

# CRC ESG GOALS




CRC's 2045 Full-Scope Net Zero and updated methane, water, diversity, community giving and executive pay ESG goals are designed to meet or exceed California's high standards for corporate and social sustainability. Our goals also demonstrate CRC's strong commitment to leading the energy transition while providing safe and reliable energy sources necessary to help ensure human welfare and a more inclusive and equitable economy and society.

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- 2045 FULL SCOPE NET ZERO GOAL
- METHANE EMISSIONS REDUCTION GOAL
- COMMUNITY GIVING GOAL
- ETHNIC AND GENDER DIVERSITY IN LEADERSHIP GOAL
- FRESHWATER USAGE REDUCTION GOAL
- EXECUTIVE PAY GOAL



LOW CARBON INTENSITY FUEL FOR TODAY AND NET ZERO FUEL FOR THE FUTURE

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## 2045 FULL-SCOPE NET ZERO

CRC's 2045 Full-Scope Net Zero goal **for Scope 1, 2 and 3 emissions** places CRC among a select few industry peers to include scope 3 emissions in their Net Zero goal. CRC's 2045 goal puts the company on a timeframe five years sooner than most other companies' Net Zero goals and aligns CRC with the state of California's 2045 net zero ambitions.

The company's strong operational and financial performance enables it to produce stable, low-carbon fuel and invest meaningful ESG projects such as Carbon TerraVault I that will help California achieve its ambitious emissions reduction goals today and in the future.



## METHANE

CRC's updated Methane Emissions Reduction Goal commits the company to further reduce methane emissions by **30% from our 2020 baseline by 2030**. This goal builds on our previous methane reduction goal to lower methane

emissions by 50% from our 2013 baseline by 2030, which we surpassed in 2018, 12 years ahead of schedule. Because we have been able to achieve significant methane reductions to

date, our updated goal significantly exceeds California's own 2030 methane reduction goal.



## FRESHWATER USAGE REDUCTION

CRC's Freshwater Usage Reduction Goal aims to **reduce freshwater usage in our low carbon intensity fuel production by 30% from our 2022 baseline by 2025** - exceeding California's voluntary 15% water use reduction target.



CRC consistently produces more water for California water districts (5 billion gallons of treated, reclaimed water in 2021) than we consume for our own operations, which means we are net water positive.

## ETHNIC AND GENDER DIVERSITY IN LEADERSHIP

Our Ethnic and Gender Diversity in Leadership Goal **prioritizes ethnic and gender diversity in CRC leadership positions and on the Board of Directors by 2030:**



- Maintain greater than 20% of ethnically diverse professionals in leadership positions
- Increase females in leadership positions to 30%
- Maintain current board composition with at least 30% ethnically and gender diverse board members

## COMMUNITY GIVING

CRC's Community Giving Goal exceeds many of our sector peers on a donation per revenue basis and further gives back to our local California communities where we produce low carbon intensity fuel and develop carbon management initiatives. Since 2015, CRC has provided more than \$15 million to local non-profits and organizations, and we are proud to **continue investing in our communities where we live and work.**



## EXECUTIVE PAY

CRC's Executive Pay Goal links **30% of executive annual incentive pay related to company performance to ESG metrics**, among the highest ESG weighting in the industry, underscoring the commitment of CRC's leadership to achieving our ESG goals.