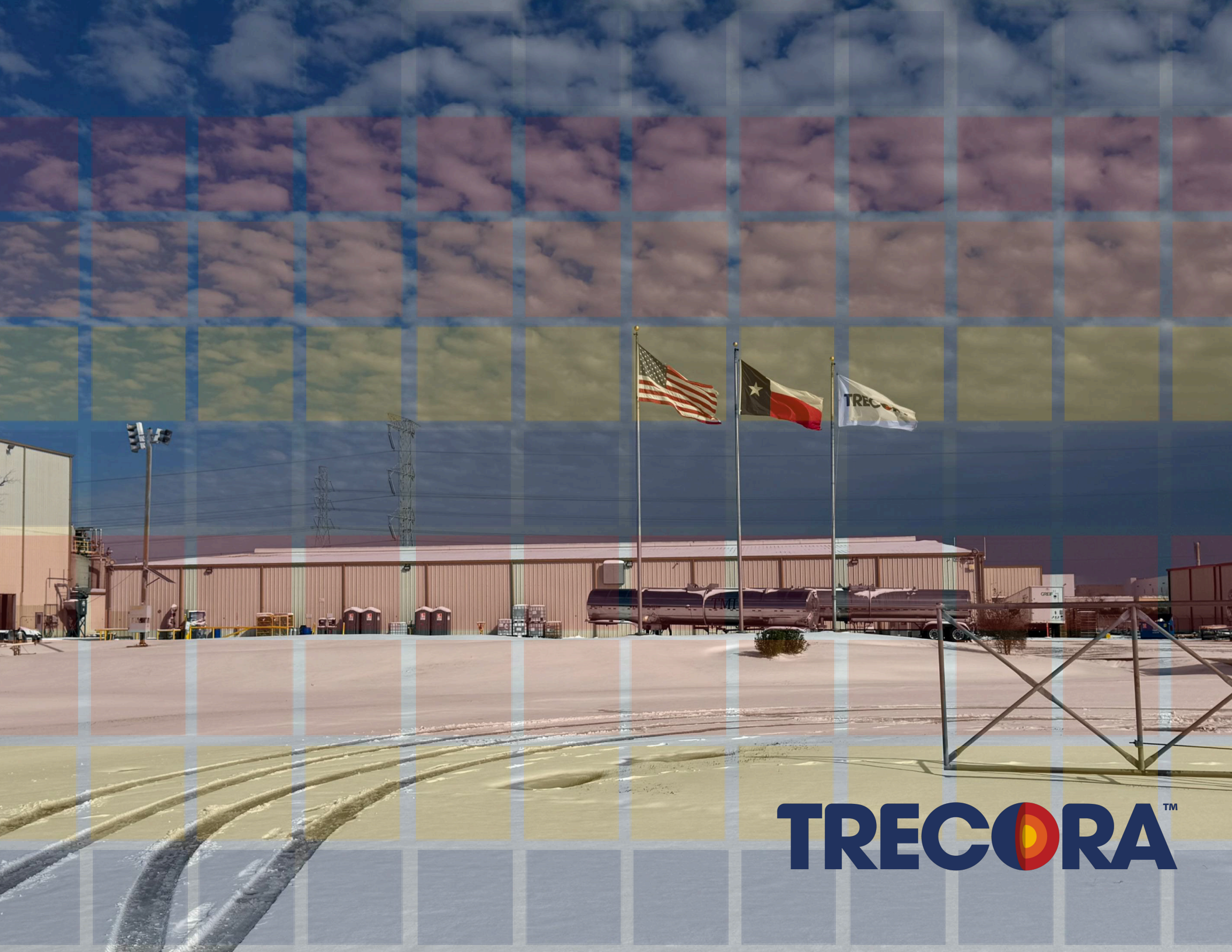
DATA INDEX

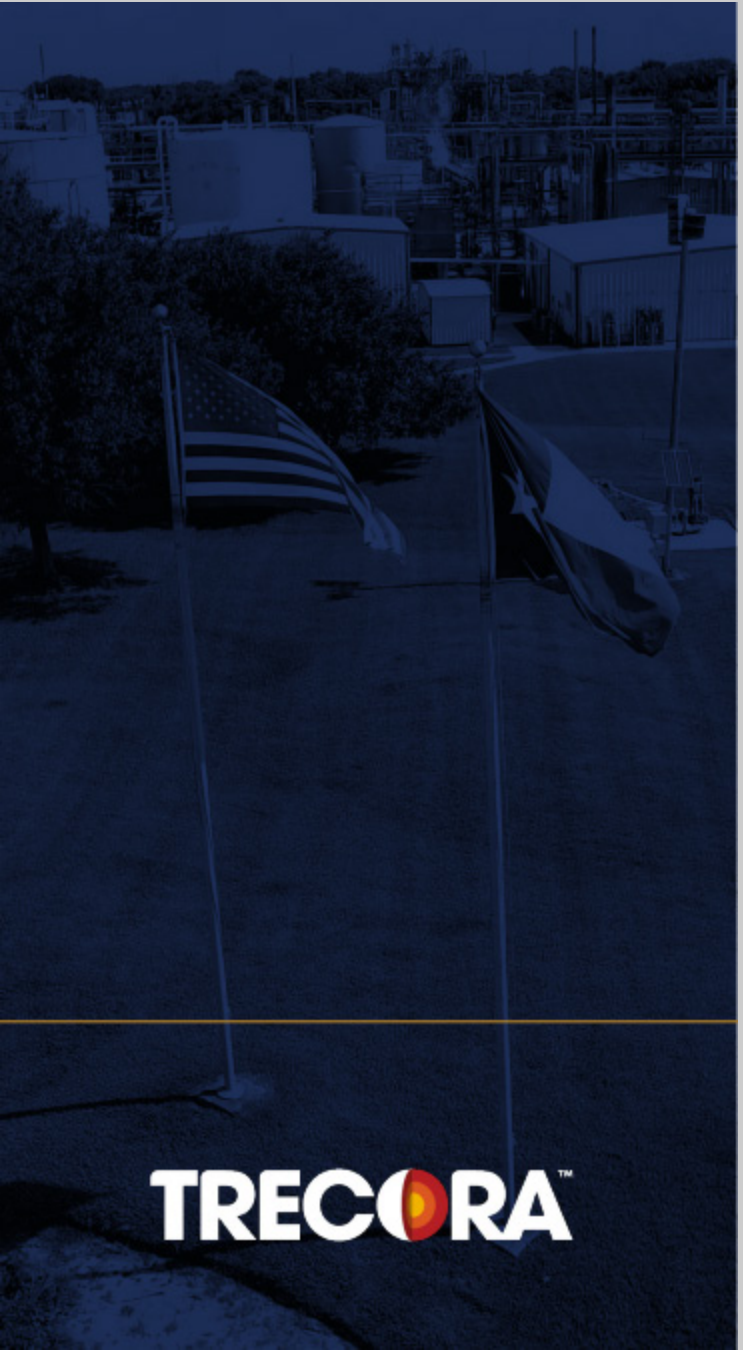
Category	Unit of Measure	2021	2022	2023	GRI Reference	SASB Reference
Diversity						
Upper Management	Female:Male Ratio	0:9	1:9	2:10	405-1	
All Other Employees	Female:Male Ratio	1:5	1:5	1:5	405-1	
Charitable GIiving						
Charitable Donations	USD	$82,600	$90,000	$51,495	413-1	

ENABLERS OF SUSTAINABLE PRODUCT COMMERCIALIZATION



Learn More


TRECORA™



DID YOU KNOW?

Trecora recently published our inaugral sustainability report. Compiling data from 2022, this report underscores our dedication to sustainability, transparency, and the pursuit of industry distinction.

trecora.com/about/sustainability