

**PEOPLE.**  
**PLANET.**  
**PERFORMANCE.**

Global Partners  
2023 Corporate Social  
Responsibility Report



# Contents

<b>People. Planet. Performance.</b>	<b>1</b>
A Message from our CEO: Energy for a New Era	3
An Update on our Corporate Social Responsibility (CSR) Journey	5
<b>Our People and Communities</b>	<b>6-11</b>
Employee Resource Groups	7
Growing with Global: Retail Managers Connect and Learn at Leadership Event	8
Global Giving	9-10
Global for Good Fund	11
<b>Sustainability</b>	<b>12-14</b>
First Company-Owned EV Charging Station	13
Renewable Diesel in Albany	14
Northeast Hydrogen Infrastructure Summit	14
<b>Safety and Emergency Preparedness</b>	<b>15-16</b>
Partnerships with First Responders	16
Ayer Firefighter Training with Enel North America	16
<b>Our Business Model</b>	<b>17-19</b>
Who We Are and What We Do	18
Our Footprint	19
<b>Governance - Management and Board Commitments</b>	<b>20-21</b>
Corporate Governance	21
<b>2023 Sustainability Reporting Data</b>	<b>22-25</b>
<b>Forward-Looking Statements</b>	<b>26-27</b>



# A Message from our CEO: Energy for a New Era

More than 90 years ago, my grandfather founded this company with a single heating oil truck, delivering warmth to homes during the Great Depression. Today, Global Partners is standing on the cusp of a new era – poised to help shape the energy landscape of tomorrow.

As we reflect on an incredible year of growth and service in 2023, I want to share the vision that propels us into this new era and some of the exciting changes to come.

In 2023, we expanded our reach into six new states across the Atlantic Coast and into the Gulf, including Texas. We are growing to meet the evolving demand for reliable, renewable, and sustainable energy. With our legacy and growth in mind, we relaunched the Global brand in early 2024 with a new logo and look – and a renewed commitment to our core values. We're showing the world that we are more than an energy supplier; we're a force for good, a catalyst for positive change, and an innovative leader in a transitional time.

This year's Corporate Social Responsibility report is not just a testament to the progress we've made but also represents our dedication to channeling the collective strength of our people and resources to shape a sustainable energy future. Below are highlights of our key achievements, including the opening of our first company-owned EV charging station and the introduction of renewable diesel in the Northeast. These initiatives are critical steps in our effort to meet the evolving energy needs of our communities.

I invite each of you to join us in "Putting Our Energy to Work" as we create a new path to a sustainable and profitable energy future. My grandfather would be proud to see how far we've come and where we're going. Thank you.

**Eric Slifka,**  
**President & CEO**



# AN UPDATE ON OUR CORPORATE SOCIAL RESPONSIBILITY (CSR) JOURNEY



# An Update on our CSR Journey

Global Partners (referred to herein as “Global”) is committed to operating thoughtfully, responsibly, and sustainably. In 2021, Global created a cross-department working group, reporting to the Executive Leadership Team, to help build a holistic approach to environmental, social, and governance (ESG) principles and metrics.

Building on the momentum from our first two reports, in 2022, we engaged an industry-recognized third-party consultant to help us chart our path forward. The work completed to date provided a clear picture of our current operational footprint and potential pathways for reducing our environmental impact. The insights gained are shaping Global’s sustainability strategy.

Global is focused on making tangible progress toward a lower-carbon future. We strive for continuous improvement as we better understand the latest industry guidance and market trends, from climate standards to changing regulatory requirements. While our journey is ongoing, we are confident we can continue delivering the energy our communities rely on while also guiding our industries forward.

While our journey is ongoing, we are confident we can continue delivering the energy our communities rely on while also guiding our industries forward.



This report includes data from 2020 through 2023 and key highlights from 2023. This report is guided by the following internationally recognized frameworks:

- SASB Standards of the International Sustainability Standards Board (SASB)
- GRI Standards of the Global Reporting Initiative (GRI)
- Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

Reporting metrics included in this report follow the recommendation of our third-party consultant and are based on the inclusion of such metrics in various independent frameworks for sustainability reporting (such as those listed above).



# OUR PEOPLE AND COMMUNITIES





# Our People and Communities

From our local retail stores to our corporate office, Global remains committed to giving back to our people and the communities where we live and work.



## Employee Resource Groups

Formed in 2022, the Employee Resource Groups (ERG) saw significant growth in numbers and engagement across Global. In 2023, ERG membership grew by 24%, engaging approximately 300 employees from all of Global's business areas.

With seven active groups, each ERG hosted public and private events that engaged members both socially and professionally. Some notable events included:

- Cultural events like potlucks hosted by the Hispanic/Latinx ERG, HOLA
- Professional headshots sponsored by the Asian, Middle Eastern, and Pacific Islander ERG, M.A.P. Community
- Relaxing meditations with W.A.V.E, the Women's ERG
- Bright decor in the Waltham, Mass., Office Atrium during heritage months

The impact of the ERGs can be seen through the connections formed by employees who welcome the opportunity to connect, advocate, and support one another.





# Our People and Communities

## Retail Managers Connect and Learn at Leadership Event

Global is growing, and our team is growing with us. The managers of our retail stores are a big part of our continued success. Global invited retail managers from every region to Grow with Global at our first all-managers leadership and recognition event.

About 500 retail managers gathered in Boston for two days in May 2023 to learn more about Global, develop their business skills, and network with their peers and corporate partners.

President & CEO Eric Slifka and other Global executives joined the event to give out awards, answer questions, and show their appreciation for the entire retail team. Company leaders also offered interactive learning sessions on food innovation, team engagement, technology, leadership, transitional energy, and communications.

“Global’s retail managers are the heart and soul of the retail organization; we couldn’t do what we do without them,” said Molly Freeman, Senior Director of People Operations. “Our goal was to make sure our leaders felt recognized and appreciated for all their hard work, as well as engaged and inspired for the future ahead.”

Global plans to continue hosting leadership events for retail managers and other teams to set them—and Global—up for continued success.



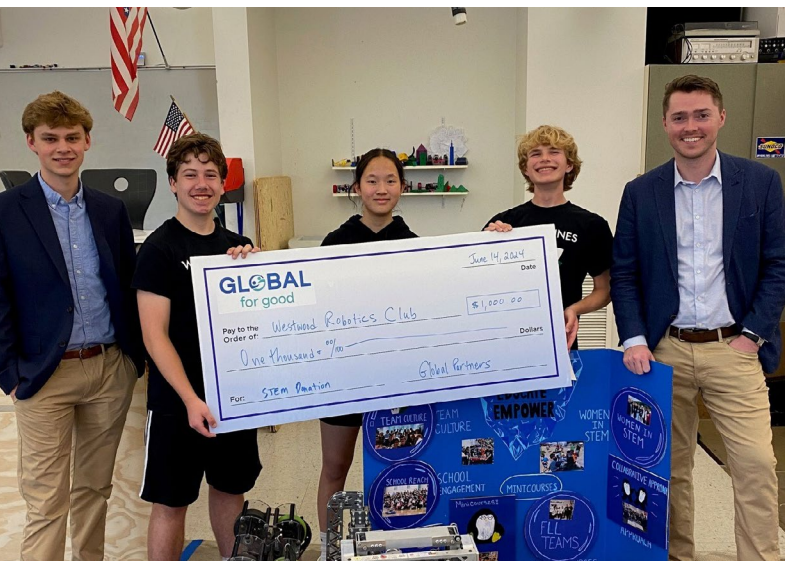


# Our People and Communities

## Global Giving

At Global, good business has always meant being a good neighbor. In 2023, we were proud to continue our commitment to philanthropy, fundraising, and charitable activities in our local communities.

Global gave \$1,426,942 to important causes in the communities where we live and work. We are honored to support organizations making a difference in education, youth services, health research, and community wellness.



## Education & Youth Services

- Over \$210,000 to various educational and youth programs, highlighted by a \$10,000 donation to the BASE, an urban academy that uses the power of sports to engage youth in a positive, success-driven culture.
- In 2023, we were proud to participate in the ExxonMobil Educational Alliance program to help fund science, technology, engineering, and mathematics programs at 300 sites with donations totaling \$150,000.

## Health Research & Community Wellness

- In 2023, Global donated more than \$583,000 to support health research and community initiatives.
- Global donated \$25,000 to Boston Children's Hospital in support of their CF Stem Cell Consortium. With our grant, Boston Children's Hospital is poised to use its platform and advanced precision medical approaches to find a cure for cystic fibrosis.
- We proudly support organizations such as the Genesis Foundation for Children and Cure Rare Disease, which are dedicated to improving the lives of children facing cancer, rare diseases, and congenital disabilities.



# Our People and Communities

## Annual Home Heating Donation

Continuing a tradition that spans more than 25 years, Global committed to donating over 20,000 gallons of heating oil across the Northeast to help keep families warm last winter. We work with local housing authorities and other nonprofits to distribute the heating product throughout more than a dozen cities and counties where we have terminals.



## Small Donations Add Up

Guests at our fueling stations and retail stores showed their community support by giving to local fundraisers for schools and nonprofits. Here's how all the coins and car washes added up.

- \$184,000 from the Coin Box Campaign
- \$18,000 in Car Wash donations for 28 Schools
- \$25,950 from Shell's The Giving Pump

## Shell Pecten and Pearl Award & BBJ Corporate Citizenship Award

Global is being recognized for our charitable commitment. In 2023, we received the Shell Pecten and Pearl Award and a spot on the Boston Business Journal's list of the most charitable companies.

For more than 20 years, Shell has recognized wholesalers for their charitable contributions, community giving, fundraising efforts, and community impact with its annual Pecten and Pearl Award. We are proud that Shell honored us with the 2023 award.

We were also pleased to be listed as Massachusetts's 51st most charitable company by the Boston Business Journal. The Journal's 2023 Corporate Citizenship Awards honored the state's top 100 companies for giving.





# Our People and Communities

## Global for Good Fund

In 2009, Global Partners' company-sponsored nonprofit, the CF & MS Fund, was established to raise awareness and funds supporting the Cystic Fibrosis Foundation and the National Multiple Sclerosis Society. From 2009 to 2022, the CF & MS Fund raised close to \$12,500,000 to support these causes through annual fundraising events and initiatives with partners.

In 2023, Global Partners' company-sponsored nonprofit was revitalized and rebranded to the Global for Good Fund with an expanded mission to keep our communities growing, moving, and thriving. This rebranding reflects a commitment to not only continue but amplify its impact by investing in education and youth programs, transportation partnerships, and medical research. Through four signature fundraising events in 2023, the Global for Good Fund raised \$780,000 to support nine nonprofit partners, furthering the efforts to create positive change and foster thriving communities.

And that's just the beginning. As our company grows, Global plans to expand our giving in our new regions with new partners and programs—doing even more good for our neighbors and communities.

## Donations at a Glance:

# \$780,000

Funds raised in 2023 by Global for Good Fund,  
supporting these nine non-profit partners

Cystic Fibrosis Foundation  
National Multiple Sclerosis Society  
Boston Children's Hospital  
The Jennifer Creed Fund  
The Genesis Foundation  
Massachusetts Fallen Heroes  
Sole Train  
Children's Trust  
Cure Rare Disease

# \$12,500,000

Approximate funds raised for CF &  
MS from 2009 to 2022

Cystic Fibrosis Foundation  
National Multiple Sclerosis Society





# SUSTAINABILITY



# Sustainability

We are committed to being a leader in the energy transition while acting thoughtfully and conducting our business more sustainably.

In 2023, we made significant strides in our efforts to incorporate renewable fuels into our business by unveiling our first company-owned EV charging station and introducing petroleum-free renewable diesel to the Northeast. Through initiatives like these and our involvement in the Northeast Hydrogen Infrastructure Summit, we are committed to helping communities reduce their carbon footprint and meet clean energy goals.



## First Company-Owned EV Charging Station

In September 2023, we took a big step toward offering more alternative fueling options by unveiling our first company-owned EV charging station in Worcester, Mass.

The DC fast-charging station, which includes two vehicle chargers, is the first owned by Global but not the only one in our growing portfolio. Six more Global-owned EV stations are currently under construction. We have additional charging stations, owned by partner companies, that are already operating

in two of our retail locations. A solar canopy installation further supports our commitment to sustainable energy.

We're also installing the infrastructure for EV charging at all our new Alltown Fresh® locations to serve guests choosing EVs. Providing multiple fueling options is part of our guest commitment to improving the guest experience by providing choice while also helping meet community clean energy goals.



# Sustainability

## Renewable Diesel in Albany

We are committed to leveraging our infrastructure to build a more sustainable future. Transitioning to lower-carbon, liquid renewable fuel options is a key part of the solution, which is why we are at the forefront of expanding renewable diesel options for our customers. Additionally, we're excited to make a significant impact by introducing environmental products like carbon offsets as part of our sustainability efforts.

In 2023, we introduced renewable diesel to our Albany, New York, terminal, adding a cleaner alternative to fossil fuels that can reduce greenhouse gas emissions with fuel made from plant and animal byproducts. While renewable diesel is already widely available on the West Coast, we are thrilled to play a key role in expanding its presence on the East Coast.



## Northeast Hydrogen Infrastructure Summit

In June, we sponsored the Advanced Energy Group Northeast Hydrogen Infrastructure Summit, uniting regional leaders to explore the introduction of clean hydrogen fuel to our communities.

We are excited to play a pivotal role in advancing these and other innovative, low-carbon fuel solutions to meet the evolving energy needs of our customers and communities.





# SAFETY AND EMERGENCY PREPAREDNESS



# Safety & Emergency Preparedness

Our highest priority is to operate in a safe, reliable, and environmentally sound way.

A critical part of our safety efforts involves collaborating with local emergency responders. These collaborations underscore our priority to not only operate in a responsible and safe manner but also to well prepare our community first responders in case of emergencies.



## Partnerships with First Responders

In 2023, we partnered with firefighters for several specialized training sessions at Global facilities in Albany, New York, and Ayer, Massachusetts, to improve safety and preparedness. At the Albany terminal, the sessions focused on what to do and how to use specialized firefighting equipment if there is ever an emergency. In Albany, we regularly work with local firefighters to provide additional training specific to the facility. These sessions also serve to familiarize the firefighters with the terminal and the equipment on hand.

## Ayer Firefighter Training with Enel North America

In Ayer, we partnered with a battery energy storage team to review safety protocols at our combined microgrid and Tesla battery energy storage facility. Global staff and firefighters from Ayer and neighboring towns learned how battery energy storage facilities are operated, how they are integrated into a microgrid, and how to make the location safe in case of an emergency. After the training, the community was also invited to Alltown Fresh in Ayer to sample our fresh food choices and learn how the store's microgrid can help provide power during an outage.



# OUR BUSINESS MODEL





# Who We Are and What We Do

## Who We Are

Global Partners is a leading independent owner, supplier, and operator of liquid energy terminals, fueling locations, and retail experiences—and we're growing as we speak. We work on our customers' behalf, providing a variety of fuels, foods, products, and services. In an ever-changing market, we use our assets to adapt quickly and invest in the future of energy.

## Where We're Going

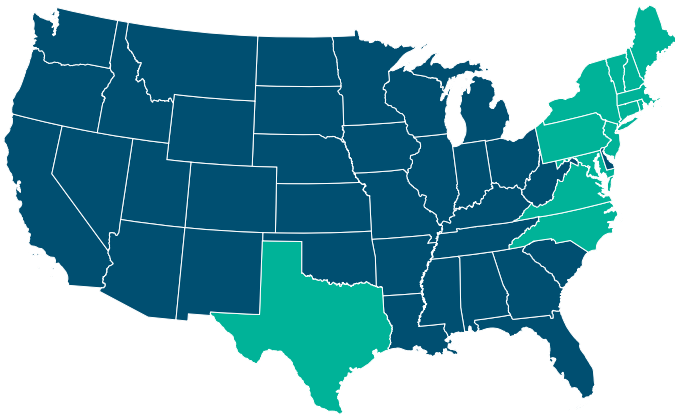
At Global Partners, we work tirelessly to grow, adapt, and shape the future of our industries. We will strengthen and differentiate our energy infrastructure, create retail experiences that redefine convenience and hospitality, become an integral part of our communities' lives, and help our employees be their best selves. As the energy transition continues, we will be the ones to guide our industries forward – thoughtfully, responsibly, and sustainably.



## Global's Footprint

## Retail Operations

In 2023, Global owned, leased, or supplied approximately 1,700\*\* gas stations.

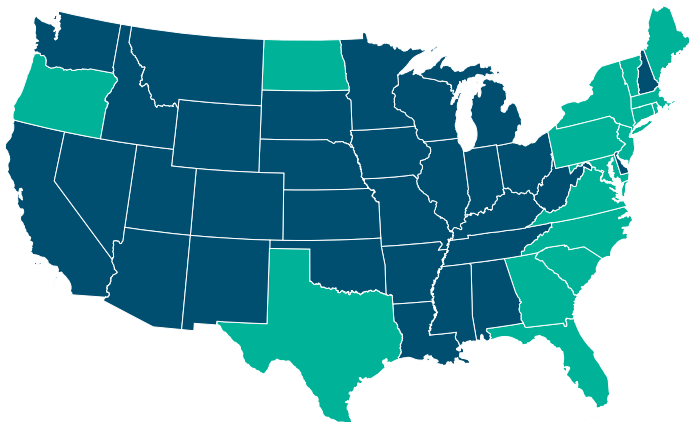


## Locations per State\*:

<b>Maine:</b>	33 Locations
<b>Vermont:</b>	90 Locations
<b>New Hampshire:</b>	97 Locations
<b>New York:</b>	325 Locations
<b>Massachusetts:</b>	384 Locations
<b>Rhode Island:</b>	57 Locations
<b>Connecticut:</b>	336 Locations
<b>New Jersey:</b>	14 Locations
<b>Pennsylvania:</b>	128 Locations
<b>Maryland:</b>	68 Locations
<b>Virginia:</b>	93 Locations
<b>North Carolina:</b>	1 Location
<b>Washington DC:</b>	1 Location
<b>Texas:</b>	64 Locations

## Wholesale Operations

We serve our customers' needs through one of the largest terminal networks of liquid energy products in the Northeast.

**Terminal Locations\* (amounts in barrels):**

<b>Portland, ME:</b>	665K	<b>Greensboro, NC:</b>	252K
<b>Burlington, VT:</b>	419K	<b>Apex, NC:</b>	214K
<b>Revere, MA:</b>	608K	<b>Fayetteville, NC:</b>	215K
<b>Chelsea, MA:</b>	685K	<b>Charlotte, NC (2):</b>	488K
<b>Sandwich, MA:</b>	99K	<b>Spartanburg, SC:</b>	288K
<b>Port of Providence, RI:</b>	480K	<b>Bainbridge, GA:</b>	261K
<b>New Haven, CT:</b>	421K	<b>Doraville, GA (3):</b>	657K
<b>Bridgeport, CT:</b>	110K	<b>Port Everglades, FL (3):</b>	1,864K
<b>Wethersfield, CT:</b>	183K	<b>Tampa, FL:</b>	599K
<b>Glenwood Landing, NY:</b>	98K	<b>Beaumont, TX:</b>	206K
<b>Albany, NY:</b>	1,402K	<b>Hearne, TX:</b>	6K
<b>Newburgh-Warex, NY (3):</b>	956K	<b>Dallas, TX:</b>	574K
<b>Inwood, NY:</b>	322K	<b>Fort Worth, TX:</b>	304K
<b>Bayonne, NJ:</b>	829K	<b>Waco, TX:</b>	107K
<b>Perth Amboy, NJ:</b>	605K	<b>San Antonio, TX:</b>	201K
<b>Macungie, PA:</b>	170K	<b>Pasadena, TX:</b>	189K
<b>Philadelphia, PA:</b>	344K	<b>Stampede, ND:</b>	452K
<b>Baltimore, MD (3):</b>	1,364K	<b>Beulah, ND:</b>	280K
<b>Fairfax, VA:</b>	421K	<b>Clatskanie, OR:</b>	200K
<b>Richmond, VA:</b>	260K		

\* As of December 31, 2023

**\*\* Includes 64 sites in Houston, Texas operated by the Partnership's joint venture, Spring Partners Retail LLC**



# GOVERNANCE MANAGEMENT AND BOARD COMMITTMENTS





# Corporate Governance

At Global, we are committed to running our business within a framework of strong corporate governance and business ethics.

We aim to operate with accountability to all our stakeholders: our employees, our investors, our customers, and the communities in which we operate.

Global Partners LP is a Delaware master limited partnership. As of December 31, 2023, the Board of Directors of our general partner was comprised of seven individuals, five of whom are independent directors. The Board has three committees: Audit, Compensation, and Conflicts. The members of our Audit, Compensation, and Conflicts committees are all independent directors.

Our Board and Committee members are deeply committed to Global, and their skills and experience support our business strategies. Our philosophy is to meet or exceed current regulatory requirements and provide employees with policies and procedures to govern day-to-day operations. We have policies and procedures to manage our corporate governance, including:

- [Governance Guidelines](#)
- [Code of Business Conduct and Ethics](#)
- [Anonymous Reporting Hotline](#)
- [Environmental, Health, and Safety Statement](#)
- [Insider Trading Policy](#)
- [Programs governing risk management and cybersecurity matters](#)

We are an equal opportunity employer. At Global, diversity means embracing differences and promoting an inclusive organization that values diversity in all forms, whether amongst employees, customers, suppliers, or community partners. We provide training for our employees to promote a workplace free from harassment and discrimination. We also meet the affirmative action plan requirements arising out of our federal contracts.



# 2023 Sustainability Reporting Data

Economic		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Financial	Adjusted EBITDA*	\$ (millions USD)	287.7	244.3	485.2	356.4	
	Distributable Cash Flow*	\$ (millions USD)	156.4	120.7	413.4	202.7	
	Total Assets	\$ (millions USD)	2,540.5	2,831.2	3,160.9	3,446.0	
Operational	Gas Station Portfolio:						
	Company Operated	#	277	295	353	405**	
	Commissioned Agents	#	273	293	295	302	
	Lessee Dealers	#	208	201	192	182	
	Contract Dealers	#	790	806	833	802	
	Total Portfolio		1,548	1,595	1,673	1,691**	
	Collective Terminal Storage Capacity	Million bbl.	11.8	11.9	10.0	18.3	

**Notes:** \*Adjusted EBITDA and distributable cash flow are non-GAAP (Generally Accepted Accounting Principles) financial measures, which are discussed and reconciled to their most directly comparable GAAP financial measures in the company's Annual Report on the Form 10-K.

\*\*2023 company operated sites and total portfolio totals include 64 sites in Houston, Texas operated by the Partnership's joint venture, Spring Partners Retail LLC

Environmental		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Greenhouse Gas Emissions	Scope 1 Greenhouse Gas Emissions Total	MT CO <sub>2</sub> e	24,280	26,112	26,260	27,491	SASB EM-RM-110a.1, GRI 305-1, TCFD
	Scope 1 CO <sub>2</sub> Emissions Total	MT CO <sub>2</sub> e	24,239	22,567	20,644	20,412	
	Scope 1 Methane Emissions Total	MT CO <sub>2</sub> e	16	26	18	18	
	Scope 2 Greenhouse Gas Emissions	MT CO <sub>2</sub> e	16,207	15,089	20,026	24,566	GRI 305-2, TCFD
	Greenhouse Gas Total Scope 1 and Scope 2	MT CO <sub>2</sub> e	40,487	41,201	46,285	52,057	
	Greenhouse Gas Emissions Intensity	MT CO <sub>2</sub> e/ Adjusted EBITDA (Million USD)	141	169	95	146	GRI 305-4, TCFD
Air Emissions	<b>Notes:</b> Data gathered for Scope 1 and 2 GHG emissions calculations are entered into a customized calculation tool that calculates emissions and sent to a third-party ESG consultant for review. Refrigerant reporting not included for terminal operations and corporate locations based on significance.						
	Nitrogen Oxides (NOx)	MT	24.61	25.24	21.81	25.09	SASB EM-RM-120a.1, GRI 305-7
	Sulfur Oxides (SOx)	MT	6.81	7.6	8.24	9.57	SASB EM-RM-120a.1, GRI 305-7
	Volatile Organic Compounds (VOCs)	MT	361.34	353.57	346.17	315.86	SASB EM-RM-120a.1, GRI 305-7
	Particulate Matter (PM)	MT	1.36	1.38	1.14	1.53	SASB EM-RM-120a.1, GRI 305-7

**Notes:** Air Emissions data for stationary sources based on values reported to state agencies and/or calculations based on EPA AP-42: Compilation of Air Emissions Factors. Air Emissions from mobile sources based on EPA Average Vehicle emissions for 2018 vehicle types. VOC Emissions Limited to Terminal Operating Unit.



# Sustainability Reporting Data

		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Energy Use	Operational Energy Consumed	GJ	490,872	479,239	494,782	553,594	SASB FB-FR-150a.1
	Percentage Grid Electricity	%	100	100	100	100	SASB FB-FR-150a.1
	Percentage Renewable	%	0	0	0	0	SASB FB-FR-150a.1
Notes: Operational Energy includes purchased energy and stationary combustion (not including recovered fuel gasses combusted in vapor combustion units). Mobile combustion is excluded. SASB FB-FR-130a.1.							
Hazardous Materials Management	Number of hydrocarbon spills and releases outside of secondary containment >1 bbl.	#	0	1	0	1	SASB EM-MD-160a.4
	Aggregate volume of hydrocarbon spills and releases outside of secondary containment > 1bbl	bbl.	0	6	0	5	SASB EM-MD-160a.4
	Volume of hydrocarbons recovered	bbl.	0	6	0	5	
	Number of Underground Storage Tanks (USTs)	#	2,703	2,758	2,941	3,004	SASB EM-RM-150a.2
	Number of UST Releases Requiring Cleanup	#	0	0	0	0	SASB EM-RM-150a.2
	Percentage in States with UST Financial Assurance Funds	%	55	49	49	58	SASB EM-RM-150a.2
	Notes: Hydrocarbon spills related to midstream terminal operations in accordance with SASB EM-MD 160a.4. UST information provided for all owned USTs within the downstream segment per SASB EM-RM 150a.2.						

Social		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Safety	Number of employee fatalities	#	0	0	0	0	SASB EM-RM-320a.1
	Total Employee OSHA Recordable Injury and Illness Incident Rate per 200,000 Hours Worked*	#	1.9	1.8	1.6	1.2	
	Employee Days Away, Restricted, Transferred Incident Rate per 200,000 Hours Worked*	#	0.83	0.91	0.91	0.58	SASB EM-RM-320a.1
	Average hours of environmental, health and safety training assigned per employee	hours	2.1	2.2	5.3	2.6	

Notes: Non-terminal related OSHA recordable cases estimated based on cases resulting in medical treatment reported from workers' compensation data. Non-Terminal related OSHA DART cases are estimated based on cases resulting in indemnity costs reported





# Sustainability Reporting Data

		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Workforce	Total Number of Employees	#	3,540	3,490	4,310	5,060	SASB SV-PS-000.A
	Number of Full Time Employees	#	2,375	2,430	2,859	3,485	SASB SV-PS-000.A
	Number of Part time Employees	#	1,165	1,060	1,451	1,575	SASB SV-PS-000.A
	Percentage of Workforce that is Female	%	N/A	50%	50%	48%	SASB SV-PS-330a.1
	Percentage of Leadership* that is Female	%	N/A	23%	27%	28%	SASB SV-PS-330a.1
	% of Workforce By Race/Ethnicity						
	White	%	N/A	76%	70%	64%	SASB SV-PS-330a.1
	Hispanic or Latino	%	N/A	9%	10%	11%	
	Black or African American	%	N/A	7%	11%	15%	
	Asian	%	N/A	3%	3%	6%	
	Two or More Races	%	N/A	2%	3%	3%	
	Decline to Identify	%	N/A	2%	2%	1%	
	American Indian or Alaska Native	%	N/A	1%	1%	1%	
	Native Hawaiian or Other Pacific Islander	%	N/A	0%	0%	0%	
	% of Leadership* By Race/Ethnicity						
	White	%	N/A	93%	91%	87%	SASB SV-PS-330a.1
	Hispanic or Latino	%	N/A	1%	2%	2%	
	Black or African American	%	N/A	0%	2%	3%	
	Asian	%	N/A	4%	4%	7%	
	Two or More Races	%	N/A	1%	1%	1%	
	Decline to Identify	%	N/A	0%	0%	0%	
	American Indian or Alaska Native	%	N/A	1%	1%	1%	
	Native Hawaiian or Other Pacific Islander	%	N/A	0%	0%	0%	
	Percentage of Employees covered under collective bargaining agreements	%	N/A	3%	2%	2%	SASB FB-FR-310a.2

Notes: \*Leadership includes Directors, Regional Managers, VPs, Senior VPs, Chiefs, and Controllers  
N/A: 2020 demographic data is not available for this report.



# Sustainability Reporting Data

Governance		Unit	2020	2021	2022	2023	Framework (SASB, GRI, TCFD)
Board of Directors (as of 12/31)	Number of Board Members	#	8	6	6	7	
	Percentage Independent Directors	%	50%	67%	67%	71%	
	Average Tenure of Board Members	Yrs.	10.4	9.4	10.0	9.3	
	Average Age of Board Members	#	68	69	70	68	
Board Diversity (as of 12/31)	Number of Women Board Members	#	1	0	0	1	
	Percentage Directors who are Women	%	12.5%	0.0%	0.0%	14.3%	
Common Unit Ownership (as of 12/31)	Percentage Common Unit Ownership of all Directors and Executive Officers of Outstanding Common Units	%	15.4%	18.2%	18.6%	19.1%	
Notes: Data sourced from Section 16 filings and the Annual Report on Form 10-K.							
Community Relations	Total Donations to Communities and Charities	\$	531,821	500,639	2,834,271	1,426,942	
	Total Dollars Collected/Donated by in Store Fund Raisers	\$	341,963	281,751	183,544	184,226	



# Forward Looking Statements

Certain statements and information in this report and oral statements made in connection therewith may constitute “forward-looking statements.” The words “assume,” “believe,” “commit,” “dedicate,” “expect,” “anticipate,” “plan,” “intend,” “foresee,” “should,” “would,” “could,” “may,” “will,” “potential,” “possible,” “position,” “predict,” “pursue,” “strategy,” “project,” “budget,” “target,” “seek,” “continue,” “estimate,” “forecast,” “view,” “efforts,” “goal” or other similar expressions are intended to identify forward-looking statements, which are generally not historical in nature, although not all forward-looking statements contain such identifying words. All statements, other than statements of historical facts, included in this report that address activities, events or developments that Global expects, believes or anticipates will or may occur in the future, are forward-looking statements. In particular, this report contains forward-looking statements pertaining to, but not limited to, information with respect to the following: Global’s strategic plan, priorities, outlook and expected performance; ESG and sustainability-related goals, strategies, priorities and initiatives, including, among others, those related to GHG emissions reporting and reduction (including our plans to identify how we can better position ourselves in the transition to a low-carbon economy), renewable and low-carbon energy (including biodiesel and renewable diesel), low-carbon efforts at our retail locations, advocacy efforts relating to clean energy, sustainable foam, EHS and human capital management (including efforts related to diversity and inclusion, as well as any affirmative action obligations related to our federal contract); Global’s plans to achieve its ESG and sustainability-related goals and to monitor and report progress thereon; ESG and sustainability-related engagement, commitments and disclosure; and other related items.

The actual conduct of Global’s activities, including the development, implementation, progress towards, or continuation of any goals, strategies, priorities and initiatives discussed or forecasted in this report may differ materially in the future. Moreover, many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. These forward-looking statements are based on Global’s current expectations and beliefs concerning future developments and their potential effect on Global. While management believes that these forward-looking statements are reasonable as and when made, there can be no assurance that future developments affecting Global will be those that it anticipates. Forward-looking statements involve significant risks and uncertainties (some of which are beyond Global’s control) including, without limitation, inflation, legal, legislative and regulatory changes, competition, geopolitical challenges, uncertainty, technological innovations and scientific developments, physical and transition risks associated with climate change, insurance applicability, Global’s ability to attract and retain qualified employees, increased attention to ESG and sustainability-related matters, tax liabilities, risks related to Global’s public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities related to the risk of potential “greenwashing,” i.e., misleading information or false claims overstating potential sustainability-related benefits, risks that Global may face regarding potentially conflicting anti-ESG initiatives from certain U.S. state or other governments, our customers and our operations, and assumptions that could cause actual results to differ materially from Global’s historical experience and present expectations or projections. Other unpredictable or unknown factors not discussed in this report could also have material adverse effects on Global, its operations, performance or the outcomes described in the forward-looking statements in this report. We believe these assumptions are reasonable given currently available information. Our assumptions and future performance are subject to a wide range of business risks, uncertainties and factors, which are described in our filings with the Securities and Exchange Commission (SEC).

For additional information regarding known material factors that could cause actual results to differ from Global’s projected results, please see Global’s filings with the SEC, including its Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current





# Forward Looking Statements

Reports on Form 8-K. While this report describes potential future events and matters that may be significant, and with respect to which Global may even use the word “material” or “materiality”, the potential significance of these events and matters should not be read as equating to “materiality” as the concept is used in connection with Global’s required disclosures made in response to applicable rules and regulations, including the rules and regulations of the SEC. Moreover, while this report provides information on several ESG and sustainability-related topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring and analyzing ESG and sustainability-related data. While Global anticipates continuing to monitor and report on certain ESG and sustainability-related information, Global cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. Furthermore, there are sources of uncertainty and limitations that exist that are beyond Global’s control and could impact Global’s plans and timelines, including the reliance on technological and regulatory advancements and market participants’ behaviors and preferences. In some cases, the information in this report is prepared, or based on information prepared, by government agencies or third-party vendors and consultants, and is not independently verified by Global. The information herein should not be interpreted as any form of guaranty or assurance of accuracy, future results or trends, and Global makes no representation or warranty as to this information. Some of the data provided in this report may be estimated or reliant on estimated information, which is inherently imprecise. While we endeavor to note throughout this report where such estimates are made, we cannot guarantee that estimates are identified as such in every instance. Furthermore, unless explicitly noted in each instance where it occurs, the relevant sustainability or ESG-related data provided in this report has not been audited or subject to any third-party assurance process. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of Global made with the SEC, or any other filing, report, application, or statement made by Global to any federal, state, tribal or local governmental authority. Readers are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date hereof. Global undertakes no obligation to publicly update or revise any forward-looking statements after the date they are made, whether as a result of new information, future events or otherwise.

