



ESG Program Update

March 2023



ESG - Performance With Purpose

ESG Program – Status of “Near Term Opportunities” identified in 2021 report

ESG - Performance with Purpose

CORR inaugural ESG report published March 2022 – report centered around establishing baseline metrics, identifying near term improvement opportunities and next steps

Initiate the use of solar energy to drive operations where feasible

- Midwest operations power 50% of stations using solar, including battery storage
- California operations continue to add solar to power rectifiers in cathodic protection as well as on newly installed motor operated valves, both in the service of pipeline safety

Leverage acquisition synergies and opportunities to consolidate assets, improve operational efficiency and reduce environmental footprint

- Continued consolidating current asset base in California where possible
- Increasing use of solar power in operations
- Pursuing several opportunities in and adjacent to our existing footprint

Conduct a pipeline right-of-way corridor alternative-use study

- A significant portion of California ROW documents digitized and reviewed for repurposing

Explore CO2 sequestration and other carbon emission-reducing transportation opportunities

- CCS and hydrogen opportunities in discussion

Further invest in best available control technologies (BACT) to minimize potential release volumes

- Motor operated valve installations ongoing in order to minimize potential impacts to the community in the case of any incident

ESG Program – Status of 2021 Report “Next Steps”

ESG - Performance with Purpose

Develop actionable plan to improve reported metrics across the company

- ✓ More detailed data gathered across the company, increasing reporting accuracy
- ✓ Performed component fugitive emissions measurement sampling at MoGas to more accurately report methane emissions vs. factors published by the EPA
- ✓ Measurements also used to set methane reduction targets

Establish mid and long-term emissions reduction targets

Major Scope 1 sources identified in 2021 report –

- ✓ California heavy crude heaters
 - ✓ Shut down and moved to blended service in April 2022, eliminating more than 32,000 metric tonnes (MT) of CO₂e emissions as a result, **a reduction of 87% from 2021 and equivalent to taking ~7,000 vehicles off the road each year**
- ✓ MoGas fugitive methane reduction plan
 - ✓ Started program to replace all older, higher emitting pneumatic components with new, ultra low emitting ones. Plan to replace all by the end of 2024.
 - ✓ Expected to **reduce methane emissions by 65% from 2021 levels by 2025**
- ✓ Reduce intervals between infrared camera surveys to detect and repair any minor leaks
 - ✓ Will further reduce fugitive emissions from minor leaks in the system. These reductions more labor intensive to measure and quantify, plan to integrate into monitoring program in 2023

Major Scope 2 source –

- ✓ California crude oil pumps
- ✓ In early stages of investigating renewable power sources

Scope 3 emissions – estimated based on factors from various sources for production, refining and emissions from combustion of final products. Scope 3 emissions are not additive amongst companies for combustion of same product.

- ✓ Reduced from 36.8 in 2021 to 32.2 million MT due to lower crude oil volumes in 2022. Not reported as part of EIC reporting framework.

ESG Program – Status of 2021 Report “Next Steps”

ESG - Performance with Purpose

Institutionalize plan to ensure every member of the CORR team is working toward the same goal

- ✓ Plan developed and socialized with Leadership and Extended Leadership teams
- ✓ Several team members actively involved in data collection and improvement efforts, as well as Energy Transition projects

Evaluate ESG reporting frameworks and move toward adopting most appropriate standard(s) and modify reporting accordingly

- ✓ Reporting using Energy Infrastructure Counsel (EIC) framework for the first time in 2023
- ✓ Predominant/standardized framework still to-be-determined

Engage with investors to solicit feedback as program develops

- ✓ Ongoing

ESG Program - Social and Governance Improvements in 2022

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Updated policies to reflect our strong commitment to inclusion and non-discriminatory practices

Non-Discrimination

There is no place for discrimination in our workplace based on any real or perceived differences, including differences between employees, our customers, our suppliers, or the public.

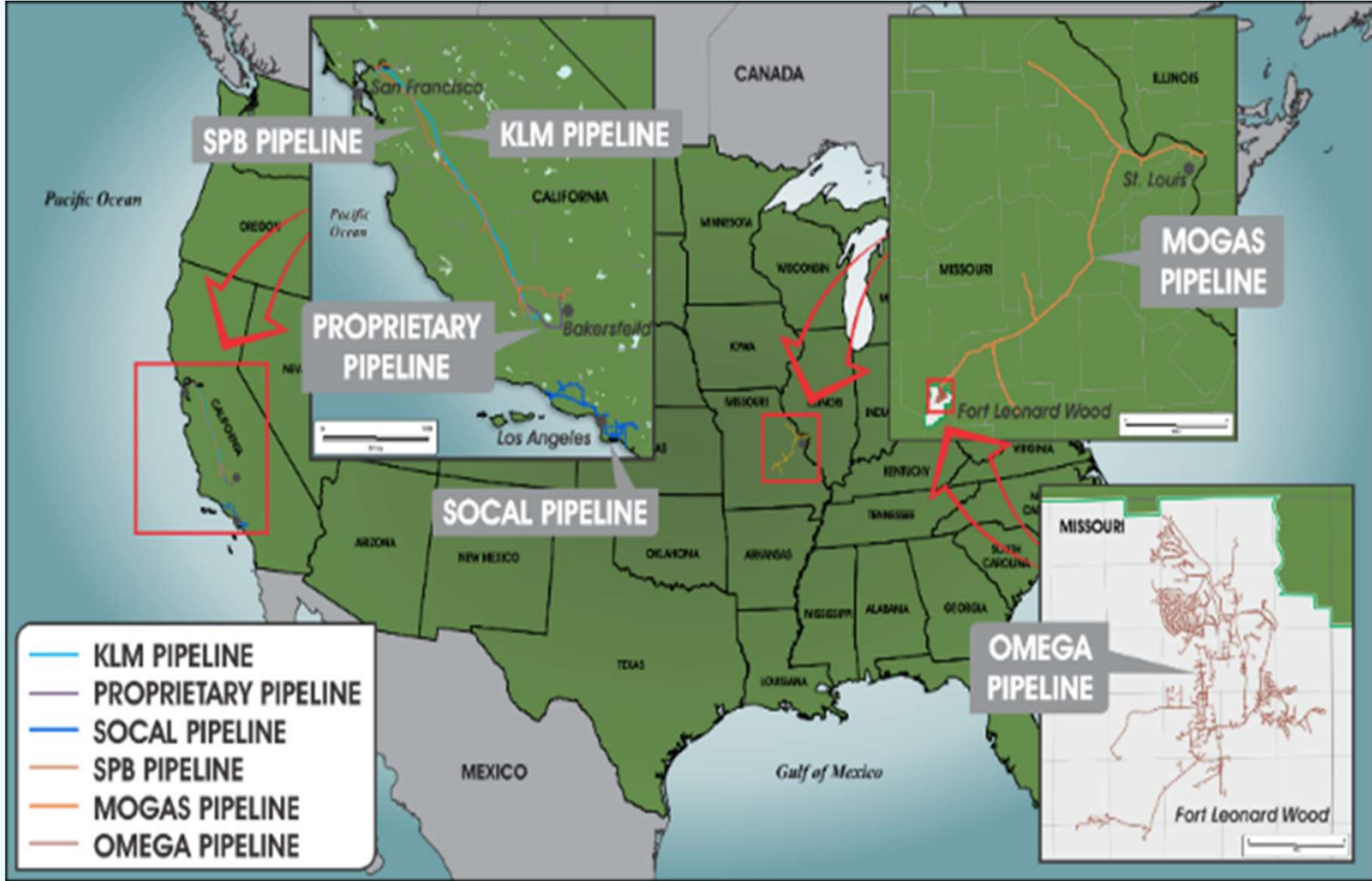
The Company is fully committed to equal opportunity and nondiscriminatory employment practices. We seek to recruit, hire, develop, and retain qualified people. We do not discriminate against any employees or candidates for employment because of race, color, religion, sex, marital status, sexual orientation, ethnic or national origin, age, disability, veteran status, or any other legally protected status. There is zero tolerance for harassment of any type. Zero tolerance means action will be taken against persons who violate this policy, up to and including termination of employment or removal from office.

Initiated ESG and cybersecurity oversight by Board of Directors



CorEnergy Operations

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What We Do

- Aggregate and transport natural gas by pipeline to St. Louis and smaller municipalities throughout east central Missouri
- Aggregate and transport crude oil by pipeline to critical refineries in northern and southern California

What We Don't Do

- We do not engage in hydraulic fracturing or other fossil fuel production
- Our operations do not result in a significant contribution to the direct production of greenhouse gases, including methane
- We do not transport oil or gas produced outside of North America
- We do not transport oil & gas by rail, ship, barge, or truck

Sustainability Commitment

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At CorEnergy, we believe that the delivery of energy transportation solutions to our customers can be done responsibly, safely, and sustainably to improve the quality of life in the communities we serve. Sustainably is the way we manage and operate our business every day to best serve our customers, care for the environment, and drive long term value for stakeholders. We are committed to this through three guiding principles –



Environmental Stewardship

Reducing the environmental impact of our operations



Social Responsibility

Engaging openly and transparently on social issues



Corporate Governance

Supporting sustainable development through strong governance

Sustainability Commitment – Environmental Stewardship

ESG - Performance With Purpose

Reducing the environmental impact of our operations

- Safely provide energy transportation services in a manner that minimizes community and environmental impacts
- Protect the biodiversity of our communities by strictly following all local Fish and Wildlife Department requirements in the jurisdictions in which we operate
- Reduce health, safety and environmental risk through investment in targeted integrity management
- Optimize operations to improve the environmental impact of our activities
- Minimize our operational footprint
- Actively explore opportunities to increase use of renewable energy in our operations as well as repurpose existing assets in carbon reducing ventures

Sustainability Commitment – Social Responsibility

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Engaging openly and transparently on social issues

- Minimize the environmental impact on the communities in which we operate
- Enforce inclusive, equitable employment and conduct policies
- Reinforce our focus on employee and stakeholder safety
- Communicate regularly with stakeholders on sustainability issues, goals, and progress
- Deliver superior customer experience through regular communication and innovation

Sustainability Commitment – Corporate Governance

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Supporting sustainable development through strong governance

- Board of Directors made up of a majority of Independent Directors, elected by shareholders
- Internally managed in order to more closely align management and shareholder interests
- Implementing ESG initiatives with robust oversight from Board of Directors
- Cybersecurity meets or exceeds federal government requirements for pipeline companies and is overseen by the Governance Committee of the Board of Directors
- Emissions and other reporting data gathered from auditable sources, enabling third party validation and monitoring of CORR ESG progress
- Enhance stakeholder collaboration to ensure sustainable growth that addresses social, economic and environmental impacts of new investments

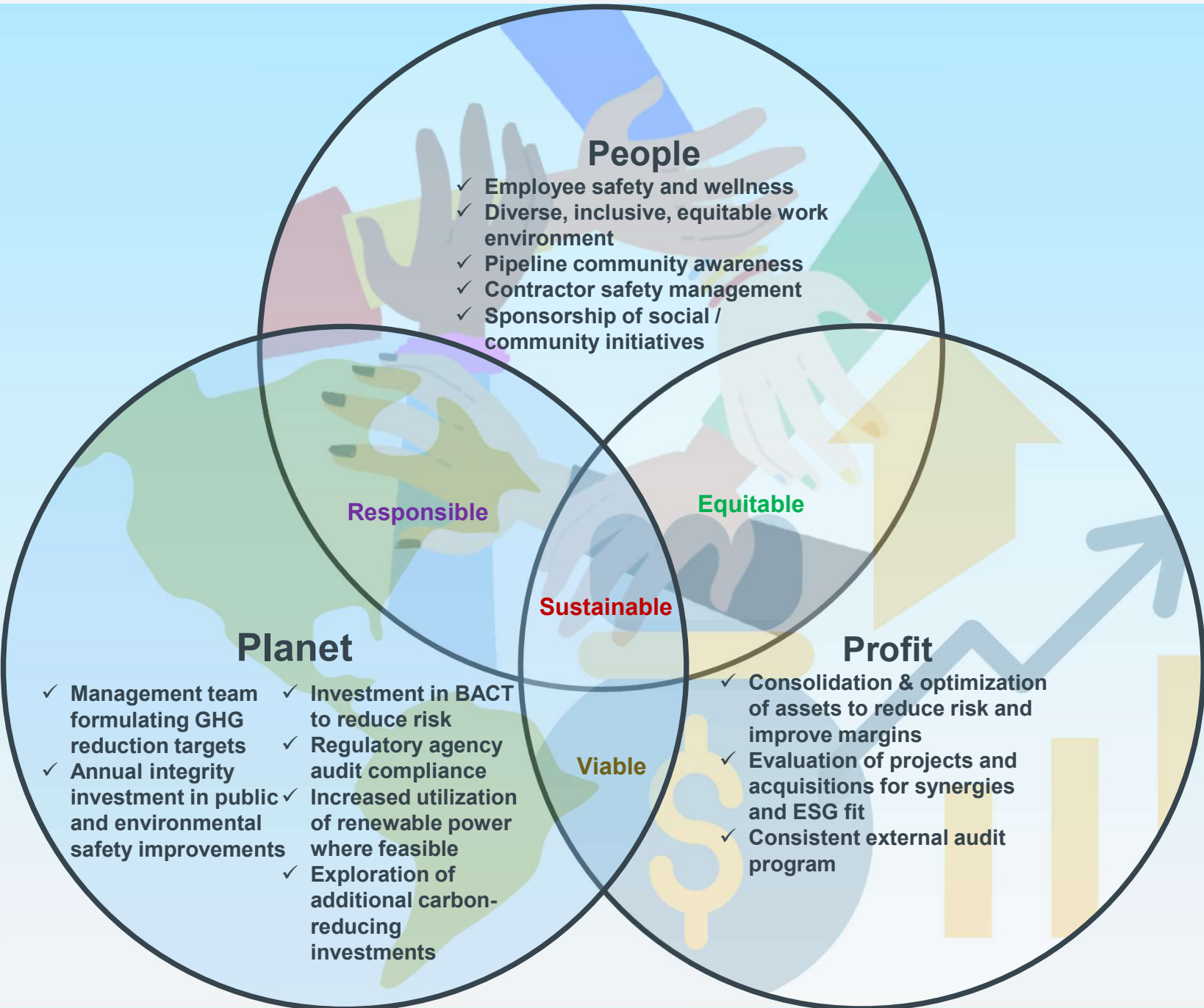
Leadership Focus Areas

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“Triple Bottom Line” Focused Programs In Action

ESG – Performance With Purpose

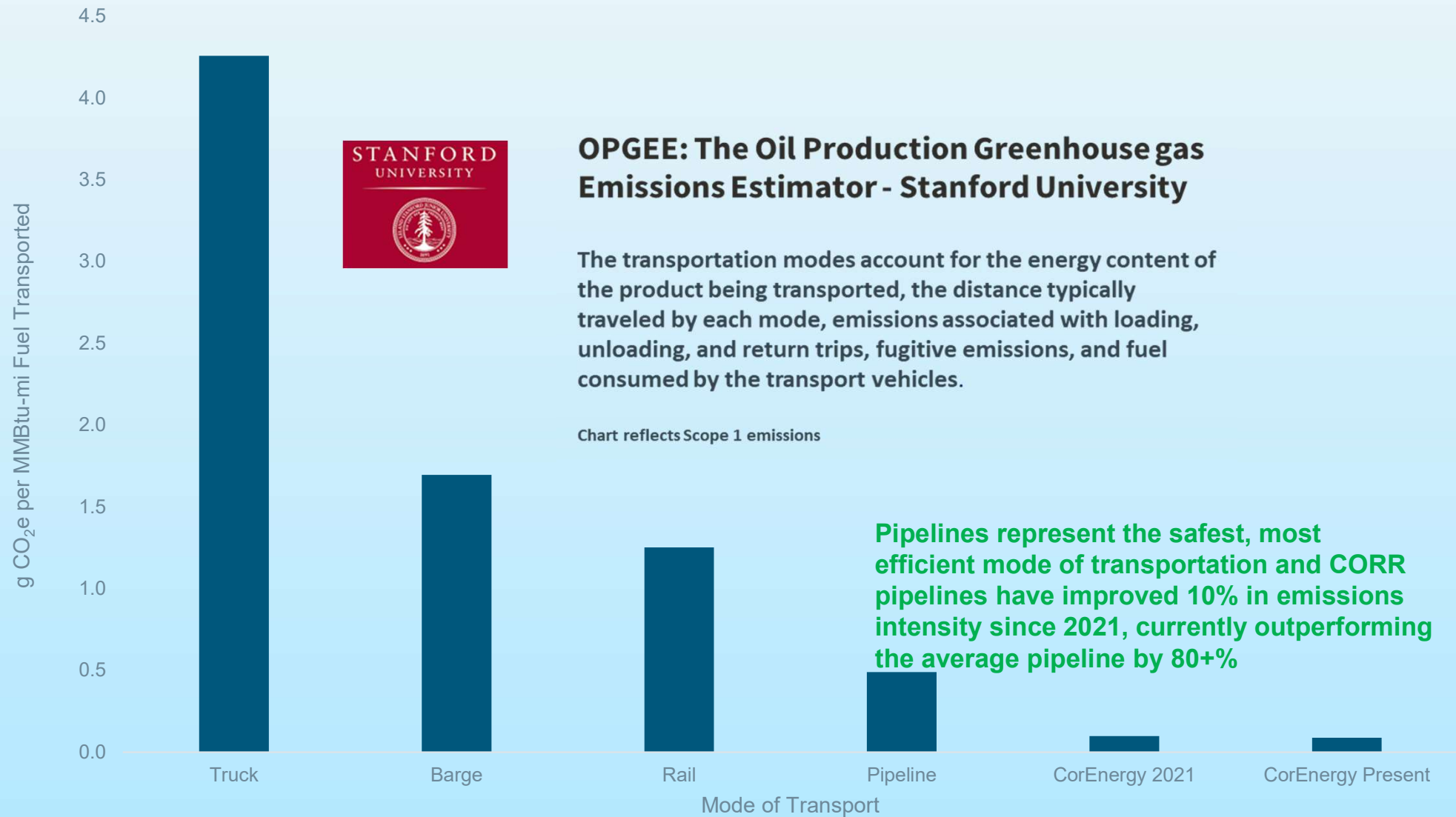


A large field of white umbrellas, with one blue umbrella in the center. The text "Environmental Stewardship" is overlaid on the blue umbrella.

Environmental Stewardship

Oil and Gas Transportation Modes and Associated GHG Emissions

ESG - Performance With Purpose

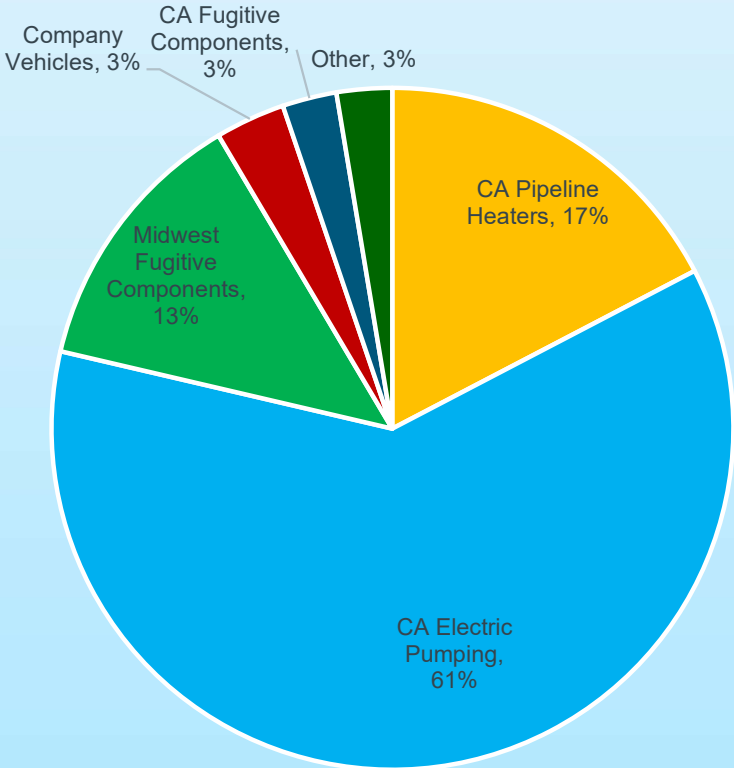


Greenhouse Gas Emissions Management In Action – CORR

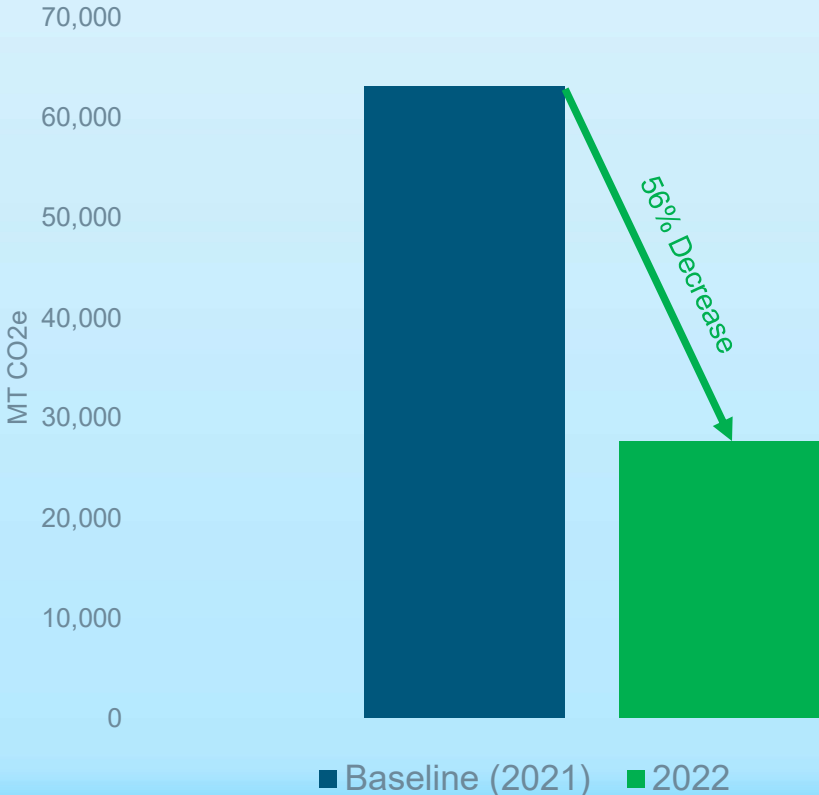
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- **Scope 1 and Scope 2 emissions cut by 56%** on CO2e basis from 2021 baseline levels
 - Scope 1 CO2e – 76% decrease
 - Scope 2 CO2e – 13% decrease

Scope 1 & 2 Emission Sources 2022
%Total CO2e



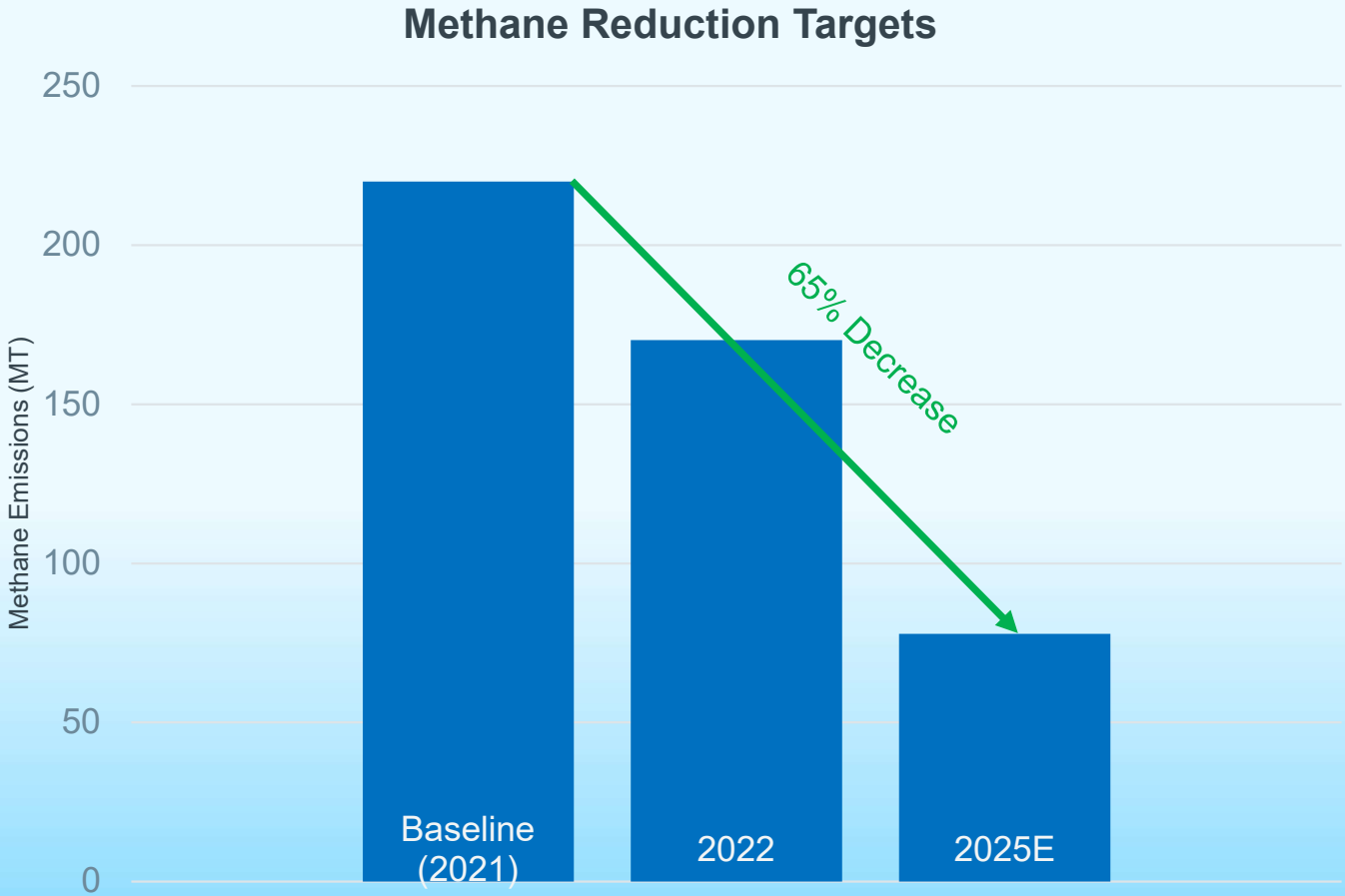
Scope 1 & 2 Emissions Compared to Baseline CO2e



Greenhouse Gas Emissions Management In Action – CORR

ESG - Performance With Purpose

- Targeting a minimum 65% reduction in methane emissions by 2025 from 2021 baseline levels



Greenhouse Gas Emissions Management In Action - California

ESG - Performance With Purpose



Rectifier Station - SPB Pipeline

2022 and ongoing 2023 Initiatives

- Pipeline consolidation
 - 8 miles in Southern California 2022 with an additional 32 miles in progress, expected to be complete by Q3 2023
 - Will also include idling of natural gas-powered pumps
 - Reduces electricity requirements from pumping as well as fugitive emissions as a result of the reduced number of connection points
- Discontinued heavy crude oil batching on San Pablo Bay Pipeline beginning in April 2022
 - Blended crude does not require natural gas fired heaters to be used except on low temperature days, contributing 74% of the decrease in Scope 1 CO₂e emissions versus 2021
 - Lower crude oil temperatures also reduce emissions from storage tanks
 - Expect further emissions reductions in 2023 with full year blended operation
- Increased use of solar power in operations
 - Motor Operated Isolation Valves (MOVs) installed on 2 pipelines in California in 2023 will be solar powered
 - Increased use of solar power for rectifier (corrosion control) operation
 - One completed in 2022 and three additional to be completed in 1H 2023

Greenhouse Gas Emissions Management In Action - California

ESG - Performance With Purpose

2022 and ongoing 2023 Initiatives

- Storage Tank Emission Reduction Projects
 - Installed geodesic dome on 120,000-barrel tank in San Joaquin Valley
 - Tanks removed from service
 - 3 tanks with total capacity of 139,000 barrels (35 MB, 37 MB, 67MB) retired in 2022
 - Another 81,000 barrels of capacity scheduled to be taken out of service in 2023
 - Continued voluntary participation in air quality district tank seal inspection program (higher frequency of tank seal inspections per year to ensure vapor control)
- Electrical Efficiency Projects
 - Somis Station and SCE sub-station electrical supply system optimized, estimated in-service date Q2 2023
 - Griffith Station – new, more energy efficient pumps and motors with variable frequency drives (VFDs) installed to replace existing, less reliable, over sized pumps. Estimated in-service date Q4 2023



Greenhouse Gas Emissions Management In Action - Midwest

ESG - Performance With Purpose

2022+ Initiatives

- Half of MoGas stations (15 of 30) operating on solar power with batteries to store additional energy produced during the day for consumption when solar is not producing, reducing or eliminating reliance on fossil fuel generated power at those stations
- Methane emissions measurement and reduction program initiated in 2022
 - Older pneumatic devices are designed to vent methane as part of regular operation
 - EPA provided factors were used to estimate emissions from these devices in 2021 report
 - In order to improve the accuracy of our reporting, CORR performed in-field measurement of vent rates of a representative sample of these devices in 2022, as well as using infrared camera technology to detect other potential leaks while onsite
 - Surveyed 10 of 30 MoGas stations for methane leaks via Optical Gas Imaging (OGI) camera
 - Repairs were attempted on any leaks identified at the time of the survey
 - Any leaks infeasible to repair during the survey were tagged and repaired as quickly as possible

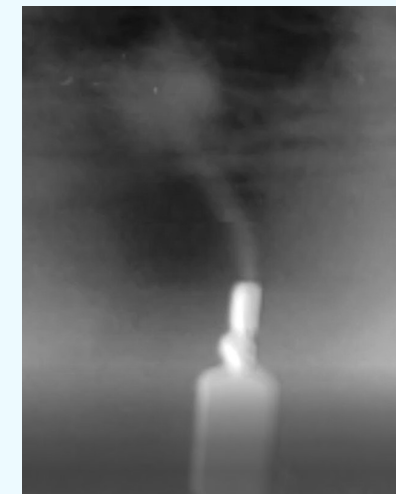


Figure: Stack of carbon filter for methane emitted from older control valves, as seen through OGI. Emissions measured at <1 cfm from 2 control valves combined.

Greenhouse Gas Emissions Management In Action - Midwest

ESG - Performance With Purpose

2022+ Initiatives

- Several devices were identified for direct methane emission measurement with a Gas Flow Meter (GFM) prior to survey
 - Components selected based on type, vintage and model, using a great enough number of each to obtain a representative sample
 - Increased accuracy of emissions estimates across the Midwest assets versus EPA provided factors used in 2021 report
 - 2021 methane emissions restated using these results for a more accurate year-to-year comparison
- Based on findings during our 2022 assessment, CORR plans to increase frequency of OGI surveillance
 - Previously performed only at regulatory required intervals
 - In addition to the stations tested in 2022, the remainder to be tested in 2023
 - Plan to surveil and repair any leaks at 50% of all stations each year from 2024 and beyond, reducing intervals between inspections by 67%
 - Will adjust inspection rates further, if necessary, based on findings

Plans to replace all older, high emitting devices in 2023 and 2024 with newer, ultra low bleed models is **expected to reduce methane emissions by an additional 3,555 MT CO₂e per year by 2025** versus 2021 levels, equivalent to removing 773 vehicles from the road each year.

New OGI program will result in additional, yet to be quantified, methane emissions reductions.

Office Environmental Programs In Action

ESG - Performance with Purpose

- California corporate office – LEED certified building *
- Missouri corporate office – working toward LEED certification *
- Paper waste minimization program – working toward paperless company-wide
- Office recycling programs (plastics, electronics, paper)
- Energy efficient lighting and power conservation settings
- HVAC systems set on “eco mode” to minimize use on nights / weekends
- All board meetings (board books) 100% paperless

* Leased offices



Electronics Recycling

November 4TH-5th, 7am-3pm

TOWN PAVILION & 1201 WALNUT LOADING DOCKS

ACCEPTED	NOT ACCEPTED
<ul style="list-style-type: none"> Cellular Printers Scanners Speakers Flat Screen TVs Monitors Power Supplies Mouse Wearables Smart TVs Small Appliances 	<ul style="list-style-type: none"> Refrigerators A/C Units Stoves Washing Machines Freezers Refrigerators Large Appliances Stoves Washing Machines Freezers Refrigerators Large Appliances Stoves Washing Machines Freezers

ACCEPTED

- Accepted Paper
- Cardboard
- Aluminum
- Steel
- Plastic
- Other
- Other

NOT ACCEPTED

- Flammable Liquids
- Flammable Solids
- Flammable Gases
- Flammable Powders
- Flammable Pastes
- Flammable Gels
- Flammable Solids
- Flammable Gases
- Flammable Powders
- Flammable Pastes
- Flammable Gels
- Flammable Solids
- Flammable Gases
- Flammable Powders
- Flammable Pastes
- Flammable Gels

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EIC Key Performance Indicators - Environmental

Metric	Unit	2022	2021	Comments, Links, Additional Information, and Notes
Activity				
EBITDA	Million US \$	41.26	43.59	
Gross Throughput	Thousand BOE	63,459	72,249	
Miles of Pipeline (Total Pipeline)	Miles	1835	1844	
Carbon Accounting Basis for Data	Operational/ Equity/Financial	Operational	Operational	
Environment				
Hydrocarbon Releases				
Number of hydrocarbon liquid releases beyond secondary containment > 5bbl	#	1	1	
Volume of hydrocarbon liquid releases beyond secondary containment > 5bbl	Barrels	251	7	2021 revised from 5.4 barrels in previous report
Hydrocarbon Liquid Releases Intensity per Mile of Pipeline – Total	barrels/mile	0.168	0.003	Based on PHMSA reported liquid pipeline mileage
Emissions				
Total GHG Emissions (Scope 1 + Scope 2) - Total	MT CO2e	27,646	63,167	
Scope 1 GHG Emissions – Total	MT CO2e	10,320	43,348	
Scope 1 CO2 Emissions – Total	MT CO2	6,053	Not Assessed	CO2e and CH4 were assessed for all reported categories in 2021, not CO2 or N2O.
Scope 1 Methane Emissions – Total	MT CH4	170	220	2021 Scope 1 methane emissions initially reported as 409 MT; value shown is adjusted based on December 2022 field test.
Scope 1 Nitrous Oxide Emissions – Total	MT N2O	0.01	Not Assessed	CO2e and CH4 was assessed for all reported categories in 2021, but not CO2 or N2O.
Percent of Scope 1 emissions that are methane	%	41%	21%	
Scope 2 GHG Emissions	MT CO2e	17,326	19,819	
Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	MT CO2e/1,000 BOE	0.44	0.87	
Scope 1 Methane Emissions Intensity per ONE Future Methodology	-			
For Transmission and Storage Sector	%	0.05%	0.07%	Not a member in 2022 but well below One Future goal of 0.38% in 2020 and 0.31% in 2025

EIC Key Performance Indicators - Environmental

Metric	Unit	2022	2021	Comments, Links, Additional Information, and Notes
NOx Emissions	Metric Tons	2.01	Not Assessed	
SOx Emissions	Metric Tons	0.12	Not Assessed	
VOC Emissions	Metric Tons	19.62	Not Assessed	
% of electricity used that is renewable	%	39.4	Not Assessed	Based on EPA's eGRID CAMX and SRMW, as appropriate
Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	
Does the company seek third party data verification for any environmental metrics?	Yes/No	No	No	
Asset Diversification and Biodiversity				
Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio?	Yes/No	Yes	No	https://coreenergy.reit/esg/
Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	No	https://coreenergy.reit/esg/

A large field of white umbrellas, with one blue umbrella standing out in the center. The text "Stakeholder Engagement" is overlaid on the blue umbrella.

Stakeholder Engagement

Extensive Regulatory Oversight Augments Performance

ESG- Performance With Purpose

CORR operates in the most rigorous regulatory environment in North America

AUDIT

COLLABORATION

COMPLIANCE



U.S. Department of Transportation
Pipeline and Hazardous Materials Safety Administration



San Joaquin Valley
AIR POLLUTION CONTROL DISTRICT



MISSOURI
PUBLIC SERVICE COMMISSION



Stakeholder Engagement In Action

ESG - Performance With Purpose

- In-house staff dedicated to fostering regulatory agency relationships
- Participation in over 90 regulatory agency audits per year
- Ensure stakeholder safety and manage risk through community awareness programs
 - Nearly 54,000 responses to field excavators performing work near CORR assets in 2022
- Performed two spill drill exercises with external stakeholders and regulatory agencies
- Work closely with franchise / permitting agencies - 36 agency field meetings last year
- Utility coordination (3rd parties) – 400 - 600 letters typically submitted to agencies annually



Stakeholder Engagement In Action – Stewardship

ESG - Performance With Purpose

- Received International ROW / Land Large Employer of the Year Award 2019-2021
- Crimson Executive Leadership member appointed to serve on the Pipeline Safety Advisory Committee (PSAC) sponsored by the lead California pipeline regulatory agency (CSFM)
- Regulatory Compliance Manager and Crimson Executive are members of the Liquid Energy Pipeline Association (LEPA/former AOPL) Pipeline Communications Team.
- CORR Executive is a member of inaugural LEPA CO2 Pipeline Team
- CORR CEO is a member of the Advisory Board of Governors of the National Association of Real Estate Investment Trusts (NAREIT)
- Member of AAPL (American Association Pipeline Landman)
- Staff and executive participation on numerous American Petroleum Institute (API) committees



A large field of white umbrellas, with one blue umbrella standing out in the center. The umbrellas are arranged in a grid-like pattern, receding into the distance. The blue umbrella is positioned slightly to the right of the center and is the focal point of the image. The text "Social Responsibility - Employee & Public Safety" is overlaid on the blue umbrella.

Social Responsibility - Employee
& Public Safety

Social Responsibility In Action – Safety Management Systems

ESG – Performance with Purpose

- ✓ Safety Management Systems (SMS) represent an emerging Midstream sector focus area
- ✓ SMS synergizes well with ESG as both are continuous improvement programs





10 Elements of Safety Management System Implementation

1. Leadership and management commitment
2. Stakeholder engagement
3. Risk management
4. Operational controls
5. Incident investigations, evaluation and lessons learned
6. Safety assurance
7. Management review and continuous improvement
8. Emergency preparedness and response
9. Competence, awareness and training
10. Documentation and record keeping



Social Responsibility In Action – Personal Safety Programs

ESG – Performance With Purpose

- Monthly employee / contractor safety meetings
- Extensive computer-based training curriculum
- Operator qualification – training / testing program
- ARI vehicle maintenance program 
A HOLMAN ENTERPRISE
- Smith System driver training program 
- American Petroleum Institute “Occupational Safety Award” recipient



Social Responsibility In Action – Pipeline Integrity Testing

ESG - Performance with Purpose

- Pipeline integrity inspection and cleaning program in direct service of stakeholder safety
- Internal pipeline inspections are performed with state-of-the-art equipment capable of detecting corrosion, dents and other integrity concerns throughout the pipeline network
- Results are analyzed and repairs completed as needed
- Inspections are completed every 5 years or sooner, as determined by annual risk evaluation
- Pressure testing, including spike testing, is done when a smart pig run cannot be completed
- Perform long seam susceptibility and corrosion rate analysis
- Continuous improvement goal is to run inline inspection (ILI) tools on all active pipelines



Social Responsibility In Action - Safety Inspections and Maintenance

ESG - Performance with Purpose

Ensuring Reliability of our Systems...

Inspection programs include but are not limited to:

- Waterway crossings
- Depth of cover on the pipeline
- Cathodic protection systems
- Facilities piping inspections
- Breakout tanks
- Operating tanks
- Atmospheric corrosion of pipelines and fittings
- Valves and underground vaults
- Pressure relief devices



Social Responsibility In Action – Control Center and Pipeline Safety Monitoring

ESG - Performance with Purpose

- Continuous (24/7) monitoring and control of pipeline operations in direct service of stakeholder safety
- Deployment of multiple leak detection methodologies using sophisticated analytical algorithms
- Regional back-up control centers for emergency operational assurance
- IT systems security measures that meet or exceed federal government (TSA) directives
- Rigorous regulatory oversight (alarm management, fatigue management, operator qualifications, etc.)



Social Responsibility In Action

ESG - Performance With Purpose

- Exemplary environmental, health, safety performance in 2022
 - **Zero** Recordable Incidents
 - **Zero** Days Away, Restricted or Transferred
 - **Zero** Lost Time Incidents
- Culture of integrity, respect and inclusivity, internally and externally
 - Non-discrimination policy in CorEnergy Code of Ethics and Business Conduct that must be signed by all employees – (see [CORR Code of Ethics and Business Conduct](#))
 - Hiring and promotion policies prohibit discrimination of any kind
- Employee work from home program (COVID-19 safety)
- Host embedded contractors in company safety meetings
- Annual employee engagement survey process



Social Responsibility In Action

ESG - Performance With Purpose

- Job creation at competitive pay within the communities we operate
- Employee community volunteerism encouraged
- Employee participation in multiple community blood drives sponsored by the California and Missouri offices
- Outreach and community awareness programs
- Sponsor Boys & Girls' clubs and women's shelters
- Sponsor multiple school activities, including sports teams and outings



EIC Key Performance Indicators – Social Responsibility

Metric	Unit	2022	2021
Social			
Total Recordable Incident Rate (TRIR) - employees	#	0	0.48
Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0	0
Days away, restricted or transferred (DART) - employees	#	0	0
Days away, restricted or transferred (DART) for major growth projects - contractors	#	0	0
Lost Time Incident Rate (LTIR) - employees	#	0	0
Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	0	0
Fatalities - employees	#	0	0
Fatalities - contractors	#	0	0
Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No	No
% workforce that is female	%	22%	20%
% workforce from minority groups (EEOC defined)	%	37%	35%
% workforce covered under collective bargaining agreements	%	0%	0%
Does the company seek third party data verification for any social metrics?	Yes/No	No	No
\$ invested in local communities per every \$100,000 of of adjusted EBITDA	US \$	\$141.72	\$70.22

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Corporate Governance

Corporate Governance In Action

ESG - Performance With Purpose

- CORR is internally managed, ensuring greater alignment with shareholder interests
- All committees comprised entirely of independent directors
- Board oversight of ESG and Cybersecurity programs established in 2022
- Board committees engage outside advisors at company's expense
- Policies in place to identify and avoid conflicts of interest
- Broad-based Long Term Incentive program for Directors and key employees, providing alignment of company leadership and shareholder interests
- Consistent external audit program
- Added in-house counsel in 2022 to more closely oversee daily company legal matters
- Risks and mitigant matrixing prior to each investment
- Monitoring and responding to investor relations concerns and complaints
- Employee web link access to the Corporate Secretary for anonymous reporting of ethics concerns

Corporate Governance in Action- Information Technology & Security

ESG - Performance With Purpose

- **Ensure that our IT compliance measures and controls meet or exceed federal (TSA) requirements for pipeline companies**
- Established Board of Directors oversight and enterprise level Cybersecurity Steering Committee that includes all individual company stakeholders that can accept risk related to cybersecurity directives
- Received CIP (Critical Infrastructure Protection) approval
- Ranked in top 10 in ONG-ISAC 2022 cyber initiative challenge
- Completed VADR (Validated Architecture Design Review) assessment, which is an external Operational Technology (SCADA, PLC, etc.) environment penetration test
- Firewall “whitelist” rule implemented which creates a default deny ruleset to block all incoming and outgoing traffic that is not expressly permitted on IT and OT networks
- Transitioning from share drives to SharePoint/Teams
- Launching a company-wide password management application
- Adjusting critical asset identification process so all IT/OT assets within our organization are tracked and periodically audited
- Strengthened our network threat filters and reporting procedures to provide benefit metrics for users (reporting) and organization (number of reported messages and the associated blocked malicious IOCs)
- Goal of continuous improvement and strengthening of company polices

EIC Key Performance Indicators – Governance

Metric	Unit	2022	2021	Comments, Links, Additional Information, and Notes
Governance				
Diversity				
% directors that are female	%	17%	20%	https://investors.coreenergy.reit/governance/board-of-directors
% corporate officers (VP and up) that are female	%	18%	27%	
% directors from minority groups (EEOC defined)	%	17%	0%	https://investors.coreenergy.reit/governance/board-of-directors
% corporate officers (VP and up) from minority groups (EEOC defined)	%	9%	9%	
Is any director under the age of 50?	Yes/No	No	No	
Directors				
% independent directors	%	67%	60%	https://investors.coreenergy.reit/governance/board-of-directors
How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	0%	0%	
Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	No	Governance Committee of Board oversees and portion of compensation tied to ESG related metrics
Does the company have directors with risk management experience?	Yes/No	Yes	Yes	https://investors.coreenergy.reit/governance/board-of-directors
Compensation				
Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	No	No	
What % of CEO target pay is performance-based?	%	56%	N/A	Compensated by external manager until 2021 internalization transaction
What % of CEO target pay is equity-based?	%	33%	N/A	Compensated by external manager until 2021 internalization transaction
Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?	Yes/No	No	No	
Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Yes	No	
Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	No	

EIC Key Performance Indicators – Governance

Metric	Unit	2022	2021	Comments, Links, Additional Information, and Notes
Share Ownership				
Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	
Board Oversight				
Which of these data sets are collected and shared with board?				
Voluntary employee turnover company-wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	No	No	
% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	Yes/No	No	No	
Gender Pay Ratio	Yes/No	No	No	
Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	Yes	Yes	
Supply Chain				
Does the company require suppliers to sign off on a code of conduct or equivalent codes?	Yes/No	No	No	
Cybersecurity				
Does the company undertake any of the following to manage cybersecurity risk?				https://corenergy.reit/esg/
Mandatory employee training	Yes/No	Yes	Yes	
Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	
Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	
Does the company publish an annual proxy statement?	Yes/No	Yes	Yes	

A large field of white umbrellas, with one blue umbrella in the center. The text "Next Steps" is written in white on the blue umbrella.

Next Steps

CorEnergy ESG Plan Next Steps

ESG - Performance With Purpose

- Identify additional mid and long-term emissions reduction targets
- Continue to improve quality of reported metrics across the company, as possible
- Explore improved emissions monitoring programs
- Further development of Social and Governance programs
- Institutionalization of plan to ensure every member of the CORR team is working toward the same goal
- Continue monitoring and evaluation of ESG reporting frameworks and move toward adopting most appropriate standard(s) and modify reporting accordingly
- Continue stakeholder outreach to solicit feedback and continuously improve as program develops