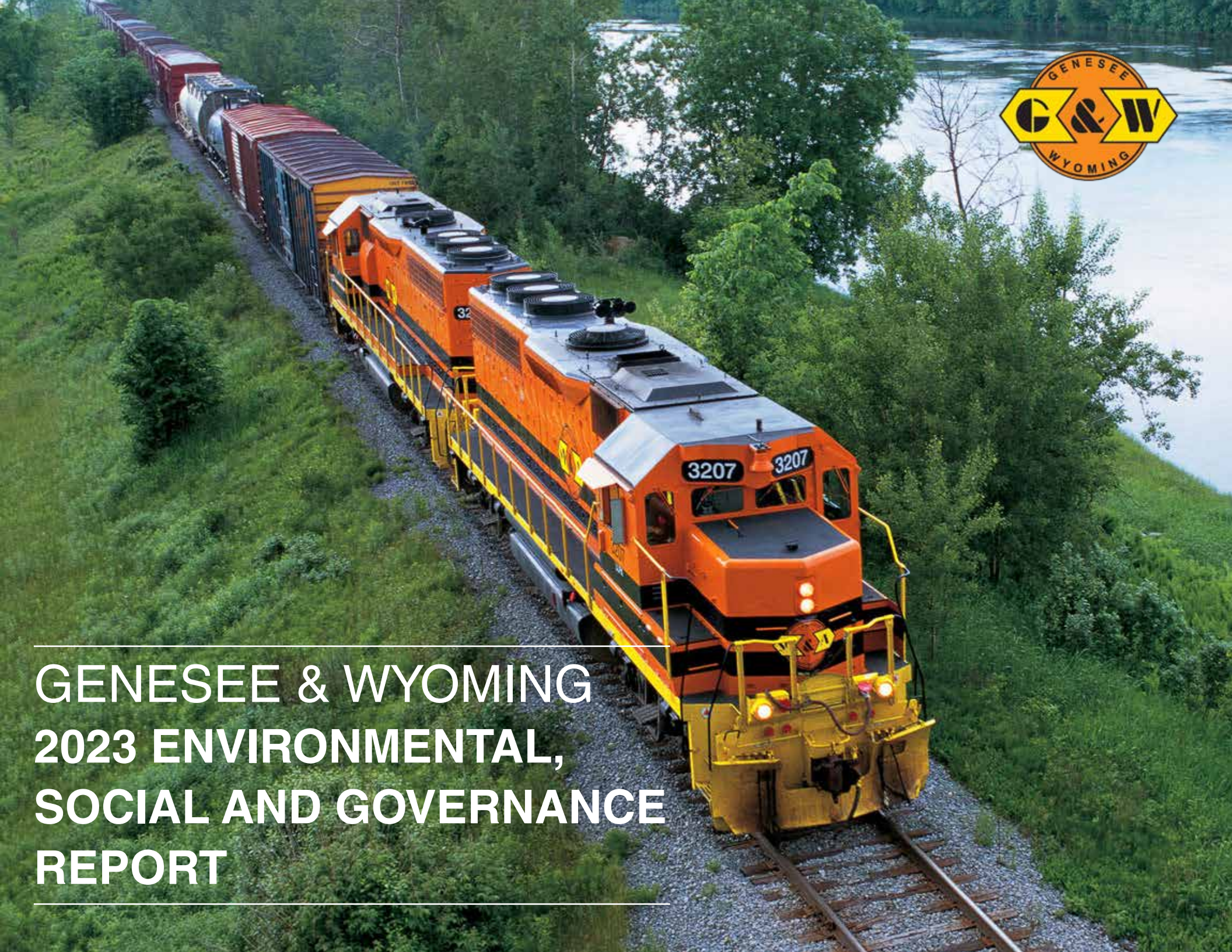




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# GENESEE & WYOMING 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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## ABOUT GENESEE & WYOMING INC.

Genesee & Wyoming Inc. and its affiliates (collectively G&W) own or lease more than 100 freight railroads with 7,300 employees serving 3,000 customers across two continents. The company's North American operations serve 43 U.S. states and five Canadian provinces over more than 13,000 track-miles, while its United Kingdom (UK)/European operations include the UK's largest rail-centric intermodal logistics franchise and the leading heavy haul freight rail provider, as well as regional rail services in Continental Europe. Additionally, G&W subsidiaries and joint ventures provide rail service at more than 30 major ports, rail-ferry service between the southeastern United States and Mexico, transload services, and railcar switching and repair.

Alongside its owners, Brookfield Infrastructure Partners, L.P. and GIC, G&W stands behind its Core Values:

**Safety • Service • Integrity • Respect •  
Transparency • Accountability • Innovation • Excellence**

## ABOUT THIS REPORT

This report serves to expand on G&W's previously disclosed environmental, social, and governance (ESG) efforts implemented in 2021 and 2022, and provides an overview of the company's recent initiatives, achievements, as well as future goals in the realm of sustainability and responsible business practices. Unless otherwise stated, data and information in this report are from January 1, 2022 to December 31, 2022.

In this report, we reference the Global Reporting Initiative (GRI) framework and the Sustainability Accounting Standards Board (SASB) Rail Transportation Sustainability Accounting Standard in the GRI and SASB Content Indexes. We reference several GRI disclosure topics and list them in the GRI Content Index at the end of this report. We utilize these standards solely to inform our views on the issues most important to G&W and to guide our disclosure efforts. We appreciate your interest in G&W's 2023 ESG Report. For additional information, please visit [www.gwrr.com](http://www.gwrr.com).

North America Map



United Kingdom/Europe Map





## 2022 SUSTAINABILITY HIGHLIGHTS



Conducted **Formal Materiality Assessment** with employees, customers and regulators



Received highest-ever **overall customer satisfaction score of 8.52/10**



A total of **65 G&W railroads won Jake Awards with Distinction** and 6 Jake Awards from the American Short Line and Regional Railroad Association for working injury-free



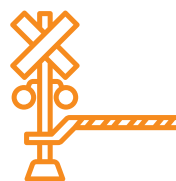
Equipped more than **200 railcars with telematics** that report on the car's location and health as part of the industry's RailPulse initiative



Set a **Science Based Target initiative (SBTi)** with a proposed target of reducing our greenhouse gas (GHG) emissions intensity for all operations by approximately 42% by 2035



Added in service **99 additional fuel-efficient locomotives**. By 2024, we expect to purchase an additional 193 fuel-efficient locomotives and retire 273 older models



Participated in **more than 50 Operation Lifesaver events**, engaging with nearly 13,000 people and educating our communities about rail crossing safety



First freight-rail provider to use **hydrotreated vegetable oil (HVO) in place of diesel** to complete a journey from Southampton, UK to Crewe, UK. Using HVO instead of diesel provides a 92% reduction in carbon emissions





## MESSAGE FROM THE CEO, MICHAEL MILLER



### Making the Biggest Impact

We're proud to share the meaningful progress G&W made in 2022 as we continue focusing our ESG efforts around the five pillars of our ESG commitments - embracing the opportunity to improve our environmental footprint while helping customers minimize their own environmental impact, enhancing employee and customer experiences, safeguarding our operations and communities, and fostering ethical and transparent business practices. At G&W, we aspire to do better every day, focusing on priorities and issues that will make the biggest impact on creating a more sustainable world.

In 2022, we expanded on the ESG efforts covered in our previous ESG reports. Among the initiatives highlighted in this report:

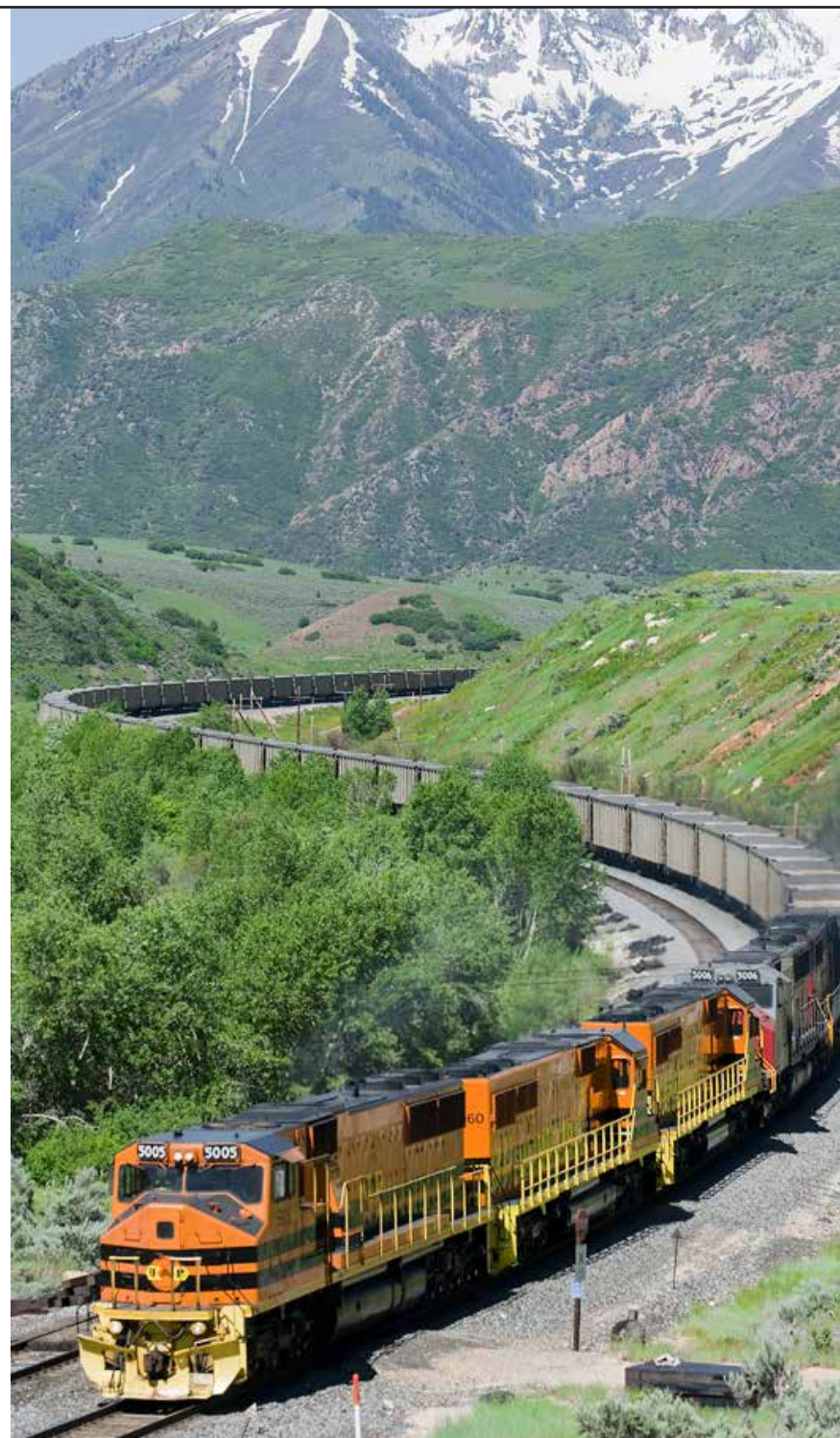
G&W kicked off a **North American-wide locomotive fleet upgrade** that replaced or scrapped older engines with more efficient ones to minimize our fuel consumption and reduce our annual greenhouse gas emissions.

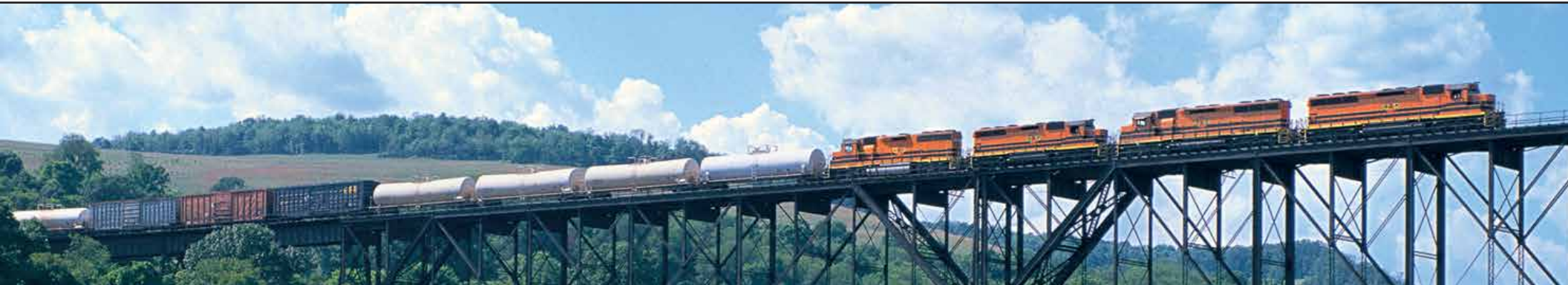
We **strengthened our employee performance review process and learning & development program** to promote fair and consistent workforce management across the entire organization as well as to expand personal and professional development opportunities for our employees.

The **company broadened its focus on safety** by prioritizing ongoing site visits from our Director of Safety Culture, ramping up crisis preparedness and hazardous material training to first responders, and inviting customers to our Safety Month celebrations.

G&W continued to **enhance physical and cybersecurity** by conducting numerous annual system and process audits as well as updating and testing a Natural Disaster Response Plan.

Creating a more sustainable future for ourselves, our customers, and our communities is rooted in several of our Core Values and, moving forward, will be paramount to achieving our Core Purpose of being the safest and most respected transportation service provider in the world.





## OUR SUSTAINABILITY AMBITION

As a leading freight transportation service provider, we take our ESG responsibilities seriously and recognize the difference we can make by leveraging our unique capabilities as a freight-rail transportation service provider. With railroads across North America and Europe, G&W is committed to proactively reducing our environmental impacts and becoming a leader in ESG issues. We do this through our business strategy and operations, carefully listening to our valuable stakeholders along the way.

Throughout 2022, G&W implemented and improved our sustainability strategy and goals across the organization. We operate under five key pillars that are guided by our Core Purpose and Core Values and were first shared in our inaugural ESG report in December 2021:

**Protecting our environment:** Minimize our environmental footprint by improving the fuel efficiency of our current operations and using innovation and technology to unlock the future of clean and renewable energy.

**Becoming the company of choice for our employees:** Foster a diverse, inclusive, and engaging working environment, thereby enabling all of our employees to reach their fullest potential.

**Keeping our people, communities, and customers safe:** Strive for zero incidents by embracing a safety culture of continuous improvement and empowering our employees and stakeholders with safety knowledge, resources, and technology.

**Helping our communities thrive:** Channel our resources to make a positive contribution to the local communities where our employees live and work.

**Building trust through transparency:** Ensure trusted, transparent, and compliant business practices every day across all our operations.



## THE SUSTAINABLE FIRST AND LAST MILE

With an entrepreneurial and pragmatic approach to our sustainability initiatives, G&W is committed to protecting people and communities, being good stewards of the environment, fostering diversity and belonging, and upholding the highest ethical standards.





# STAKEHOLDER ENGAGEMENT

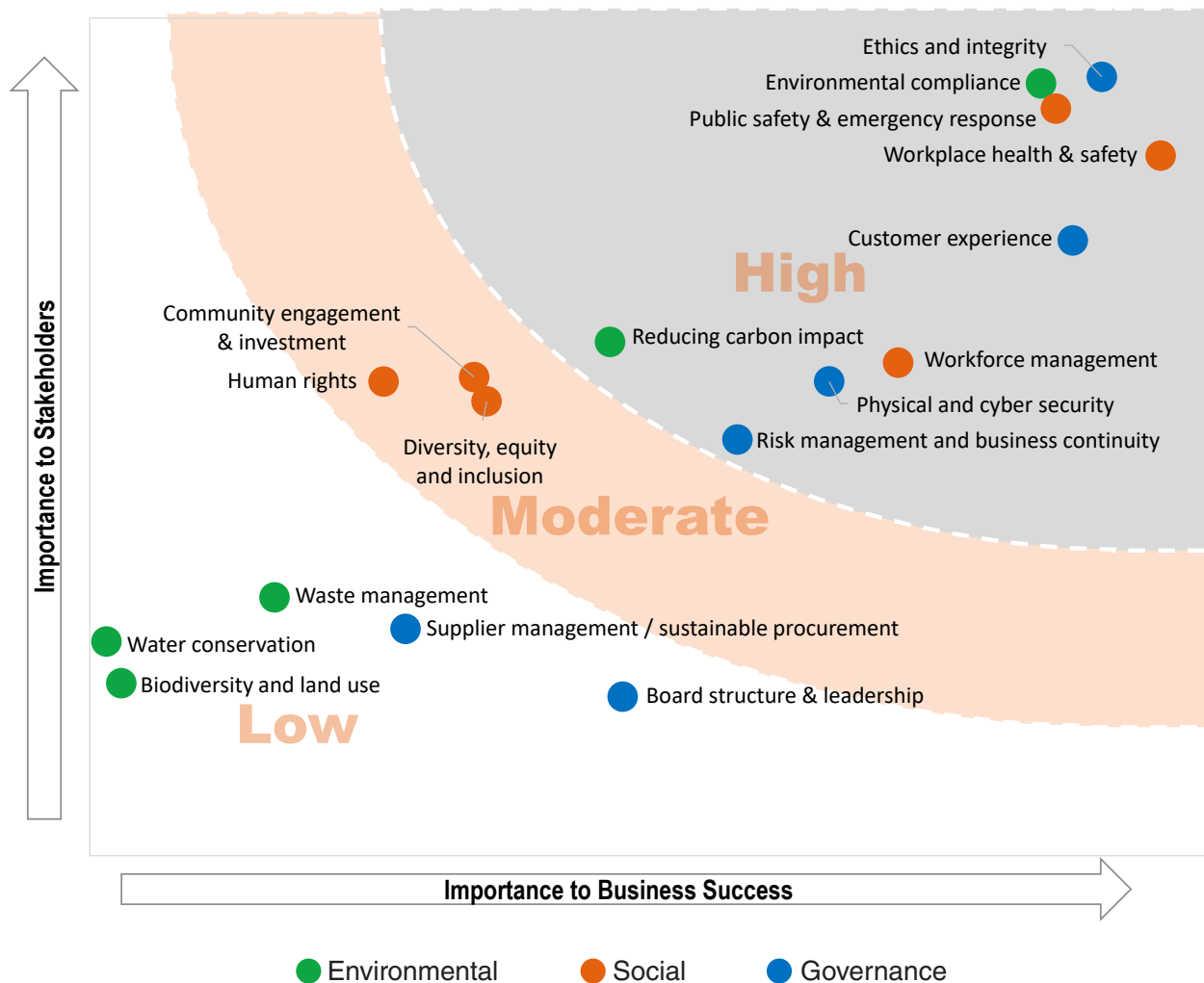
## Materiality Assessment and Stakeholder Mapping

A sustainability materiality assessment is a formal stakeholder engagement process through which an organization identifies, assesses, and prioritizes ESG topics.

G&W engaged internal and external stakeholders, which included employees, customers, regulators, and community members, who provided constructive, informed, and valuable feedback. To gather this feedback, we conducted interviews and online surveys that asked stakeholders to score sustainability topics from 1 to 5, with 1 being “not important” and 5 being “very important” to the corresponding questions. These questions helped us understand stakeholder expectations and provided G&W with information on what they value. As a result, we prioritized our ESG topics, informing our overall strategy and our ability to deliver our shared goals.

After obtaining the scores for material topics, we applied weights to the scores, accounting for stakeholders’ depth of knowledge, proximity to the business, position as an industry expert, and influence over our business to finalize the assessment.

This method helped us sort the findings and identify a subset of nine material topics to be prioritized moving forward. This report is organized to show our progress on these nine high-priority topics categorized within our five pillars. The priorities of our stakeholders may shift over time, and we will continue to communicate with them to ensure alignment.



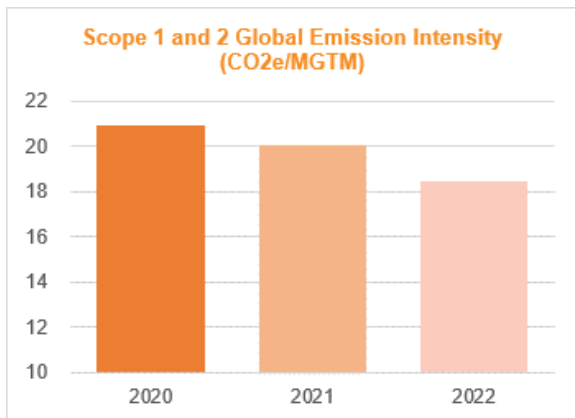


**G&W Global Scope 1 & 2 Emissions**

Year	CO <sub>2</sub> e	GTM (millions) <sup>1</sup>	CO <sub>2</sub> e/MGTM	% Change from 2020
2022	635,975	34,463	18.45	-11.8%
2021	660,541	32,954	20.04	-4.2%
2020	654,447	31,294	20.91	

**G&W Global Locomotive Emissions**

Year	CO <sub>2</sub> e	GTM (millions) <sup>1</sup>	CO <sub>2</sub> e/MGTM	% Change from 2020
2022	547,815	34,463	15.90	-11.0%
2021	566,775	32,954	17.20	-3.6%
2020	558,603	31,294	17.85	



## PROTECTING OUR ENVIRONMENT

### Our Commitment to Climate Action

G&W is committed to setting a science-based emissions reduction target through the SBTi and to reducing our Scope 1 and Scope 2 GHG emissions. We expect our target to be validated by the SBTi in 2024. Our target aims to reduce our GHG emissions intensity by 42% by 2035. To achieve this target, we will:

- Deploy technology to improve the fuel efficiency of our existing fleet.
- Invest in new, more fuel-efficient diesel locomotives.
- Advance the zero-emissions fleet of the future, including evaluating alternative fuel sources.

In 2022, G&W developed its GHG emissions inventory and found that together, mobile sources accounted for 94% of our total Scope 1 and 2 GHG emissions. This percentage was driven by our diesel locomotive fleet – our primary source of emissions. Between 2021 and 2022, gross Scope 1 and 2 emissions intensity was reduced nearly 8%, primarily attributed to a decrease in fleet fuel usage. This reduction aligns with our target’s expected year-over-year decrease in GHG emissions.

<sup>1</sup>In 2020 and 2021, a 56% load factor was applied to RTMs to calculate GTMs for the UK/EU region.

## Reducing Carbon Impact

### Locomotive Enhancements

The majority of G&W's carbon emissions come from our locomotives. We are committed to upgrading our locomotives and improving the performance of our existing fleet to reduce carbon emissions.

To achieve our climate goals, we will continue to upgrade and enhance our locomotive fleet. Over the last five years, approximately 17% of our North American fleet has been replaced, overhauled, modified, or upgraded – contributing to an estimated 3.5% fuel savings annually. We are targeting a total of 193 new or rebuilt locomotives in the fleet by the end of 2024, accompanied by the retirement of 273 locomotives, for a net reduction of 80 locomotives. When completed, we are estimating a savings of 30,000 metric tons of GHG emissions (CO<sub>2</sub>e) annually. For the remaining fleet, we are investing in automatic engine stop/start (AESS) systems and auxiliary power units (APUs) to further reduce carbon emissions. We estimate annual reductions of 3,400 metric tons of GHG emissions (CO<sub>2</sub>e) from the installation and implementation of AESS technology on more than 17% of our fleet. We estimate annual reductions of 9,000 metric tons of GHG emissions (CO<sub>2</sub>e) from the implementation of APUs on almost 30% of our fleet.

In addition, we have developed fuel conservation policies covering a range of activities for reducing diesel usage. These policies were prepared for our conductors and engineers and emphasize best practices such as shutting down locomotives, using dynamic braking, and properly maintaining the engine.

### Alternative Fuels

G&W's Freightliner was the first freight-rail provider to use Hydrotreated Vegetable Oil (HVO) in place of diesel to complete a journey from Southampton, UK to Crewe, UK. Using HVO instead of diesel provides a 92% reduction in carbon emissions.

In September 2022, G&W's Arkansas Midland Railroad (AKMD) agreed to pilot test a hydrogen-powered solution on one of its GP38-2 locomotives – with a goal of reducing fuel consumption and overall emissions. A system by Hydrogen on Demand Technologies (HODT) was installed on the locomotive to inject hydrogen into the fuel system. Testing occurred for 13 months, and AKMD is awaiting a full report from HODT.

## Environmental Compliance

### Risk Management

G&W handles environmentally sensitive materials at multiple locations as well as in regular train service. We believe in the importance of minimizing the risk of release of these materials into the environment. As such, we have developed several programs to further enhance environmental compliance and risk management:

- G&W has partnered with TRC Solutions to create a digital dashboard for managing environmental compliance plans. In 2022, the dashboard was updated with a geographic information system (GIS) to plot potential pollutant sources and their respective discharge points or outfalls. Digitizing our compliance plans into GIS helps maintain compliance and mitigate environmental risk.
- We have collaborated with our hazardous materials and environmental emergency response vendor, Specialized Professional Services, Inc., to create a customized spill kit that has been added to more than 100 locations in the field, including in locomotives, company vehicles, and facilities to provide the most coverage possible. The use of this kit in the mitigation of a spill prevented a potential additional 1,500 gallons of diesel from being released.
- Over the past five years, G&W has focused on reducing the number of locomotive retention tank spills, which at one time was our leading cause of spills. Our railroads have established more frequent retention tank draining schedules and have begun retrofitting these tanks with modified drainage pipes that allow water to drain before oil. This increased focus and innovation has reduced the number of retention tank spills by more than 75%.







## BECOMING THE COMPANY OF CHOICE FOR OUR EMPLOYEES

### Workforce Management

In 2022, a series of pivotal projects marked our commitment to evolving as the preferred employer and one that fosters diversity and inclusion in our day-to-day activities:

**We launched a more efficient electronic annual performance review through our Human Resources Information System**, which provides a streamlined annual performance review for all employees. With a long-standing tradition of annual performance reviews, the automation of this process has improved consistency and accuracy.

**We introduced a comprehensive personal career path planning strategy**, integrating a leadership framework that revolves around leading oneself, teams, and the broader organization, complemented by the situational leadership coaching model. Furthermore, we are working toward the implementation of a robust Learning Management System (LMS) that focuses on tracking and enhancing employee training and development.

**In 2022, 25.3% of the employees hired in the United States identified as minorities.** This percentage was achieved in part by conducting 39 community job fairs/local career events in the communities where the hiring railroad operates. In addition, our recruiting team developed materials for and directly contacted 107 historically black colleges and universities.

**We established employee engagement groups to focus on the topic of organizational communication.** A total of 46 employees divided into five groups met over a three-month period and worked with an executive sponsor to make recommendations to senior management on how to improve communication across the organization. The groups collectively recommended a communications application for frontline employees, as well as the creation of an email box for employees to submit questions to management at any time. A Communications Committee was created to assess existing communications methods, and a toolkit to help managers disseminate company updates and information through the entire organization was developed.

## Workplace Health and Safety

Our industry-leading safety culture reflects our commitment to our employees, communities, and customers. Our safety performance is supported by several campaigns each year, including:

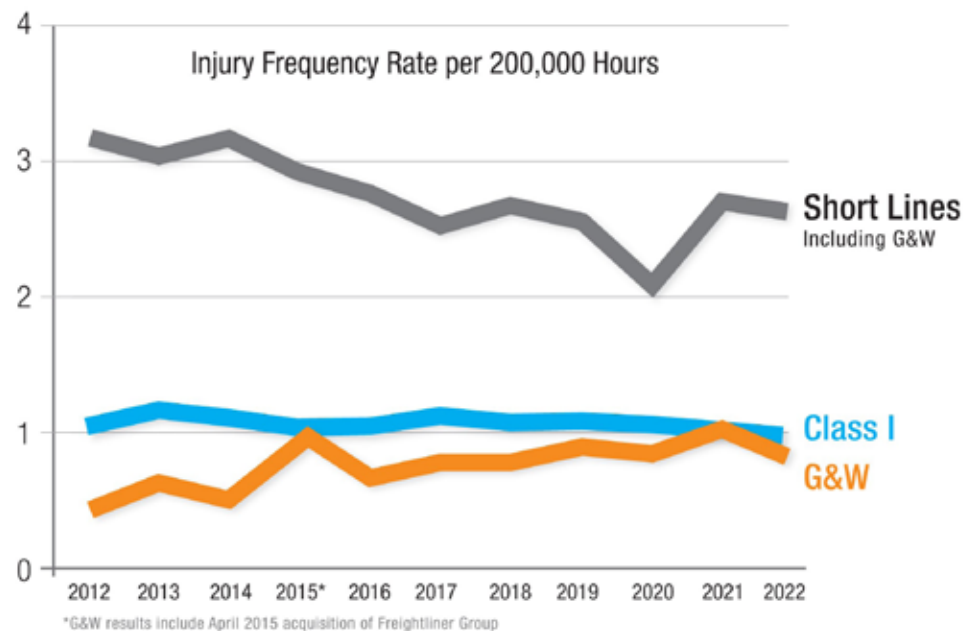
**Safety Month:** In conjunction with a National Safety Council campaign, each June, G&W hosts Safety Month across our operations to combat the industry’s historical summer spike in personal injuries. As part of the program, we host safety cookouts across our railroads where managers address the latest safety trends and brainstorm ideas for mitigating contributing issues. Employees are also rewarded for longstanding personal injury-free performance.

For the first time, in 2022, we began inviting customers to these safety cookouts so that they could witness first-hand our commitment to safety and take part in conversations about how we could more safely and effectively serve them. In total, over 50 customers were invited to the events, and 370 employees received special recognition for working more than 20 years injury-free.



G&W employee receiving a Safety Award for more than 20 years of injury-free performance.

## Safety Performance G&W Railroads vs. U.S. Rail Industry



**High 5 to Safety Campaign:** In the UK, this is a simple but effective campaign that encourages colleagues to take a few minutes and consider five key points before starting work. Taking time to think about these points enables colleagues to consider any health, safety, and environmental impacts that may arise from the work and to stop work if it feels unsafe at any point.







## KEEPING OUR PEOPLE, COMMUNITIES AND CUSTOMERS SAFE

### Public Safety and Emergency Response

G&W has focused on decreasing risk by increasing the use of applications and technology solutions. The following are some of our initiatives to advance public safety and emergency response:

**AskRail:** All of G&W’s U.S. railroads are now part of the AskRail safety app, which provides first responders immediate access to accurate and timely data regarding a train’s contents so they can make informed decisions in the event of an emergency involving a train that may be carrying hazardous materials.

**Safety Audit App:** G&W has created a Safety Audit App that can be used to assess various working environments that are typical for railroaders. Environments include locomotives, equipment, vehicles, shops, rail yards, industries, and offices and crew rooms. In 2022, G&W performed nearly 1,800 safety audits, with an average safety score of 94 out of 100.

In addition, G&W carries out hazardous material drills with emergency response agencies to facilitate a simulated environment after an accident or incident involving hazardous materials. While the scale of the drills varies, they are coordinated with representatives from federal, state, and local response agencies and include those participants, as well as emergency response vendors and consultants. The objective is to practice incident command system roles and responsibilities, apply our emergency response plans, and produce documentation that may be required for a response. These exercises strengthen our relationships with local emergency response teams and elevate our response readiness, as well as enhance public safety for our employees and communities.

G&W North America also coordinated a partnership with Transportation Community Awareness and Emergency Response (TRANSCAER) to set up training for first responders as well as specific hazardous material trainings to educate our employees and community members on disaster protocols.

### Physical and Cybersecurity

G&W is dedicated to improving cybersecurity to protect company and employee proprietary information. Between 2018 and 2022, our Phish Prone Percentage dropped from 9.2% to 2.1%, exceeding the transportation industry average and a result of our security awareness training provided through **KnowBe4**.

Furthermore, G&W’s Security Scorecard, which provides cybersecurity risk ratings based on an organization’s internet footprint, improved from a B in 2021 to an A in 2022.

Our teams also performed a “Ransomware Fire Drill” to ensure system recovery capabilities and business continuity workarounds for a set of key systems. Response processes were exercised during a simulated ransomware attack. The IT team executed disaster recovery procedures in an isolated recovery environment to validate accuracy of documentation and successfully verified that the recovered system could be restored to a functional state. Employees who dispatch G&W railroads successfully tested their contingency plans that include manual workaround processes to continue to support operations during an extended system outage.

Security Score Card - Phish Prone Percentage					
	2018	2019	2020	2021	2022
SecurityScorecard Rating - gwrr.com				B	A
Phish-Prone Percentage	9.2%	3.0%	2.5%	2.7%	2.1%

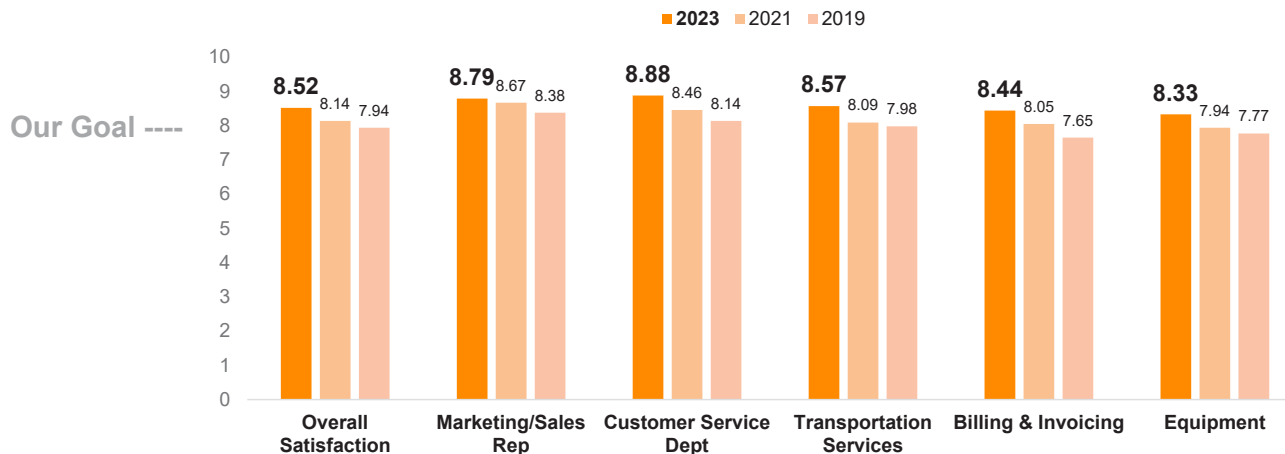


## HELPING OUR COMMUNITIES THRIVE

### Customer Experience

Transparency with customers, suppliers, and employees is paramount at G&W. Every two years, G&W initiates a survey with more than 1,500 customers across North America. We share the results with customers and develop action plans in response to the feedback. We surveyed customers covering the period of 2022 to 2023 and achieved our highest score to date, with an overall customer satisfaction score of 8.52.

Customer Satisfaction Survey Results  
North America Scores



In early 2023, Mike Peters became G&W's – and the rail industry's – first Chief Customer Officer (please read [CCO message on page 15](#)), focused on enhancing the value of rail transportation across our 111 North American affiliated railroads as well as developing long-term market strategies in 43 U.S. states and five Canadian provinces.

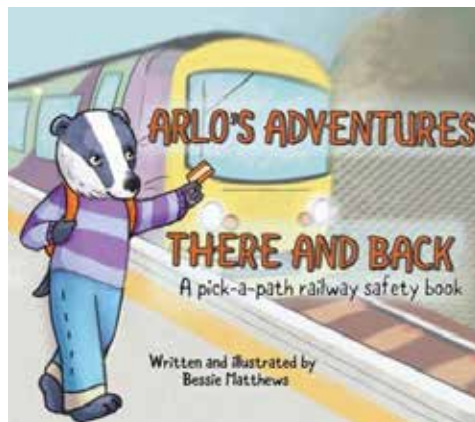


## Community Engagement

### Enhancing Safety

G&W has a volunteer program for Operation Lifesaver, a nonprofit dedicated to ending tragic collisions, fatalities, and injuries at rail crossings and on railroad rights-of-way. With support from Operation Lifesaver, these employees emphasize the importance of rail crossing safety to school children, school bus and truck drivers, law enforcement personnel, first responders, and other individuals. In 2022, 23 G&W volunteers participated in more than 50 Operation Lifesaver events, engaging with nearly 13,000 people.

In 2022, Freightliner Shunt Driver Amy “Bessie” Matthews wrote and illustrated a children’s safety book, *Arlo’s Adventures*, that is aimed at raising awareness of railway safety issues. All proceeds from the sale of the book have been donated to the Railway Children charity in the UK. In partnership with other rail companies, Freightliner also co-sponsored a second children’s book, *My Mummy is a Train Driver*. Part of a series, this book promotes diversity and inclusion while tackling gender biases across several industries.



### Corporate Giving

Each year, G&W focuses its philanthropic efforts on organizations that can make a meaningful impact in the communities where our railways operate. Donations are made to charitable organizations selected by our operating regions. In 2022, our operations collectively donated to more than 30 organizations focused on health, hunger, and diversity, and G&W matched roughly \$100,000 in employee charitable contributions through our Matching Gift Program. A full list of organizations can be found on our website.

To support our Polish colleagues sheltering Ukrainian refugees, we created a G&W/Freightliner fund of 120,000 Polish Zloty (US\$30,000), which supported the direct needs of Ukrainian refugees by providing computers for children who are remote learning and retrofitting home garages for bunk beds. G&W/Freightliner also donated a total of 200,000 Polish Zloty (US\$50,000) to Polish Humanitarian Action, a distinguished Polish non-profit that is providing food and other humanitarian aid to those in Ukraine as well as to refugees coming to Poland.

Given the immense needs in Ukraine and a strong desire by many G&W employees to make a difference, we created a dedicated Matching Gift Program in which every employee dollar contributed to selected non-profits/charities for Ukraine relief is matched up to US\$50,000 by G&W.



## BUILDING TRUST THROUGH TRANSPARENCY

### Ethics and Integrity

Nearly 350 of our employees completed anti-corruption and anti-bribery training in 2022, demonstrating G&W's commitment to conducting business with ethics and integrity.

Our Employee Assistance Program (EAP) through Magellan Health is 100% paid for by G&W, upholding a commitment to taking care of our employees. The EAP is available to all G&W employees and their family members on a 24/7 basis and is completely confidential. It offers different types of services, including family counseling, stress management, substance abuse counseling, and mental health counseling.

### Risk Management and Business Continuity

Part of the safety of our organization is tied to the way we manage our industry risks and our methods in business continuity. To do so, we commit to privacy risk assessments and system audits such as the General Data Protection Regulation audit, cybersecurity vulnerability testing and management, and internal control audits that cover financial reporting and include provisioning and visibility into key information technology (IT) systems.

G&W believes it is essential to be equipped for the impact of natural disasters and is committed to upgrading assets and infrastructure and deploying the necessary tools to limit disruptions for our stakeholders. To be best prepared for natural disasters, the company implements a Natural Disaster Response Plan, which includes inspections of bridges and preparations for flooding or fire damage as well as hurricane response planning.

G&W's engineering team utilizes three primary modes of track testing to identify conditions and determine immediate actions necessary to ensure the integrity of our infrastructure: ultrasonic rail flaw tests, geometry tests to evaluate both surface and gage conditions, and tie-evaluation tests from Aurora. A long-term capital plan developed with these three testing modes will result in safer infrastructure for the communities in which we operate, for our employees to complete their work, and for our customers to receive the reliable service they require.





## MESSAGE FROM THE CCO, MIKE PETERS



### Our Success Depends on Our Customers

Earlier this year, I had the honor of being named the first-ever Chief Customer Officer (CCO) for G&W. We created this position with an understanding that our success is fully dependent on the success of our customers. My role is to ensure that the experience of the customer is fully considered in everything we do, including our ESG initiatives.

Many of our initiatives provide value to our customers beyond ESG benefits. For instance, our locomotive upgrade program will reduce our carbon footprint, but the more modern and

higher-powered locomotives will also improve the dependability of our service by reducing downtime and decreasing the number of carloads left behind.

In 2022 and into 2023, we were heavily focused on public safety and emergency response. We continue to strengthen our infrastructure (both physical and cyber) to reduce the probability of an incident as well as the speed of our response in the event one does occur. We know that our customers count on us to keep our railroads operating as a key part of their supply chains, and we are committed to meeting that need.

As with others in the industry, we had challenges recruiting and retaining employees in some areas of the country. We are very focused on becoming the company of choice for our employees. We heard loud and clear from our team members that they want better communication from the organization. In response, our employee engagement teams have been working to implement new forms of communication. Having a dedicated, motivated, and engaged workforce is the only way we will meet the expectations of our customers.

We are off to a good start with our customers. We have been surveying our customers every two years since 2007. We recently completed our survey for 2022-2023 and received the highest score for overall satisfaction in the history of the survey. For the first time, we asked about our customers' ESG targets, and 45% of respondents indicated their companies had set specific targets for the reduction of greenhouse gas emissions.

We expect this number will only increase in the coming years. G&W believes shipping by rail will help these customers to meet their goals, and we are well positioned to assist them in their transportation needs.





## ESG DATA TABLES<sup>1</sup>

In this report, we have included data for G&W's European (EU) and United Kingdom (UK) operations, where available. We continue to enhance our disclosure efforts and improve data collection throughout our global operations.

Reducing Carbon Impact						
Greenhouse Gas Emissions		Units	2022		2021	
			UK/EU	North America	UK/EU	North America
Direct (Scope 1)	Metric tons CO <sub>2</sub> e		186,751	425,798	201,280	427,955
Energy Indirect (Scope 2)	Metric tons CO <sub>2</sub> e		7,529	15,898	12,633	18,673
Other Indirect (Scope 3) <sup>2,3</sup>	Metric tons CO <sub>2</sub> e		142,083	377,308	220,121	134,281
MGTM	Million Gross Ton-Miles (MGTM)		13,025	21,439	11,730	21,224
Emissions Intensity (Scope 1+2)	Metric Tons CO <sub>2</sub> e per MGTM		14.92	20.60	18.24	21.04
NO <sub>x</sub>	Metric tons		1,133	3,778	1,874	3,794
SO <sub>x</sub>	Metric tons		1	4	1	5
Particulate Matter (PM <sub>10</sub> )	Metric tons		23	85	43	84
Energy Consumption						
Diesel	Gallons		15,766,759	39,124,023	20,576,513	39,701,438
	Gigajoules		2,077,428	5,673,447	2,983,838	5,757,179
Gasoline	Gallons		36,435	1,953,855	5,911	1,978,342
	Gigajoules		4,801	248,339	751	251,452
Natural Gas	Therms			912,550		534,962
	Gigajoules			96,274		56,439
Propane	Gallons			1,751		1,309
	Gigajoules			169		126
Jet Fuel	Gallons			9,966		20,621
	Gigajoules			1,419		2,937
<b>Total Direct Consumption</b>	<b>Gigajoules</b>		<b>2,082,229</b>	<b>6,019,649</b>	<b>2,984,589</b>	<b>6,068,133</b>
Electricity	MWH		37,238	49,913	16,954	51,044
	Gigajoules		134,057	179,687	61,036	183,578
<b>Total Indirect Consumption</b>	<b>Gigajoules</b>		<b>134,057</b>	<b>179,687</b>	<b>61,036</b>	<b>183,578</b>

<sup>1</sup>Due to changes in methodology and/or reporting, there may be minor changes in previously reported data which result in a 5% or less difference and are not reflected in the report as they are deemed immaterial.

<sup>2</sup>For UK/EU Scope 3 categories include employee business travel and commuting and upstream electricity generation.

<sup>3</sup>For North America in 2022, Scope 3 categories include Purchased goods and services, Capital Goods, Fuel-and-energy related activities, Waste generated in operations, Business travel, Employee commuting and Investments. 2021 data did not include Purchased goods and services and Capital Goods.





Becoming the Company of Choice for Our Employees <sup>4</sup>					
Employee Gender Population	Units	2022		2021	
		UK/EU	North America	UK/EU	North America
<b>Total Employees</b>	Number	2,853	4,907	3,065	4,784
		<b>UK/EU</b>	<b>North America</b>	<b>UK/EU</b>	<b>North America</b>
<b>Employees</b>	Number	2,853	4,907	3,065	4,784
Male	Percent	89%	92%	90%	91%
Female	Percent	11%	8%	10%	9%
<b>Canada Region</b>					
Male	Percent		91%		92%
Female	Percent		9%		8%
<b>Canada Region [SLAR only]</b>					
Male	Percent		92%		95%
Female	Percent		8%		5%
<b>Corporate</b>					
Male	Percent		63%		62%
Female	Percent		37%		38%
<b>Northern Region</b>					
Male	Percent		98%		98%
Female	Percent		2%		2%
<b>Southern Region</b>					
Male	Percent		96%		96%
Female	Percent		4%		4%
<b>Western Region</b>					
Male	Percent		96%		96%
Female	Percent		4%		4%

<sup>4</sup>Employee population data reflects all employees with service during the calendar year.



Employee Diversity Population <sup>5</sup>	Units	2022		2021	
		UK/EU	U.S. Only	UK/EU	U.S. Only
Employees	Number		<b>4,395</b>		<b>4,270</b>
White	Percent		85%		85%
Black or African American	Percent		7%		7%
Hispanic or Latino	Percent		5%		5%
Two or More Races	Percent		2%		2%
Asian	Percent		<1%		<1%
American Indian/Alaska Native	Percent		<1%		<1%
Native Hawaiian or Other Pacific Islander	Percent		<1%		<1%
Not Specified	Percent		0%		<1%
<b>Canada Region [SLAR only]</b>	Number		<b>49</b>		<b>43</b>
White	Percent		98%		98%
Black or African American	Percent		0%		0%
Hispanic or Latino	Percent		0%		0%
Two or More Races	Percent		2%		2%
Asian	Percent		0%		0%
American Indian/Alaska Native	Percent		0%		0%
Native Hawaiian or Other Pacific Islander	Percent		0%		0%
Not Specified	Percent		0%		0%
<b>Corporate</b>	Number		<b>663</b>		<b>682</b>
White	Percent		82%		80%
Black or African American	Percent		8%		9%
Hispanic or Latino	Percent		3%		3%
Two or More Races	Percent		3%		3%
Asian	Percent		3%		3%
American Indian/Alaska Native	Percent		<1%		1%
Native Hawaiian or Other Pacific Islander	Percent		<1%		<1%
Not Specified	Percent		0%		<1%

<sup>5</sup>The diversity population data excludes Canadian employees per regulation.





Employee Diversity Population	Units	2022		2021	
		UK/EU	U.S. Only	UK/EU	U.S. Only
<b>Northern Region</b>	Number		<b>1,340</b>		<b>1,286</b>
White	Percent		96%		96%
Black or African American	Percent		2%		1%
Hispanic or Latino	Percent		1%		1%
Two or More Races	Percent		<1%		1%
Asian	Percent		<1%		<1%
American Indian/Alaska Native	Percent		<1%		<1%
Native Hawaiian or Other Pacific Islander	Percent		<1%		<1%
Not Specified	Percent		0%		<1%
<b>Southern Region</b>	Number		<b>1,345</b>		<b>1,315</b>
White	Percent		77%		77%
Black or African American	Percent		17%		16%
Hispanic or Latino	Percent		3%		4%
Two or More Races	Percent		1%		1%
Asian	Percent		<1%		<1%
American Indian/Alaska Native	Percent		1%		1%
Native Hawaiian or Other Pacific Islander	Percent		<1%		<1%
Not Specified	Percent		0%		<1%
<b>Western Region</b>	Number		<b>998</b>		<b>944</b>
White	Percent		81%		83%
Black or African American	Percent		2%		1%
Hipanic or Latino	Percent		13%		11%
Two or More Races	Percent		2%		3%
Asian	Percent		<1%		<1%
American Indian/Alaska Native	Percent		<1%		1%
Native Hawaiian or Other Pacific Islander	Percent		<1%		<1%
Not Specified	Percent		0%		0%
<b>Employee Tenure<sup>6</sup></b>					
Average Employee Tenure	Years	7.7	9.3	7.5	9.1

<sup>6</sup> Employee tenure is calculated for employees as of December 31st in the calendar year.



Keeping Our People, Communities and Customers Safe					
Anti-Corruption Status	Units	2022		2021	
		UK/EU	North America	UK/EU	North America
Confirmed incidents of corruption	Total Number	0	0	0	0
Incidents in which employees were dismissed or disciplined for corruption	Total Number	0	0	2	0
Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption	Total Number	0	0	0	0
Employee Health & Safety					
Reportable Injuries (FRA)	Number	15	47	21	56
Reportable Injury-Frequency Rate	Injuries per 200,000 Man Hours	0.48	1.20	0.67	1.43
Fatalities	Number	0	0	1	0
Fatality Frequency Rate	Fatalities per 200,000 Man Hours	0	0	0.03	0
Accident and Safety Management					
Total Train Accidents or Incidents	Number	15	60	25	102
Grade Crossing	Number	2	55	4	69
Derailments	Number	0	55	0	22
Other Accidents or Incidents	Number	83	5	95	11
Train Accident or Incident Frequency Rate	Accidents per Million Train Miles	1.57	0.22	2.80	0.39
Train-related Accident Releases of Hazardous Materials	Number	0	1	0	0
Non-accident Releases of Hazardous Materials	Number	0	5	0	4
Number of FRA-Recommended Violation Defects	Number	0	48	0	74





Helping Our Communities Thrive								
G&W's U.S. 2020 Economic Impact (USD) <sup>5</sup>								
State	Total Number of Employees Paid		Total Payroll		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2022	2021	2022	2021	2022	2021	2022	2021
Alabama	197	185	\$10,572,428	\$10,387,644	653	653	\$3,050,768	\$3,678,779
Arizona	164	91	\$8,087,930	\$6,120,017	544	295	\$1,450,447	\$816,268
Arkansas	105	161	\$7,136,266	\$7,255,587	295	544	\$785,961	\$2,556,915
California	207	204	\$12,421,875	\$11,090,577	797	797	\$1,950,769	\$2,344,829
Colorado	0	0	\$0	\$0	88	88	\$16,435	\$430,397
Connecticut	112	115	\$17,120,263	\$13,853,352	497	497	\$266,592	\$599,892
Florida	320	332	\$28,811,778	\$28,597,794	306	306	\$2,070,127	\$3,054,611
Georgia	251	274	\$13,353,471	\$12,090,364	894	894	\$2,211,246	\$3,033,343
Illinois	127	120	\$8,420,102	\$7,888,043	379	379	\$2,370,572	\$811,877
Indiana	143	137	\$8,643,467	\$8,305,022	667	667	\$1,833,101	\$937,621
Kansas	75	79	\$4,913,126	\$4,612,998	472	472	\$1,516,406	\$1,934,265
Kentucky	0	0	\$0	\$0	12	12	\$36,444	\$63,338
Louisiana	69	74	\$5,041,582	\$4,695,709	165	165	\$1,288,807	\$1,886,527
Maine	91	36	\$6,877,545	\$2,372,363	183	70	\$1,491,891	\$84,000
Maryland	17	16	\$1,187,334	\$1,019,083	81	81	\$658,091	\$346,742
Massachusetts	39	98	\$2,340,843	\$6,542,593	70	183	\$0	\$784,420
Michigan	123	120	\$7,635,130	\$7,055,212	696	696	\$878,649	\$517,700
Minnesota	10	11	\$624,773	\$713,491	123	123	\$790,547	\$1,960,098

<sup>5</sup>Includes employer state taxes, property taxes, sales & use taxes, gross receipts taxes and state taxes.



State	Total Number of Employees Paid		Total Payroll		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2022	2021	2022	2021	2022	2021	2022	2021
Missouri	86	82	\$5,022,316	\$4,580,785	312	312	\$707,426	\$486,784
Mississippi	86	100	\$5,621,985	\$5,172,846	210	210	\$1,675,504	\$3,242,184
Montana	2	10	\$1,176	\$76,886	0	0	\$3,000	\$3,042
Nebraska	52	0	\$3,061,339	\$0	141	13	\$1,462,893	\$77,786
New Hampshire	0	9	\$-	\$568,684	13	92	\$1,463	\$244,810
New Jersey	9	3	\$569,360	\$23,562	92	0	\$5,607	\$2,744
New Mexico	4	13	\$152,435	\$579,042	0	25	\$6,521	\$74,171
New York	14	309	\$490,038	\$20,947,813	25	283	\$68,000	\$1,579,596
North Carolina	305	51	\$21,908,952	\$2,527,585	283	141	\$3,065,631	\$1,180,691
Ohio	428	419	\$24,331,669	\$23,970,542	1102	1,102	\$3,400,320	\$37,448
Oklahoma	45	45	\$2,790,966	\$2,719,368	194	194	\$351,067	\$831,027
Oregon	293	276	\$16,925,552	\$15,890,417	628	628	\$2,356,265	\$1,794,870
Pennsylvania	238	243	\$15,521,453	\$15,195,835	954	954	\$2,249,937	\$3,602,889
Rhode Island	5	12	\$170,908	\$677,355	143	143	\$277,275	\$130,839
South Carolina	38	36	\$2,012,370	\$1,837,692	84	84	\$1,771,572	\$2,117,086



State	Total Number of Employees Paid		Total Payroll		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2022	2021	2022	2021	2022	2021	2022	2021
South Dakota	222	213	\$13,576,715	\$13,111,369	679	679	\$1,081,421	\$787,932
Tennessee	9	9	\$555,536	\$528,376	69	69	\$182,213	\$398,618
Texas	148	150	\$9,486,682	\$9,420,598	352	352	\$1,234,682	\$735,113
Utah	70	76	\$5,760,933	\$5,581,345	129	129	\$668,898	\$329,517
Vermont	130	139	\$8,474,632	\$7,902,373	263	263	\$427,187	\$300,571
Virginia	14	15	\$789,989	\$747,578	48	48	\$935,355	\$1,262,037
Washington	54	60	\$3,595,749	\$3,324,779	308	308	\$755,700	\$429,389
West Virginia	20	19	\$1,210,645	\$320,375	8	0	\$266,193	\$4,097
Wisconsin	36	23	\$843,214	\$1,132,042	0	8	\$14,699	\$427,671
Wyoming	13	35	\$130,540	\$1,274,986	7	7	\$0	\$19,189
<b>Total</b>	<b>4,394</b>	<b>4,400</b>	<b>\$286,193,069</b>	<b>\$270,712,082</b>	<b>12,966</b>	<b>12,966</b>	<b>\$45,635,681</b>	<b>\$45,941,723</b>

G&W's Canadian Region 2022 Economic Impact (USD) <sup>6</sup>		
Corporate Income Taxes	2022	2021
Canada Federal and Provincial	1,462,936	\$758,173
SLAR State Taxes (VT, ME, NH)	283,000	\$183,000
<b>Franchise Taxes</b>		
New Hampshire	\$9,900	\$7,400
<b>Property Taxes</b>		
Canada	\$2,114,143	\$2,173,393
SLAR	\$139,003	\$195,727
<b>Sales &amp; Use Taxes</b>		
Canada GST/HST/PST	\$506,831	\$(1,458,159)
Maine Sales and Use Tax	\$29,743	\$17,696
<b>Provincial Fuel Taxes</b>		
Canada Fuel Taxes	\$194,431	\$182,240
Vermont Fuel Taxes	\$2,207	\$2,055
<b>Employer Taxes</b>		
Canada	\$2,740,925	\$2,673,706
SLAR	\$658,097	\$634,473
<b>Total Taxes Paid</b>	<b>\$8,141,215</b>	<b>\$5,369,705</b>

<sup>6</sup>Includes employer taxes, franchise taxes, property taxes, sales & use taxes, provincial fuel taxes, and Canadian Federal & Provincial taxes.

G&W's UK & EU 2021 Economic Impact (USD) <sup>7</sup>		
Corporate Income Taxes	2022	2021
UK	\$0.00	\$(2,032,695)
Germany	\$623,336	\$563,876
Poland	\$1,214,384	\$461,468
Netherlands	\$2,090,449	
<b>VAT</b>		
UK	\$19,507,489	\$27,586,992
Germany	\$3,223,784	\$2,527,102
Poland	\$5,741,928	\$2,644,615
Netherlands	\$1,060,773	\$195,338
<b>Property Tax</b>		
UK	\$3,388,396	\$3,789,260
<b>Payroll Tax</b>		
UK	\$63,275,937	\$65,914,653
Germany	\$277,400	\$443,282
Poland	\$3,753,954	\$3,878,406
Netherlands	\$3,071,269	\$2,983,523
<b>Other</b>		
Poland	\$200,992	\$172,219
<b>Total Taxes</b>	<b>\$107,380,091</b>	<b>\$109,128,039</b>

<sup>7</sup>G&W started reporting UK and EU regions in 2021. These regions are not reported for 2020.





## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

### Sustainability Disclosure Topics

GRI Standard and Disclosure	Response / Information Location	
<b>GRI 2: General Disclosures</b>		
2-1	Organizational details	Genesee & Wyoming Inc.
2-3	Reporting period, frequency and contact point	2023 ESG Report   About This Report
2-6	Activities, value chain and other business relationships	2023 ESG Report   About This Report
2-7	Employees	ESG Data Tables
2-8	Workers who are not employees	ESG Data Tables
2-9	Governance structure and composition	2021 ESG Report   Building Trust Through Transparency
2-23	Policy commitments	2021 ESG Report   G&W's Core Purpose & Values
2-25	Processes to remediate negative impacts	ESG Report   Becoming the Company of Choice For Our Employees
2-26	Mechanisms for seeking advice and raising concerns	ESG Report   Becoming the Company of Choice For Our Employees
2-27	Compliance with laws and regulations	ESG Report   About this Report
2-28	Membership associations	2023 ESG Report   Becoming the Company of Choice For Our Employees
2-29	Approach to stakeholder engagement	2023 ESG Report   Stakeholder Engagement
2-30	Collective bargaining agreements	2023 ESG Report   Becoming the Company of Choice For Our Employees
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	2023 ESG Report   Stakeholder Engagement
3-2	List of material topics	2023 ESG Report   Stakeholder Engagement
3-3	Management of material topics	2023 ESG Report   Stakeholder Engagement
<b>GRI 201: Economic Performance</b>		
201-1	Direct economic value generated and distributed	2023 ESG Report   Helping Our Communities Thrive
201-2	Financial implications and other risks and opportunities due to climate change	2023 ESG Report   Helping Our Communities Thrive
201-3	Defined benefit plan obligations and other retirement plans	2023 ESG Report   Helping Our Communities Thrive
<b>GRI 205: Anti-corruption</b>		
205-3	Confirmed incidents of corruption and actions taken	ESG Data Tables



GRI 302: Energy		
302-1	Energy consumption within the organization	ESG Data Tables
302-3	Energy intensity	ESG Data Tables
302-4	Reduction of energy consumption	ESG Data Tables
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	ESG Data Tables
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data Tables
305-3	Indirect GHG emission (Scope 3)	ESG Data Tables
305-4	GHG emissions intensity	ESG Data Tables
305-5	GHG reductions realized	ESG Data Tables
GRI 401: Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer competitive health and welfare benefits to all full-time employees within 90 days of hire and extended benefits, including short-term disability, following 6 months of employment. Railroad employees who serve five years or longer are also eligible for U.S. Railroad Retirement Board benefits.
GRI 403: Occupational Health and Safety		
403-3	Occupational health services	2023 ESG Report   Workplace Health and Safety
403-5	Worker training on occupational health and safety	2023 ESG Report   Workplace Health and Safety
403-6	Promotion of worker health	2023 ESG Report   Workplace Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 ESG Report   Workplace Health and Safety
403-9	Work-related injuries	ESG Data Tables
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	ESG Data Tables
404-2	Programs for upgrading employee skills and transition assistance programs	2023 ESG Report   Workplace Health and Safety
404-3	Performance and career development reviews	For new hires, G&W conducts a 30-60 day performance review for the first three months of employment. Employees receive annual performance reviews from their supervisors and are encouraged to have career discussions at least annually.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2023 ESG Report   Becoming the Company of Choice For Our Employees
GRI 413: Local Communities		
413-1	Operations with implemented local community engagement	ESG Report   Community Engagement
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No Substantiated security breaches of customer information or privacy in 2022



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

### Accounting Metrics

Topic	SASB Code	Accounting Metric	2022 Responses		2021 Responses	
			UK/EU	North America	UK/EU	North America
Greenhouse Gas Emissions	TR-RA-110a.1	Gross global Scope 1 emissions	186,751	425,798	201,280	427,955
	TR-RA-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	2023 ESG Report   Our Commitment to Climate Action		2021 ESG Report   Our Sustainability Ambition; Our Commitment to Climate Action; Taking Climate Action	
	TR-RA-110a.3	Total fuel consumed	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
Percentage renewable		0% Renewable	0% Renewable	0% Renewable	0% Renewable	
Air Quality	TR-RA-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O)	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
		Air emissions of the following pollutants: particulate matter (PM10)	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
Employee Health & Safety	TR-RA-320a.1	Total recordable incident rate (TRIR)	1.57	1.20	0.67	1.43
		Fatality rate	0	0	0.03	0
Competitive Behavior	TR-RA-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	\$0.00	\$0.00	\$0.00	\$0.00





			UK/EU	North America	UK/EU	North America
Accident & Safety Management	TR-RA-540a.1	Number of accidents and incidents	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
	TR-RA-540a.2	Number of accident releases	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
		Number of non-accident releases (NARs)	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
	TR-RA-540a.3	Number of Federal Railroad Administration (FRA) recommended violation defects	ESG Data Tables	ESG Data Tables	ESG Data Tables	ESG Data Tables
	TR-RA-540a.4	Frequency of internal railway integrity inspections	G&W's UK operations does not have responsibility for the main line railway. This is maintained by Network Rail.	Frequency of track inspections are based on U.S. Regulatory Track Inspection Frequency Regulation: FRA 213.233 and Transport Canada Regulatory Track Inspection Frequency Regulation.	G&W's UK operations does not have responsibility for the main line railway. This is maintained by Network Rail.	Frequency of track inspections are based on U.S. Regulatory Track Inspection Frequency Regulation: FRA 213.233 and Transport Canada Regulatory Track Inspection Frequency Regulation.

### Activity Metrics

SASB Code	Activity Metric	2022 Response		2021 Response	
		UK/EU	North America	UK/EU	North America
TR-RA-000.A	Number of carloads transported <sup>1</sup>	Not Applicable	1,673,020	Not Applicable	1,672,590
TR-RA-000.B	Number of intermodal carloads transported <sup>1</sup>	Not Applicable	99,598	Not Applicable	127,253
	Number of intermodal containers transported	803,143	525,614	899,622	693,649
TR-RA-000.C	Track miles <sup>2</sup>	20,000	13,633	20,000	13,878
TR-RA-000.D	Revenue ton miles (RTM)	212,995,940	7,199,639,383	199,506,055	7,981,562,995
TR-RA-000.E	Number of employees	2,853	4,907	3,065	4,784

<sup>1</sup>UK/Europe Region does not utilize “carloads” as a unit of measure. Instead the region utilizes “containers” to be congruent with the Intermodal and Heavy Haul business.

<sup>2</sup>The UK rail operations do not own track and operate on government owned track.

