

# GENESEE & WYOMING 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE DATA SUPPLEMENT



## ABOUT THIS REPORT

This report is Genesee & Wyoming Inc.'s 2022 ESG Data Supplement, which builds upon our inaugural [Environmental, Social and Governance Report](#) that was released in December 2021, with a baseline reporting and measurement of fiscal year 2020. This supplement provides updates on our ESG initiatives and progress during fiscal year 2021. Unless otherwise stated, data and information in this report is from January 1, 2021 to December 31, 2021.

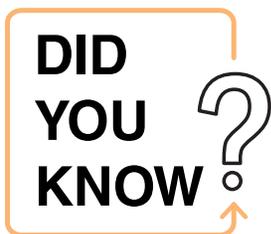
This Data Supplement introduces and spotlights **G&W's UK/Europe Region**. G&W's UK/Europe Region is the United Kingdom's largest rail intermodal operator and provides Heavy Haul rail freight services and end-to-end intermodal logistics services, primarily through its Freightliner subsidiary. The UK/Europe Region offers first-to-last mile freight service, including on road and rail. Heavy Haul and Intermodal operations are provided in the UK, Poland and Germany. The UK/Europe Region also provides shunting and feeder services in the Netherlands through its Rotterdam Rail Feeding (RRF) subsidiary.

We have updated our baseline fiscal year 2020 reported data to incorporate our UK/Europe Region in our ESG Reporting, where comparable information is available for the year ended December 31, 2020, as our inaugural report previously provided information only for North America.

In this report, we reference the Sustainability Accounting Standards Board (SASB) Rail Transportation Sustainability Accounting Standard and the Global Reporting Initiative (GRI) framework to prepare the SASB and GRI Content Indexes. We reference several GRI disclosure topics and list them in the GRI Content Index at the end of this supplement. We utilize these standards solely to inform our views on the issues most important to G&W and guide our disclosure efforts.



We appreciate your interest in G&W's 2022 ESG Data Supplement. For additional information, please visit [www.gwrr.com](http://www.gwrr.com).



**The UK/Europe Region hauls 23 million annual tons of bulk freight and handles more than 1 million TEUs of containers each year at its terminals.**

## MESSAGE FROM THE CEO

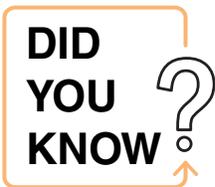


Operating railroads responsibly and efficiently has always been a guiding principle at G&W. We reinforced these commitments when we published our inaugural ESG Report, which codified our five ESG pillars – to protect the environment; to ensure the safety of our people, communities, and customers; to be the company of choice for our employees; to enhance the strength of the communities we serve; and to build trust through transparency.

We continued to prioritize our ESG initiatives in North America in 2021, and are pleased to highlight our areas of focus and also include our UK/Europe operations going forward.

Here are our select ESG highlights.

- **G&W has reduced emissions and demonstrated its commitment to protect our environment** – We recently submitted a science-based emissions reduction target to the Science Based Target initiative (SBTi) with a proposed target of reducing our greenhouse gas (GHG) emissions intensity for all G&W operations by approximately 42%<sup>1</sup> by 2035. As we await approval of our target by SBTi, G&W continues to deploy fuel-saving technologies across our global locomotive fleet to help us reach our SBTi target.



To help meet our goal, our UK/Europe rail operations are testing alternatives to diesel fuel, including hydrotreated vegetable oil (HVO) and a hybrid fuel made from waste oil and gas that cut CO<sub>2</sub>-equivalent emissions over diesel by 92% and nearly 50%, respectively.

- G&W remains fully committed to **safe operations** – G&W's operations worldwide were more than two times safer<sup>2</sup> than the U.S. short line industry safety metric average as reported by the U.S. Federal Railroad Administration (FRA).
- G&W launched an **Employee Engagement Survey** and held **DE&I Focus Groups** to strengthen employee engagement and foster an inclusive workplace in furtherance of becoming the **Company of Choice** for our people.



- **G&W invested \$280 million worldwide in its infrastructure and rail equipment.** In 2021, we invested more than \$240 million of capital to strengthen and expand infrastructure in the North American economies that we serve, which included a commitment of \$42 million to upgrade 87.7 miles of main line track from Fort Pierre to Rapid City, South Dakota.
- G&W sought feedback from more than 1,500 customers in its biennial Customer Satisfaction Survey. In North America, G&W received our highest ever overall customer satisfaction score of 8.14 (out of 10) and outperformed the railroad and trucking industry, which received scores of 6.86 and 6.75, respectively. G&W uses the survey information to improve our operations and **build trust with our customers.**

Our initiatives demonstrate that our employees, customers, suppliers and community members can rely on our unwavering commitment to our ESG pillars as we safely and sustainably deliver world-class transportation service.

<sup>1</sup> The proposed target of reducing our GHG emissions intensity by approximately 42% by 2035 equates to a 2.5% year over year annual reduction in our carbon consumption (or well below 2° reduction or 37% reduction), adjusted for a pre-defined industry growth rate of 0.5%.

<sup>2</sup> G&W voluntarily applies the guidelines established by the U.S. Federal Railroad Administration ("FRA") that track injury-frequency rates per 200,000 man-hours worked to all of our operations worldwide, including our operations in the UK/Europe and Canada regions.



## Protecting Our Environment:

### Reducing Carbon Impact

Globally, G&W operations reduced Scope 1 & 2 GHG emissions by more than 3% in 2021. G&W's North American operations reduced Scope 1 & 2 emissions intensity by more than 6% in 2021. G&W's UK/Europe operations reduced Scope 1 & 2 emissions intensity by more than 2%. Our Scope 1 emissions consist of all G&W's direct GHG emissions, including mobile and stationary combustion sources such as locomotives, cars, trucks and equipment, as well as refrigerants. Our Scope 2 emissions included all of G&W's purchased electricity.

G&W's North American operations improved fuel efficiency predominantly by retiring older locomotives in favor of more fuel-efficient models. In 2021, we also continued to invest in carbon-reduction technologies such as Automatic Engine Start/Stop (AESS) systems and Auxiliary Power Units (APUs). As of December 31, AESS and APU technology was installed on more than 25% of our locomotive fleet, and based on these installations, we expect to save more than 14,500 metric tons of CO<sub>2</sub>e annually. We are continuing to upgrade additional locomotives with these fuel-saving technologies as part of our annual capital plans.

G&W's UK/Europe operations' improvements were largely derivative of an increased focus on efficient train operations and handling. In addition, Freightliner won funding to trial the adaptation of a Class 66 locomotive running with 30% of its diesel fuel replaced by hydrogen or biogas derived from sources such as food and municipal waste. The dual-fuel project is supported by a variety of industry participants who are seeking to reduce UK emissions, and we are optimistic that the new technologies will help us reduce our carbon impact in the years ahead.

**DID YOU KNOW**



In the UK, each ton of freight transported by rail produces 76% less carbon emissions compared to road transportation with one freight train replacing the equivalent of up to 110 lorries.<sup>1</sup>

#### G&W's Global Emission Intensity

G&W Global Scope 1 & 2 Emissions				
	CO <sub>2</sub> e	GTM (millions)	CO <sub>2</sub> e/MGTM	% Change from 2020
2021	666,404	32,954	20.22	-3.30%
2020	654,447	31,294	20.91	
G&W Global Locomotive Emissions				
	CO <sub>2</sub> e	GTM (millions)	CO <sub>2</sub> e/MGTM	% Change from 2020
2021	566,775	32,954	17.20	-3.65%
2020	558,603	31,294	17.85	

<sup>1</sup>Modal shift now, rail freight industry tells UK government | RailFreight.com



## Keeping Our People, Communities and Customers Safe:

### Workplace Health & Safety

Every employee at G&W understands our commitment to working safely every day. We believe that a safe work environment is essential for our employees, our customers and the communities in which we conduct business. We believe the attention to detail necessary to eliminate employee injuries translates into efficient, well-run operations. G&W operations worldwide suffered one employee fatality in 2021, which inspired a renewed focus on our safety training programs. Eighty-eight railroads completed 2021 without a single reportable injury. In the U.S., G&W's short lines were honored to receive 69 ASLRRR Jake Safety Awards with Distinction and 6 ASLRRR Jake Safety Awards.<sup>1</sup>

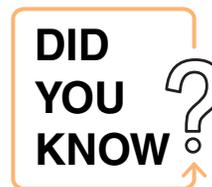
In North America, key safety initiatives included:

- Implementation of a refined Safety Audit Process, with 329 Safety Audits completed. These audits encourage engagement with our employees and a continuous dialogue focused on a safer work environment.
- Establishment of Leading Indicators and Regional Goals, which bring awareness to Life Critical Rules compliance and coaching opportunities.

In the UK/Europe, key safety initiatives included:

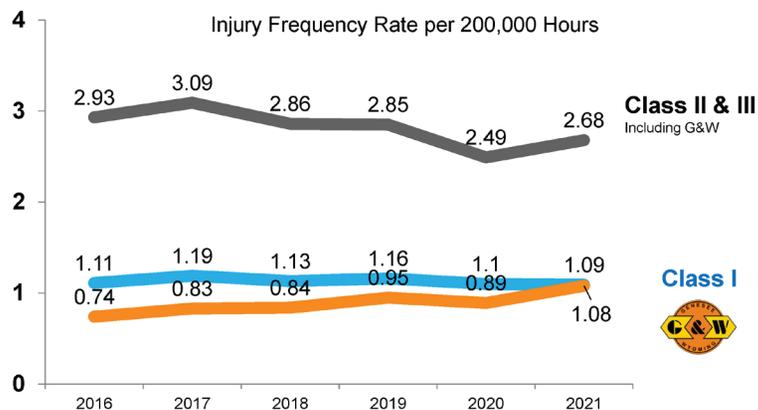
- Updated health and safety training, with a blended in-person and virtual structure, that was delivered to 100% of our employees despite

COVID lockdowns. The initiative included five hours of training covering nine key safety topics, with managers completing up to 10 days of in-depth training covering key principles and responsibility areas.



G&W's UK/Europe Region completed the year with an injury-frequency rate of 0.67, the lowest of G&W regions for the second year in a row.

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



<sup>1</sup> A Jake Award recognizes short line railroads that perform better than the Class II and III industry average injury-frequency rate (as reported by the FRA) during the prior year. A Jake Safety Award with Distinction recognizes short line railroads with no FRA reportable injuries during the previous year.



## Becoming the Company of Choice for Our Employees:

### Workforce Management

In 2021, G&W launched **Employee Engagement** and **Opinion Surveys** and held **DE&I Focus Groups** to strengthen employee engagement and foster an inclusive workplace. G&W developed **diversity and engagement goals** that were shared with all employees, including to:

- Provide better and more transparent communication sessions with under-represented employees.
- Create diverse employee engagement groups to enhance engagement and inclusion across the company.
- Enhance the employee performance review and succession planning processes, and develop individual career plans with a focus on the advancement of under-represented employees.
- Launch hiring campaigns and community outreach programs to increase recruitment and retention and build our diversity.
- Focus on minority universities and community colleges for recruitment opportunities.

### COVID Support

During 2020 and 2021, the G&W Human Resources team successfully managed more than 2,800 COVID-19 leaves across North America and UK/Europe. In the U.S., G&W paid a \$1,000 COVID-19 Vaccination Incentive Bonus to all vaccinated frontline employees and waived

employee costs for COVID-19-related treatment and virtual care visits. G&W continues to encourage employees to become fully vaccinated against COVID-19. Following the COVID lockdowns, G&W expanded its virtual care solutions to include chronic disease management, physical therapy and mental health for the benefit of its employees.

**DID YOU KNOW?**



The UK/Europe Region hosted a workshop for International Women's Day, bringing together our diverse colleagues from across the business to discuss the challenges they face working in a male-dominated industry. Several prominent speakers shared their own experiences and lessons with our employees. Following this event, Freightliner established a networking group for female staff to help continue the dialogue and offer professional support.

### Corporate Giving

G&W makes annual donations to charities in local communities in which its railroads operate. Each regional leadership team chooses local organizations where they can maximize impact. G&W offers a Matching Gift Program that provides a corporate match to multiply the charitable contributions of employees. In 2021, G&W matched approximately \$88,000 in contributions to more than 40 different organizations. In 2021, G&W also donated more than \$90,000 to nearly 70 different organizations focused on health, hunger and diversity.



## Helping Our Communities Thrive: Community Engagement & Investment

- In North America, our Rapid City, Pierre & Eastern Railroad (RCPE) was awarded a grant to upgrade 87.7 miles of main line track from Fort Pierre to Rapid City, South Dakota. RCPE committed to a matching investment, as part of a partnership with the State of South Dakota and the federal government under the Rebuilding American Infrastructure with Sustainability and Equity (RAISE) program that provided an additional \$42 million investment. This investment will improve the productivity of customer supply chains and strengthen the South Dakota and regional economy for decades to come.
- In the UK, Freightliner increased the size and storage capacity of our container operations at London Gateway, the UK's largest and fastest-growing deep-sea port. We invested £500,000 and provided valuable long-term concessions to the port in an effort to increase shipments by rail. This terminal expansion enhances our service offerings to customers and will help to alleviate supply chain bottlenecks at the port. Over time, the decreased idling will improve the air quality for nearby communities and help goods get to market more efficiently. The need for businesses to shift to lower-carbon transport methods, plus G&W's unique ability to offer end-to-end solutions using terminal, rail and road, has created a rapid growth in demand for our services in the UK. As a result, Freightliner is planning to increase its handling and storage capacity in the next three to five years by building or expanding rail terminals.

## Enhancing Safety

- Hazardous Material Drills – As a common carrier, we are obligated to transport dangerous goods and hazardous materials. We have developed enhanced safety practices that are in place on rail lines where we

transport dangerous goods, which require that specific activities and precautions are taken when moving these materials. To keep our communities safe, we work with emergency response agencies to enhance our preparedness in the event of an accident or incident in a simulated environment. The scale of the drills may vary; however, many drills are coordinated with representatives from federal, state/provincial, and local response agencies and include participation with our emergency response vendors and consultants. Objectives include exercising our notification procedures; practicing our incident command system roles and responsibilities; utilizing our emergency response plans; producing documentation that may be required for the response; and completing other objectives identified by the agencies involved. The exercises strengthen the partnerships between the railroads and the communities and enhance the level of emergency response readiness. Additionally, the regional railroads host voluntary classroom and field training for first responders, which focuses on safely conducting emergency operations around railroad tracks and equipment. The training establishes a working relationship with the local or regional response personnel and provides education on railroad components, resources, and hazards surrounding railroad operations. We also provide information on the commodities transported by rail and the safety features of railcars and locomotives.

- G&W's Operation Lifesaver volunteers present to school groups, driver education classes, community members, professional drivers, law enforcement officers and emergency responders. In 2021, G&W employees volunteered at over 30 Operation Lifesaver events, engaging with over 2,500 people regarding the importance of rail safety in the communities where our trains operate.



## Building Trust through Transparency: Customer Experience

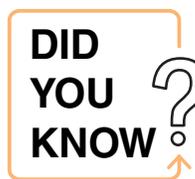
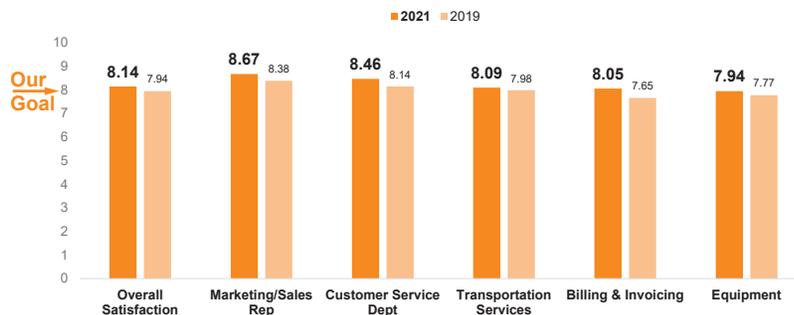
Every two years, G&W engages an outside agency to survey more than 1,500 customers across operations in North America, UK and Europe. In 2021, G&W’s North American freight operations received our highest ever overall customer satisfaction scores. This is the first time our consolidated score exceeded 8.0, considered the benchmark for a loyal customer. In addition, G&W railroads outperformed the railroad industry – which scored 6.86 – as well as the trucking industry – which received a 6.75 – in overall satisfaction.

Most importantly, G&W shares these results with customers and develops railroad-specific plans in response to survey feedback.

## Information Sharing

We are also continuously enhancing our customer service and transparency of information – including key information related to emissions. Recognizing that businesses are under increasing pressure to report on the supply-chain elements of their carbon emissions, known as Scope 3 emissions, our UK/Europe Region is developing a tool, Omnia software, to allow its customers to monitor and report their overall or per-journey rail freight-related emission figures in line with the Streamlined Carbon and Energy Reporting (SECR) framework. Scope 3 emissions data is increasingly demanded by regulators, investors and customers as part of an organization’s carbon reporting, but since the emissions are generally generated either upstream or downstream through customer supply chains versus directly by the business, it is often hard to obtain accurate data. The provision of Omnia software will enhance our customers’ experience by providing them with sustainability insights when selecting their preferred transportation method.

**Customer Satisfaction Survey Results**  
North America Scores



The UK/Europe Region is investigating the possibility of solar generation and ground source heat pumps and even future-proofing the energy systems to accommodate the potential for hydrogen-fueled local electricity generation.



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

Protecting Our Environment				
Greenhouse Gas Emissions	Units	2021		2020
		EU/UK <sup>2</sup>	North America <sup>3</sup>	North America <sup>4</sup>
Direct (Scope 1)	Metric tons CO <sub>2</sub> e	201,280	433,818	425,970
Energy Indirect (Scope 2)	Metric tons CO <sub>2</sub> e	12,633	18,673	18,741
Other Indirect (Scope 3)	Metric tons CO <sub>2</sub> e	220,121	134,281	137,601
MGTM <sup>5</sup>	Million Gross Ton-Miles (MGTM)	11,730	21,224	19,538
Emissions Intensity (Scope 1+2)	Metric Tons CO <sub>2</sub> e per MGTM	18.24	21.32	22.76
NO <sub>x</sub> <sup>6</sup>	Metric tons	1,874	3,841	3,971
SO <sub>x</sub> <sup>7</sup>	Metric tons	1	5	5
Particulate Matter (PM <sub>10</sub> ) <sup>8</sup>	Metric tons	43	93	100
Energy Consumption				
Diesel	Gallons	20,576,513	39,701,438	39,301,753
	Gigajoules	2,983,838	5,757,179	5,699,522
Gasoline	Gallons	5,911	2,420,150	1,891,046
	Gigajoules	751	307,606	240,369
Natural Gas	Therms		534,962	682,750
	Gigajoules		56,439	72,034
Propane	Gallons		1,309	3,859
	Gigajoules		126	372
Jet Fuel	Gallons		20,621	20,406
	Gigajoules		2,937	2,906
<b>Total Direct Consumption<sup>9</sup></b>	<b>Gigajoules</b>	<b>2,984,589</b>	<b>6,124,287</b>	<b>6,015,203</b>
Electricity	MWH	16,954	51,044	52,409
	Gigajoules	61,036	183,578	188,673
<b>Total Indirect Consumption</b>	<b>Gigajoules</b>	<b>61,036</b>	<b>183,578</b>	<b>188,673</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 EU/UK Scope 3 categories include employee business travel and commuting and upstream electricity generation.

<sup>3</sup> For North America, Scope 3 categories include Business travel (6,831), Employee commuting (16,257), Fuel-and-energy related activities (101,189), Waste generated in operations (295), and Investments (10,357).

<sup>4</sup> In 2020, Other Indirect (Scope 3) emissions were misstated as 124,504. We have restated this figure to 137,993.

<sup>5</sup> In 2020, the figure for MGTM were misstated as 19,538. This figure has been restated as 19,538.

<sup>6,7,8</sup> In 2020, the figures for NO<sub>x</sub> (3,978) SO<sub>x</sub> (6), and PM (253) were misstated. These figures have been restated to reflect the accurate emissions.

<sup>9</sup> In 2020, Total Direct Consumption was misstated as 6,042,615. This figure has been restated to include Jet Fuel emissions, totaling 6,015,203.



Becoming the Company of Choice for Our Employees				
Employee Gender Population	Units	2021		2020
		EU/UK	North America	North America <sup>10</sup>
<b>Total Employees</b>	Number	3,065	4,270	3,830
Male	Percent	90%	91%	91%
Female	Percent	10%	9%	9%
<b>Canada Region [SLAR only]</b>				
Male	Percent		95%	93%
Female	Percent		5%	7%
<b>Corporate</b>				
Male	Percent		62%	62%
Female	Percent		38%	38%
<b>Northern Region</b>				
Male	Percent		98%	98%
Female	Percent		2%	2%
<b>Southern Region</b>				
Male	Percent		96%	97%
Female	Percent		4%	3%
<b>Western Region</b>				
Male	Percent		96%	95%
Female	Percent		4%	5%
<b>Employee Diversity Population</b>				
<b>Total Employees</b>	Number		4,270	3,830
White	% of Total U.S. Employees		85%	86%
Black or African American	% of Total U.S. Employees		7%	7%
Hispanic or Latino	% of Total U.S. Employees		4%	3%
Two or More Races	% of Total U.S. Employees		2%	2%
Asian	% of Total U.S. Employees		1%	1%
American Indian/Alaskan Native	% of Total U.S. Employees		1%	1%
Native Hawaiian or Other Pacific Islander	% of Total U.S. Employees		0%	0%
Not Specified	% of Total U.S. Employees		0%	

<sup>10</sup> In 2020, employee population was misstated as it reported a date range from 1/01/2020 – 10/12/2020. We have restated this data to reflect the full year 1/01/2020 - 12/31/2020 and the inclusion of SLAR region. This data excludes Canadian employees per regulation.



Employee Diversity Population	Units	2021		2020
		EU/UK	North America	North America <sup>10</sup>
<b>Canada Region [SLAR only]</b>				
White	% of Regional Employees		98%	98%
Black or African American	% of Regional Employees		0%	0%
Hipanic or Latino	% of Regional Employees		0%	0%
Two or More Races	% of Regional Employees		2%	2%
Asian	% of Regional Employees		0%	0%
American Indian/Alaska Native	% of Regional Employees		0%	0%
Native Hawaiian or Other Pacific Islander	% of Regional Employees		0%	0%
Not Specified	% of Regional Employees		0%	
<b>Corporate</b>			<b>682</b>	<b>622</b>
White	% of Corporate Employees		80%	81%
Black or African American	% of Corporate Employees		9%	10%
Hipanic or Latino	% of Corporate Employees		3%	3%
Two or More Races	% of Corporate Employees		3%	3%
Asian	% of Corporate Employees		3%	2%
American Indian/Alaska Native	% of Corporate Employees		1%	1%
Native Hawaiian or Other Pacific Islander	% of Corporate Employees		<1%	0%
Not Specified	% of Corporate Employees		0%	
<b>Northern Region</b>			<b>1,286</b>	<b>1,197</b>
White	% of Regional Employees		96%	96%
Black or African American	% of Regional Employees		1%	2%
Hipanic or Latino	% of Regional Employees		1%	1%
Two or More Races	% of Regional Employees		1%	1%
Asian	% of Regional Employees		0%	0%
American Indian/Alaska Native	% of Regional Employees		0%	0%
Native Hawaiian or Other Pacific Islander	% of Regional Employees		<1%	0%
Not Specified	% of Regional Employees		0%	



Employee Diversity Population	Units	2021		2020
		EU/UK	North America	North America <sup>10</sup>
<b>Southern Region</b>			<b>1,315</b>	<b>1,108</b>
White	% of Regional Employees		77%	79%
Black or African American	% of Regional Employees		16%	16%
Hipanic or Latino	% of Regional Employees		4%	3%
Two or More Races	% of Regional Employees		1%	1%
Asian	% of Regional Employees		<1%	0%
American Indian/Alaska Native	% of Regional Employees		1%	1%
Native Hawaiian or Other Pacific Islander	% of Regional Employees		0%	0%
Not Specified	% of Regional Employees		0%	
<b>Western Region</b>			<b>944</b>	<b>854</b>
White	% of Regional Employees		83%	86%
Black or African American	% of Regional Employees		1%	1%
Hipanic or Latino	% of Regional Employees		10%	8%
Two or More Races	% of Regional Employees		3%	3%
Asian	% of Regional Employees		<1%	0%
American Indian/Alaska Native	% of Regional Employees		1%	1%
Native Hawaiian or Other Pacific Islander	% of Regional Employees		1%	1%
Not Specified	% of Regional Employees		0%	
<b>Employee Tenure</b>				
Average Employee Tenure	Years	7.5	9.1	8.9



Keeping Our People, Communities, and Customers Safe				
Anti-Corruption Status	Units	2021		2020
		EU/UK	North America	North America
Confirmed incidents of corruption	Total Number	0	0	0
Incidents in which employees were dismissed or disciplined for corruption	Total Number	2	0	0
Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption	Total Number	0	0	0
Employee Health & Safety				
Reportable Injuries (FRA)	Number	21	56	49
Reportable Injury-Frequency Rate	Injuries per 200,000 Man Hours	0.67	1.43	1.23
Fatalities	Number	1	0	0
Fatality Frequency Rate	Fatalities per 200,000 Man Hours	0.03	0.00	0.00
Accident and Safety Management <sup>11</sup>				
Total Train Accidents or Incidents	Number	25	102	133
Grade Crossing	Number	4	69	76
Derailments	Number	0	22	50
Other Accidents or Incidents <sup>12</sup>	Number	95	11	7
Train Accident or Incident Frequency Rate <sup>12</sup>	Accidents per Million Train Miles	2.80	0.39	0.55
Train-related Accident Releases of Hazardous Materials	Number	0	0	1
Non-accident Releases of Hazardous Materials <sup>13</sup>	Number	0	4	8
Number of FRA-Recommended Violation Defects	Number	0	74	102

<sup>11</sup>Accident and Safety Management figures are subject to change as details from ongoing investigations determine whether an accident or incident is reportable.

<sup>12</sup> This figure is the total non-FRA reportable injuries and incidents in UK/Europe, including work-related injury regardless of severity or cause. We did not include these accidents or incidents in the total Train Accidents or Incidents as safety criteria differs based on region.

<sup>13</sup>In 2020, this figure was misstated and we have restated it in this report.



Helping Our Communities Thrive								
G&W's U.S. 2020 Economic Impact (USD) <sup>1</sup>								
State	Total Number of Employees Paid		Total Payroll		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2021	2020	2021	2020	2021	2020	2021	2020
Alabama	185	183	\$10,387,644	\$10,337,707	653	653	\$3,678,779	\$1,539,404
Arizona	91	83	\$6,120,017	\$5,853,144	295	295	\$816,268	\$408,336
Arkansas	161	142	\$7,255,587	\$7,511,696	544	544	\$2,556,915	\$2,458,496
California	204	151	\$11,090,577	\$10,026,286	797	797	\$2,344,829	\$1,131,313
Colorado	0	0	\$0	\$0	88	88	\$430,397	\$225,743
Connecticut	115	102	\$13,853,352	\$15,478,628	497	497	\$599,892	\$81,043
Florida	332	330	\$28,597,794	\$30,082,038	306	306	\$3,054,611	\$1,460,074
Georgia	274	251	\$12,090,364	\$11,936,493	894	894	\$3,033,343	\$1,567,328
Illinois	120	138	\$7,888,043	\$8,414,578	379	379	\$811,877	\$2,090,875
Indiana	137	144	\$8,305,022	\$8,026,072	667	667	\$937,621	\$1,140,720
Kansas	79	79	\$4,612,998	\$4,535,198	472	472	\$1,934,265	\$1,468,345
Kentucky	0	0	\$0	\$0	12	12	\$63,338	\$36,228
Louisiana	74	78	\$4,695,709	\$4,637,890	165	165	\$1,886,527	\$1,402,698
Maine	36	35	\$2,372,363	\$2,235,884	70	70	\$84,000	\$26,000
Maryland	16	17	\$1,019,083	\$1,846,189	81	81	\$346,742	\$475,144
Massachusetts	98	92	\$6,542,593	\$6,868,703	183	183	\$784,420	\$386,407
Michigan	120	122	\$7,055,212	\$7,033,612	696	696	\$517,700	\$150,842
Minnesota	11	10	\$713,491	\$655,171	123	123	\$1,960,098	\$1,624,434

<sup>1</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	
	2021	2020	2021	2020	2021	2020	2021	2020
Mississippi	100	92	\$5,172,846	\$4,805,854	210	210	\$3,242,184	\$2,924,603
Missouri	82	75	\$4,580,785	\$4,376,213	312	312	\$486,784	\$381,045
Montana	10	12	\$76,886	\$472,668	0	0	\$3,042	\$26,994
Nebraska	0	0	\$0	\$0	13	13	\$77,786	\$74,254
New Hampshire	9	9	\$568,684	\$587,420	92	92	\$244,810	\$54,612
New Jersey	3	0	\$23,562	\$0	0	0	\$2,744	\$0
New Mexico	13	10	\$579,042	\$599,780	25	25	\$74,171	\$88,021
New York	309	317	\$20,947,813	\$23,130,130	283	283	\$1,579,596	\$1,095,583
North Carolina	51	46	\$2,527,585	\$2,789,100	141	141	\$1,180,691	\$1,366,772
Ohio	419	410	\$23,970,542	\$23,547,878	1,102	1,102	\$37,448	\$1,864,106
Oklahoma	45	43	\$2,719,368	\$2,619,405	194	194	\$831,027	\$698,489
Oregon	276	272	\$15,890,417	\$16,344,805	628	628	\$1,794,870	\$1,770,955
Pennsylvania	243	246	\$15,195,835	\$15,542,465	954	954	\$3,602,889	\$2,194,646
Rhode Island	12	6	\$677,355	\$437,354	143	143	\$130,839	\$88,041
South Carolina	36	34	\$1,837,692	\$1,649,319	84	84	\$2,117,086	\$1,744,071



State	Total Number of Employees Paid		Total Payroll		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2021	2020	2021	2020	2021	2020	2021	2020
South Dakota	213	216	\$13,111,369	\$12,716,363	679	679	\$787,932	\$355,123
Tennessee	9	9	\$528,376	\$523,202	69	69	\$398,618	\$123,448
Texas	150	236	\$9,420,598	\$10,863,034	352	352	\$735,113	\$655,615
Utah	76	68	\$5,581,345	\$5,021,094	129	129	\$329,517	\$294,023
Vermont	139	140	\$7,902,373	\$8,080,307	263	263	\$300,571	\$218,666
Virginia	15	14	\$747,578	\$720,735	48	48	\$1,262,037	\$744,920
Washington	60	59	\$3,324,779	\$3,320,483	308	308	\$429,389	\$382,992
West Virginia	19	9	\$320,375	\$235,167	0	0	\$4,097	\$5,000
Wisconsin	23	25	\$1,132,042	\$1,219,206	8	8	\$427,671	\$19,843
Wyoming	35	46	\$1,274,986	\$2,002,443	7	7	\$19,189	\$15,301
<b>Total</b>	<b>4,400</b>	<b>4,351</b>	<b>\$270,712,082</b>	<b>\$277,083,714</b>	<b>12,966</b>	<b>12,966</b>	<b>\$45,941,723</b>	<b>\$34,860,553</b>

G&W's Canadian Region 2020 Economic Impact (USD) <sup>2</sup>		
Corporate Income Taxes	2021	2020
Canada Federal and Provincial	\$758,173	\$2,434,592
SLAR State Taxes (VT, ME, NH)	\$183,000	\$154,000
Franchise Taxes		
New Hampshire	\$7,400	\$5,668
Property Taxes		
Canada	\$2,173,393	\$1,962,799
SLAR	\$195,727	\$89,624
Sales & Use Taxes		
Canada GST/HST/PST	\$(1,458,159)	\$1,073,001
Maine Sales and Use Tax	\$17,696	\$23,493
Provincial Fuel Taxes		
Canada Fuel Taxes	\$182,240	\$190,672
Vermont Fuel Taxes	\$2,055	\$2,224
Employer Taxes		
Canada	\$2,673,706	\$2,377,134
SLAR	\$634,473	\$613,236
<b>Total Taxes Paid</b>	<b>\$5,369,705</b>	<b>\$8,926,443</b>

<sup>2</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>3</sup>		
Corporate Income Taxes	2021	2020
UK	\$(2,032,695)	
Germany	\$563,876	
Poland	\$461,468	
VAT		
UK	\$27,586,992	
Germany	\$2,527,102	
Poland	\$2,644,615	
Netherlands	\$195,338	
Property Tax		
UK	\$3,789,260	
Payroll Tax		
UK	\$65,914,653	
Germany	\$443,282	
Poland	\$3,878,406	
Netherlands	\$2,983,523	
Other		
Poland	\$172,219	
<b>Total Taxes</b>	<b>\$109,128,039</b>	

<sup>3</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 102: General Disclosures</b>	
<b>Organization Profile</b>	
102-1: Name of organization	Genesee & Wyoming Inc.
102-2: Activities and services	About Genesee & Wyoming Inc.; <a href="#">Services</a> ; <a href="#">About Us</a>
102-3: Location of headquarters	Darien, Connecticut
102-4: Location of operations	<a href="#">Freight Rail Service</a>
102-5: Ownership and legal form	Genesee & Wyoming Inc. is a privately held corporation, incorporated in Delaware.
102-6: Markets served	2021 ESG Report   About Genesee & Wyoming Inc.; <a href="#">Find a Railroad</a>
102-7: Scale of the organization	2021 ESG Report   About Genesee & Wyoming Inc.; ESG Data Tables; Helping Our Communities Thrive
102-8: Information on employees and other workers	ESG Data Tables; 2021 ESG Report   Our People Summary
102-9: Supply chain	2021 ESG Report   Minimizing Waste with Circular Strategies
<b>Strategy</b>	
102-15: Key impacts, risks, and opportunities	2021 ESG Report   Protecting our Environment; Implementing Spill Prevention and Mitigation Strategies; Promoting Crisis Readiness
<b>Ethics &amp; Integrity</b>	
102-16: Values, principles, standards, and norms	2021 ESG Report   G&W's Core Purpose & Values; <a href="#">Core Purpose &amp; Core Values</a> ; <a href="#">Code of Ethics and Conduct</a>
<b>General Governance</b>	
102-18: Governance structure	2021 ESG Report   Building Trust Through Transparency; <a href="#">Operational Leadership</a>
<b>Reporting Practices</b>	
102-50: Reporting period	About This Report
<b>GRI 200: Economic</b>	
<b>Indirect Economic Impacts</b>	
203-1: Infrastructure investments and services supported	2021 ESG Report   Creating Local Jobs; Providing Scholarships
203-2: Significant indirect economic impacts	2021 ESG Report   Freight 2030; Creating Local Jobs; Providing Scholarships; Supporting Local Organizations through Corporate Giving; Implementing Spill Prevention and Mitigation Strategies; <a href="#">Customer Success Stories</a>
<b>Anti-Competitive Behavior</b>	
206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See SASB Accounting Metrics TR-RA-520a.1 - Competitive Behavior
<b>GRI 300: Environment</b>	
<b>Energy</b>	
302-1: Energy use by source	ESG Data Tables; Taking Climate Action
302-3: Energy intensity ratio	ESG Data Tables
302-4: Reductions of energy consumption	ESG Data Tables; 2021 ESG Report   Taking Climate Action; Minimizing Waste with Circular Strategies; <a href="#">Sustainability</a>



Emissions	
305-1: Direct GHG emissions (Scope 1)	ESG Data Tables
305-2: Indirect GHG emissions (Scope 2)	ESG Data Tables
305-3: Indirect GHG emissions (Scope 3)	ESG Data Tables
305-4: GHG emissions intensity ratio	ESG Data Tables
305-5: GHG reductions realized	ESG Data Tables; 2021 ESG Report   Sustainability Highlights
Environmental Compliance	
307-1: Environmental violations, fines and/or penalties	No significant fines, non-monetary sanctions, or cases were recorded in 2021.
GRI 400: Social	
Employment	
401-2: Benefits	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.
Occupational Health & Safety	
403-3: Occupational health services	2021 ESG Report   Putting Health and Safety First; Using Leading Technology to Advance Safety; <a href="#">Safety</a>
403-5: Worker training on occupational health and safety	2021 ESG Report   Employee Safety and Development Programs; Standardizing Conductor Training Programs
403-6: Promotion of worker health	2021 ESG Report   Putting Health and Safety First; Promoting Safety Awareness and Engagement
403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 ESG Report   Promoting Crisis Readiness; Deploying Technology to Protect our Communities; <a href="#">Safety</a> ; <a href="#">Code of Ethics &amp; Conduct</a>
403-9: Work-related injuries	ESG Data Tables
Training and Education	
404-1: Career- or skills-related training	2021 ESG Report   Developing a Talented Workforce; Increasing Privacy and Cyber Security
404-2: Programs for upgrading employee skills and transition assistance programs	2021 ESG Report   Developing a Talented Workforce
404-3: Performance and career development reviews	For new hires, G&W conducts a 30-60-90 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 once a year.
Diversity & Equal Opportunity	
405-1: Diversity of employees	ESG Data Tables: We are not reporting age demographic.
Local Communities	
413-1: Operations with implemented local community engagement	2021 ESG Report   Helping our Communities Thrive; Partnering with Our Communities on Safety; <a href="#">Operation Lifesaver</a> ; <a href="#">Charitable Giving</a>
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 2021.



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

### Accounting Metrics

Topic	SASB Code	Accounting Metric	2021 Responses		2020 Responses
			EU/UK	North America	North America
Greenhouse Gas Emissions	TR-RA-110a.1	Gross global Scope 1 emissions	ESG Data Tables	ESG Data Tables	ESG Data Tables
	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.	2021 ESG Report   Our Sustainability Ambition; Our Commitment to Climate Action; Taking 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	2021 ESG Report Data Tables
Percentage 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	2021 ESG Report Data Tables
		Air emissions of the following pollutants: particulate matter (PM10)	ESG Data Tables	ESG Data Tables	2021 ESG Report Data Tables
Employee Health & Safety	TR-RA-320a.1	Total recordable incident rate (TRIR)	0.67	1.43	2021 ESG Report Data Tables
		Fatality rate	0.03	ESG Data Tables	2021 ESG Report Data Tables
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	2021 ESG Report Data Tables



		EU/UK	North America	North America	
Accident & Safety Management	TR-RA-540a.1	Number of accidents and incidents	ESG Data Tables	ESG Data Tables	2021 ESG Report Data Tables
	TR-RA-540a.2	Number of accident releases	ESG Data Tables	ESG Data Tables	2021 ESG Report Data Tables
		Number of non-accident releases (NARs)	ESG Data Tables	ESG Data Tables	2021 ESG Report Data Tables
	TR-RA-540a.3	Number of Federal Railroad Administration (FRA) recommended violation defects	ESG Data Tables	ESG Data Tables	2021 ESG Report Data Tables
	TR-RA-540a.4	Frequency of internal railway integrity inspections	G&W's UK operations do not have responsibility for the main line railway. This is maintained by <a href="#">Network Rail</a>	Frequency of track inspections are based on <a href="#">U.S. Regulatory Track Inspection Frequency Regulation: FRA 213.233</a> and <a href="#">Transport Canada Regulatory Track Inspection Frequency Regulation</a>	Frequency of track inspections are based on <a href="#">U.S. Regulatory Track Inspection Frequency Regulation: FRA 213.233</a> and <a href="#">Transport Canada Regulatory Track Inspection Frequency Regulation</a>

### Activity Metrics

SASB Code	Activity Metric	2021 Response		2020 Response
		UK / EU	North America	North America
TR-RA-000.A	Number of carloads transported	See Footnote 1	1,672,590	1,656,262
TR-RA-000.B	Number of intermodal carloads transported	See Footnote 1	127,253	90,087
	Number of intermodal containers transported	899,622	693,649	556,851
TR-RA-000.C	Track miles <sup>2</sup>	20,000	13,878	13,859
TR-RA-000.D	Revenue ton miles (RTM)	199,506,055	7,981,562,995	7,973,640,193
TR-RA-000.E	Number of employees	3,065	4,784	3,686

<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.

Certain numbers set forth in this data have been rounded for reader convenience. In addition, due to changes in methodology and/or reporting, there may be immaterial changes in previously reported data that results in less than a 5% impact that are not incorporated.

