

# NOTICE OF PROVISION OF FINANCIAL ASSISTANCE NOT EXCEEDING 5% OF SHAREHOLDERS' FUNDS

(Section 80(1)(b) Companies Act 1993)

20 September 2024

## Provision of Financial Assistance in connection with Genesis Energy Limited's FY22 Executive Long-Term Incentive Plan.

*Under section 80 of the Companies Act 1993, Genesis Energy Limited ('Genesis Energy') is required to make the following disclosure in respect of financial assistance provided to certain employees of Genesis Energy in connection with the Genesis Energy FY21 Long Term Incentive Plan.*

### Background

The Genesis Energy Board of Directors approved in April 2019 a Performance Share Rights long term incentive plan ('Plan') for the Company's executive team. Under the Plan, the Company may grant rights ('Rights') to receive, after a vesting period, fully paid ordinary shares in the Company upon the satisfaction of vesting conditions.

The intent of the Plan is to promote the retention of key employees, drive longer-term performance and alignment of participants with the interests of the Company's shareholders and facilitate and encourage share ownership in Genesis Energy by the executives.

On 27 August 2021 the Company granted 504,608 Rights to Company executives ('FY22 LTI Offer'). Under the FY22 LTI Offer a further 213,064 Rights were subsequently granted to executives who joined the Company after 27 August 2021. Each Right entitles the participant to receive one ordinary share in the capital of Genesis Energy after a three-year vesting period that ended on 30 June 2024 ('Vesting Period'), subject to the vesting conditions associated with those Rights having been met.

The Genesis Energy Board decided to procure the purchase of 11,233 Genesis shares ('FY22 LTI Shares') to meet the obligations of the Company to transfer such shares to certain participants at the conclusion of the Vesting Period.

Any FY22 LTI Shares not required in respect of the vesting of shares under the FY22 LTI Offer will be available, if required, to meet the vesting obligations in respect of future grants of Rights under the Plan.

### Details of Financial Assistance

This notice is given in respect of the purchase and payment by Genesis Energy of the costs associated with the acquisition of FY22 LTI Shares. The acquisition of Genesis Energy shares constitutes the giving of "financial assistance" for the purposes of the Companies Act 1993. The details of the financial assistance are as follows:

<b>Shares in respect of which the financial assistance was provided</b>	11,233 ordinary shares in Genesis Energy Limited.
<b>Consideration paid for FY22 LTI Plan Shares</b>	\$25,759.52
<b>Recipients of the financial assistance</b>	Eligible employees of Genesis Energy who participate in the FY22 LTI offer subject to satisfaction of Vesting Conditions.
<b>Nature and amount of the financial assistance</b>	\$2.2932 per share.