





This report is Genesee & Wyoming Inc.'s 2024 ESG Data Supplement, which builds upon our 2023 Environmental, Social and Governance Report. This supplement provides updates on our ESG initiatives and progress during fiscal year 2023. Unless otherwise stated, data and information in this report is from January 1, 2023 to December 31, 2023.

For additional information, please visit [gwrr.com](https://www.gwrr.com).



Michael Miller, G&W CEO

From the CEO

While railroads are inherently more energy-efficient than other modes of freight transportation, we recognize that being the more sustainable option alone is not enough. We choose to actively strive to reduce our carbon footprint, improve energy efficiency and minimize our impact on the environment. In addition, we are driven by an ESG strategy focused on protecting the communities we serve, becoming the employer of choice for our workforce and enhancing the experience of our customers.

As the CEO of Genesee & Wyoming, I am proud to present this 2024 supplement, which is not just a record of our achievements but a testament to G&W's ongoing journey toward a more sustainable and equitable future.

This supplement demonstrates the momentum we've built since releasing our first ESG Report in 2021 based on 2020 data and paints a clear picture of our commitment to ESG.

Of note, you'll see that our greatest stride has been reducing our Scope 1 emissions intensity more than 16% since 2020 — largely thanks to our locomotive fleet overhaul in North America, which saw us purchase 93 newer locomotives in 2023.



The challenges we face are complex and multifaceted, but we are confident that through innovation, collaboration and a deep sense of responsibility, we can drive meaningful change. Rest assured, ESG remains a critical focus for G&W, and we look forward to sharing our progress with you in the years ahead.

HIGHLIGHTS FROM 2023:

SAFETY



82 of our operations completed the year without a reportable injury

62 of our railroads won a Jake Award with Distinction from the American Short Line and Regional Railroad Association for completing the year injury-free



48 of our employees were recognized for 20 years of injury-free service during our annual June Safety Month

COMMUNITY & DIVERSITY

G&W donated more than \$150,000 to various charitable organizations, including an Earth Day donation to Earth-Day.org's Canopy Project, which focuses on improving the environment by planting trees; a Pride Month donation to The Trevor Project, whose mission is to end suicide among LGBTQ youth; and a World Hunger Day donation to Feeding America, given the role that agriculture plays in our business



G&W volunteers reached more than 11,000 people at over 65 events and presentations for Operation Lifesaver, a nonprofit dedicated to educating communities on rail safety

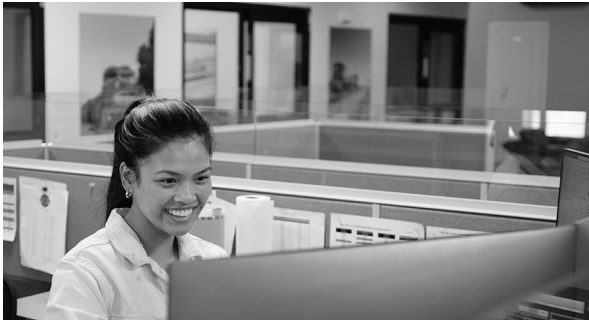


G&W sponsored 7 women employees to attend Railway Age magazine's inaugural Women in Rail Conference

CYBERSECURITY

G&W's Phish Prone Percentage dropped from 9.2% in 2018 to 1.8% in 2023 thanks to a relentless focus on training our employees on security awareness

G&W maintained its "A" rating from Security Scorecard, a third party that provides G&W its external cybersecurity risk rating





Our Commitment to Climate Action

In 2024, G&W received validation of our near-term science-based emissions reduction target submitted to the Science Based Target initiative (SBTi). SBTi is a global non-profit that helps companies set emissions reduction goals aligned with climate science to limit global warming to 1.5°C, as outlined in the Paris Agreement. SBTi provides a clear framework for companies to reduce greenhouse gas emissions, helping them contribute to global climate goals, build resilience, and meet growing stakeholder expectations for environmental responsibility.



Our targets aim to reduce our Scope 1 and Scope 3 well-to-wheel GHG emissions from fuel- and energy-related activities 42% per million gross ton miles (MGTM) by 2035 from a 2020 base year. We set a Scope 2 emissions absolute reduction target that intends to cut our emissions 37.5% by 2035 from a 2020 base year, and also committed to engage with our key suppliers to set science-based targets around our emissions related to the purchase of goods, services and capital goods by 2027.

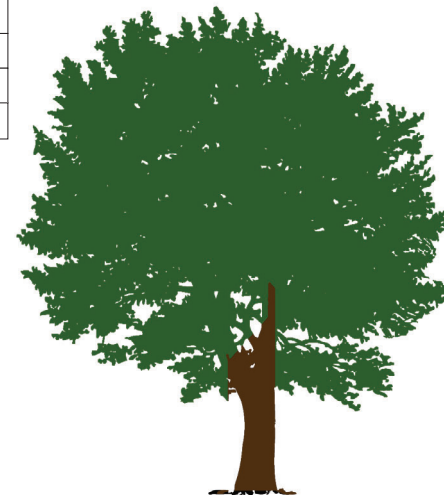
By establishing science-based targets, we are ensuring our climate goals are credible, measurable and impactful.

To achieve our targets, 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.
- Evaluate on-site renewable energy, renewable energy credits and power purchase agreements.
- Engage with strategic suppliers that make up 65% of our purchased goods and services, and capital goods emissions to set science-based targets.

G&W Global Scope 1 Emissions (Intensity)				
Year	CO ₂ e	GMT (millions)	CO ₂ e/MGTM	% Change from 2020
2023	583,988	32,135	18.17	-16.7%
2022	612,549	34,463	17.77	-18.5%
2021	629,235	32,954	19.09	-12.4%
2020	622,922	28,564	21.81	

G&W Global Scope 2 Emissions (Absolute)		
Year	CO ₂ e	% Change from 2020
2023	35,499	35.2%
2022	25,807	-1.7%
2021	31,306	19.2%
2020	26,262	





ESG DATA TABLES¹

REDUCING CARBON IMPACT			
Greenhouse Gas Emissions	Units	2023	2022
		North America	North America
Direct (Scope 1)	Metric tons CO ₂ e	398,655	425,798
Energy Indirect (Scope 2)	Metric tons CO ₂ e	17,660	15,898
Other Indirect (Scope 3)	Metric tons CO ₂ e	353,373	377,308
MGTM	Million Gross Ton-Miles (MGTM)	21,152	21,439
Emissions Intensity (Scope 1+2)	Metric Tons CO ₂ e per MGTM	19.68	20.60
NOx	Metric tons	3,480	3,778
SOx	Metric tons	4	4
Particulate Matter (PM ₁₀)	Metric tons	76	85
Energy Consumption			
Diesel	Gallons	36,409,772	39,124,023
	Gigajoules	5,279,849	5,673,447
Gasoline	Gallons	2,245,526	1,953,855
	Gigajoules	285,411	248,339
Natural Gas	Therms	626,900	912,550
	Gigajoules	66,138	96,274
Propane	Gallons	1,860	1,751
	Gigajoules	179	169
Jet Fuel	Gallons	5,344	9,966
	Gigajoules	761	1,419
Total Direct Consumption⁹	Gigajoules	5,632,338	6,019,649
Electricity	MWh	57,546	49,913
	Gigajoules	207,167	179,687
Total Indirect Consumption	Gigajoules	207,167	179,687

¹ 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.



BECOMING THE COMPANY OF CHOICE FOR OUR EMPLOYEES ²			
Employee Gender Population	Units	2023	2022
		North America	North America
Total Employees	Number	5149	4907
Male	Percent	92%	92%
Female	Percent	8%	8%
Canada Region			
Male	Percent	90%	91%
Female	Percent	10%	9%
Canada Region [SLAR only]			
Male	Percent	93%	92%
Female	Percent	7%	8%
Corporate Region			
Male	Percent	64%	63%
Female	Percent	36%	37%
North Region			
Male	Percent	98%	98%
Female	Percent	2%	2%
South Region			
Male	Percent	96%	96%
Female	Percent	4%	4%
West Region			
Male	Percent	96%	96%
Female	Percent	4%	4%

² Employee population data reflects all employees with service during the calendar year.



BECOMING THE COMPANY OF CHOICE FOR OUR EMPLOYEES

Employee Diversity Population ³	Units	2023	2022
		U.S. Only	U.S. Only
Total Employees	Number	4,575	4,395
White	Percent	84%	85%
Black or African American	Percent	8%	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	<1%	0%
Canada Region [SLAR only]	Number	42	49
White	Percent	100%	98%
Black or African American	Percent	0%	0%
Hispanic or Latino	Percent	0%	0%
Two or More Races	Percent	0%	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%
Corporate Region	Number	641	663
White	Percent	80%	82%
Black or African American	Percent	10%	8%
Hispanic or Latino	Percent	4%	3%
Two or More Races	Percent	3%	3%
Asian	Percent	2%	3%
American Indian/Alaska Native	Percent	<1%	<1%
Native Hawaiian or Other Pacific Islander	Percent	<1%	<1%
Not Specified	Percent	0%	0%

³ The diversity population data excludes Canadian employees, per regulation.



BECOMING THE COMPANY OF CHOICE FOR OUR EMPLOYEES			
Employee Diversity Population ³	Units	2023	2022
		U.S. Only	U.S. Only
North Region	Number	1,546	1,340
White	Percent	94%	96%
Black or African American	Percent	3%	2%
Hispanic or Latino	Percent	2%	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	<1%	0%
South Region	Number	1,389	1,345
White	Percent	75%	77%
Black or African American	Percent	19%	17%
Hispanic or Latino	Percent	3%	3%
Two or More Races	Percent	2%	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%	0%
West Region	Number	957	998
White	Percent	81%	81%
Black or African American	Percent	2%	2%
Hispanic or Latino	Percent	14%	13%
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	<1%	0%
Employee Tenure ⁴			
Average Employee Tenure	Years	8.8	9.3

⁴ 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	2023	2022
			North America	North America
Confirmed incidents of corruption	Total Number		0	0
Incidents in which employees were dismissed or disciplined for corruption	Total Number		0	0
Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption	Total Number		0	0
Employee Health & Safety				
Reportable Injuries (FRA)	Number		76	47
Reportable Injury Frequency Rate	Injuries per 200,000 Employee Hours		1.90	1.20
Fatalities	Number		0	0
Fatality Frequency Rate	Fatalities per 200,000 Employee Hours		0	0
Accident and Safety Management				
Total Train Accidents or Incidents	Number		48	60
Grade Crossing	Number		76	55
Derailments	Number		41	55
Other Accidents or Incidents	Number		7	5
Train Accident or Incident Frequency Ratio	Accidents per Million Train Miles		0.18	0.22
Train-related accident releases of hazardous materials	Number		0	1
Non-accident releases of hazardous materials	Number		1	5
Number of FRA recommended violation defects	Number		48	48



HELPING OUR COMMUNITIES THRIVE

G&W's U.S. Economic Impact (USD)¹

State	Total Number of Employees Paid		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2023	2022	2023	2022	2023	2022
Alabama	189	197	710	653	\$2,871,681	\$3,050,768
Arizona	102	105	360	295	\$1,082,652	\$785,961
Arkansas	187	164	530	544	\$1,991,265	\$1,450,447
California	204	207	887	797	\$1,687,357	\$1,950,769
Colorado	0	0	126	88	\$13,729	\$16,435
Connecticut	116	112	483	497	\$133,570	\$266,592
Florida	351	320	235	306	\$2,299,223	\$2,070,127
Georgia	285	251	849	894	\$1,486,134	\$2,211,246
Illinois	116	127	359	379	\$2,635,854	\$2,370,572
Indiana	170	143	720	667	\$1,058,349	\$1,833,101
Kansas	74	75	436	472	\$1,103,839	\$1,516,406
Kentucky	0	0	11	12	\$64,921	\$36,444
Louisiana	63	69	299	165	\$1,278,564	\$1,288,807
Maine	35	39	88	70	0	0
Maryland	16	17	74	81	\$542,470	\$658,091
Massachusetts	271	91	421	183	\$1,337,046	\$1,491,891
Michigan	120	123	632	696	\$928,656	\$878,649
Minnesota	12	10	207	123	\$921,455	\$790,547
Mississippi	93	109	193	210	\$990,455	\$1,675,504
Missouri	89	86	349	312	\$918,699	\$707,426
Montana	0	2	0	0	\$4,000	\$3,000

¹Includes property taxes, sales & use taxes, gross receipts taxes and state taxes.



HELPING OUR COMMUNITIES THRIVE

G&W's U.S. Economic Impact (USD)¹

State	Total Number of Employees Paid		Miles of Road Operated		Total Taxes, Purchases & Other Payments	
	2023	2022	2023	2022	2023	2022
Nebraska	0	0	34	13	\$5,942	\$1,463
New Hampshire	8	9	81	92	\$4,773	\$5,607
New Jersey	1	4	0	0	\$856	\$6,521
New Mexico	9	14	50	25	\$68,700	\$68,000
New York	321	305	423	283	\$3,247,132	\$3,065,631
North Carolina	55	52	145	141	\$1,106,110	\$1,462,893
Ohio	415	428	1,169	1,102	\$2,829,630	\$3,400,320
Oklahoma	47	45	173	194	\$284,229	\$351,067
Oregon	272	293	835	628	\$3,396,149	\$2,356,265
Pennsylvania	220	238	649	954	\$1,961,350	\$2,249,937
Rhode Island	5	5	97	143	\$274,511	\$277,275
South Carolina	37	38	104	84	\$933,355	\$1,771,572
South Dakota	222	222	721	679	\$611,859	\$1,081,421
Tennessee	10	9	70	69	\$161,901	\$182,213
Texas	129	148	293	352	\$283,459	\$1,234,682
Utah	82	70	353	129	\$658,121	\$668,898
Vermont	125	130	241	263	\$275,716	\$427,187
Virginia	13	14	41	48	\$1,000,103	\$935,355
Washington	62	54	268	308	\$439,222	\$755,700
West Virginia	27	36	0	0	\$11,000	\$14,699
Wisconsin	23	20	5	8	\$285,131	\$266,193
Wyoming	0	13	7	7	\$9,069	0
Total	4,576	4,394	13,728	12,966	\$41,198,237	\$45,635,682



HELPING OUR COMMUNITIES THRIVE

G&W's Canadian Region Economic Impact (USD)²

Corporate Income Taxes	2023	2022
Canada Federal and Provincial	\$3,363,818	\$1,462,936
SLAR State Taxes (VT, ME, NH)	\$301,102	\$283,000
Franchise Taxes		
New Hampshire	\$8,300	\$9,900
Property Taxes		
Canada	\$2,044,527	\$2,114,143
SLAR	\$141,554	\$139,003
Sales & Use Taxes		
Canada GST/HST/PST	\$2,430,537	\$506,831
Maine Sales and Use Tax	\$10,133	\$29,743
Provincial Fuel Taxes		
Canada Fuel Taxes	\$187,401	\$194,431
Vermont Fuel Taxes	\$2,130	\$2,207
Employer Taxes		
Canada	\$3,019,496	\$2,740,925
SLAR	\$598,394	\$658,097
Total Taxes	\$12,107,393	\$8,141,216

² Includes employer taxes, franchise taxes, property taxes, sales & use taxes, provincial fuel taxes, and Canadian Federal & Provincial taxes.
\$1 CAD = \$1.253 USD



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Sustainability Disclosure Topics

GRI Standard and Disclosure	Response / Information Location	
GRI 2: General Disclosures 2021		
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	2023 ESG Report Becoming the Company of Choice For Our Employees
2-26	Mechanisms for seeking advice and raising concerns	2023 ESG Report Becoming the Company of Choice For Our Employees
2-27	Compliance with laws and regulations	2023 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
GRI 3: Material Topics		
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
GRI 201: Economic Performance		
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	2023 ESG Report Helping Our Communities Thrive
201-3	Defined benefit plan obligations and other retirement plans	2023 ESG Report Helping Our Communities Thrive
GRI 205: Anti-corruption		
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



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Sustainability Disclosure Topics

GRI Standard and Disclosure	Response / Information Location	
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 parttime 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



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Sustainability Disclosure Topics

GRI Standard and Disclosure	Response / Information Location	
Local Communities		
413-1	Operations with implemented local community engagement	2023 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 2023

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Accounting Metrics

Topic	SASB Code	Accounting Metric	2023 Response	2022 Response
			North America	North America
Greenhouse Gas Emissions	TR-RA-110a.1	Gross global Scope 1 emissions	498,655	425,798
	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.	2024 ESG Report	2023 ESG Report
	TR-RA-110a.3	Total fuel consumed	ESG Data Tables	ESG Data Tables
		Percentage renewable	0% Renewable	0% Renewable
Air Quality	TR-RA-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O)	ESG Data Tables	ESG Data Tables
		Air emissions of the following pollutants: particulate matter (PM ₁₀)	ESG Data Tables	ESG Data Tables
Employee Health & Safety	TR-RA-320a.1	Total recordable incident rate (TRIR)	1.9	1.2
		Fatality rate	0	0
Competitive Behavior	TR-RA-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0	0



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Accounting Metrics

Topic	SASB Code	Accounting Metric	2023 Response	2022 Response
			North America	North America
Accident & Safety Management	TR-RA-540a.1	Number of accidents and incidents	ESG Data Tables	ESG Data Tables
	TR-RA-540a.2	Number of accident releases	ESG Data Tables	ESG Data Tables
		Number of non-accident releases (NARs)	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
	TR-RA-540a.4	Frequency of internal railway integrity inspections	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	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	2023 Response	2022 Response
		North America	North America
TR-RA-000.A	Number of carloads transported	1,632,954	1,673,020
TR-RA-000.B	Number of intermodal carloads transported	33,536	99,598
	Number of intermodal containers transported	684,212	525,614
TR-RA-000.C	Track miles ²	13,728	13,633
TR-RA-000.D	Revenue ton miles (RTM)	6,541,876,164	7,199,639,383
TR-RA-000.E	Number of employees	5,149	4,907