

GENESEE & WYOMING | 2025 SUSTAINABILITY DATA SUPPLEMENT





This report is Genesee & Wyoming Inc.'s 2025 Sustainability Data Supplement, which builds upon our 2024 Data Supplement and provides updates on our Sustainability initiatives and progress during fiscal year 2024. Unless otherwise stated, data and information in this supplement are from January 1, 2024 to December 31, 2024.

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



Michael Miller

From the CEO

G&W 125 YEARS
1899–2024

It's impossible to talk about sustainability and 2024 without acknowledging G&W's 125th anniversary, a milestone only a handful of American companies are privileged to celebrate and a year spent honoring and building upon a legacy we've cultivated since 1899.

In terms of SAFETY, OUR FIRST CORE VALUE AT G&W:



76 G&W railroads finished the year with zero injuries – a foundational goal for every shift of every day.

66 of these roads received Jake Awards with Distinction from the American Short Line and Regional Railroad Association (ASLRRA) for their injury-free performance.



56 employees were congratulated for 20 years of injury-free service during our annual June Safety Month, joining more than 500 employees who have already been recognized for the milestone since 2022.

Regarding SERVICE, OUR SECOND CORE VALUE AT G&W:

Our commercial pipeline, which represents potential new or expanded business for our railroads, grew steadily each quarter in 2024 and **ended the fourth quarter 20% higher than that of 2023 – demonstrating the long-term viability of rail as a mode of transportation as well as customers' trust in G&W.**

Our **Indiana & Ohio Railway (IORY)** received a **Business Development Award from ASLRRA** for its ability to support a key customer's growth initiative by offering customized rail service while removing 3,700 truckloads from congested area roads in the process. The joint effort also resulted in IORY adding three crew members and seeing its annual carloads grow by 63%.



With **COMMUNITY** in mind, FROM A PHILANTHROPIC PERSPECTIVE:

We donated to the **Genesee Valley Conservancy**, which works to protect the natural space and farmland of western New York's Genesee Valley, where our company began as a single 14-mile railroad hauling salt for the region's mines.



Genesee Valley Conservancy

We introduced a **commemorative heritage** design on many locomotives across our footprint, which was appreciated by the countless railfans in the communities we serve, **and a special military-appreciation** design, thanking the many people both inside and outside our company who have served our country.



We held **125th anniversary celebrations** at our Rochester & Southern Railroad (RSR), the successor to our original Genesee and Wyoming Railroad and a stone's throw from our administrative headquarters in Rochester, as well as at our operations headquarters in Jacksonville. These presented an opportunity not only to thank current team members but also recognize past employees and others that have been integral to our success.

Of course, we also focused on our sustainability pillars throughout the year, and some data as well as a few additional highlights in support of those can be found within this supplement. **Most importantly, G&W is happy to announce that we received validation of our SBTi targets in 2024 – ensuring that sustainability will continue to play a critical role in the next chapter of our company's story.**

SBTi TARGETS

- **Reduce Scope 1 emissions 42% by 2035**
- **Reduce Scope 2 emissions 37.5% by 2035**
- **Commit to engage with suppliers that produce 65% of G&W's Scope 3 emissions to develop science-based targets**

Thank you for your interest in G&W.



OTHER HIGHLIGHTS

SAFETY

In an effort to build a team familiar with the National Incident Management System's (NIMS) Incident Command System (ICS), **18 employees** were trained on the process via third-party NIMS and ICS specialists.

We conducted more than **270,000 operational tests** on employees to ensure they understand how to apply safety rules in practice.

ENVIRONMENT

In 2024, we continued to see emission reduction benefits from our multi-year locomotive fleet overhaul, purchasing an additional 29 newer locomotives and overhauling 14 others. **As a result of this initiative, our Scope 1 emissions intensity has decreased nearly 15% since 2020.**



CYBERSECURITY

G&W's Phish Prone Percentage has dropped significantly from **9.2%** in **2018** to **1.5%** in **2024**, thanks to consistent and intense security awareness training among employees.

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

THE EMPLOYEE EXPERIENCE

G&W reduced its overall voluntary employee turnover rate from **7.2%** in **2023** to **5.8%** in **2024**, partly a result of a targeted retention initiative among field employees.



Furthering its commitment to professional and leadership development, **G&W launched LinkedIn Learning** for all professional and management employees in 2024.

Compared to 2023, **G&W saw a 17% increase in employees who took advantage of our Teladoc benefit's mental health support.**

31% of employees noted they would not have accessed mental health care without Teladoc.

We trained **70 frontline supervisors** across five railroads on **ENGAGEMENT, RETENTION and INCLUSIVITY**, improving retention at four of the five targeted operations.

G&W sponsored Railway Age magazine's second annual Women in Rail Conference and sent seven of our own women employees to the event.

COMMUNITY

In 2024, G&W volunteers continued our partnership with Operation Lifesaver to educate more than **18,000 community members** on rail safety.



G&W donated **more than \$50,000** to over 30 charitable organizations in 2024, including World Wildlife Foundation and Rainbow Railroad, and matched nearly **\$18,000** in employee contributions to 21 nonprofits through its Matching Gift Program.



Employees from G&W's Rochester corporate support office continued its annual participation in United Way Day of Caring,

while employees from our Jacksonville operations headquarters volunteered for Habitat for Humanity. Our entire North American sales team also capped its annual sales kickoff meeting



by packing **more than 17,140 meals** and donating more than 600 books for preschoolers for Hunger Fight's Jacksonville chapter.





SUSTAINABILITY DATA TABLES¹

In this report, we have included data for G&W's North America operations, where available.

We continue to enhance our disclosure efforts and improve data collection throughout our global operations.

REDUCING CARBON IMPACT			
Greenhouse Gas Emissions		2024	2023
	Units	North America	North America
Direct (Scope 1)	Metric tons CO ₂ e	388,922	398,655
Energy Indirect (Scope 2) Location-Based	Metric tons CO ₂ e	15,286	17,660
Other Indirect (Scope 3) ^{2,3}	Metric tons CO ₂ e	334,085	353,373
MGTM	Million Gross Ton-Miles (MGTM)	20,978	21,152
Emissions Intensity (Scope 1+2) Location-Based	Metric Tons CO ₂ e per MGTM	19.27	19.68
NOx	Metric tons	2,764	3,480
SOx	Metric tons	4	4
Particulate Matter (PM ₁₀)	Metric tons	67	76
Energy Consumption			
Diesel	Gallons	35,250,083	36,409,772
	Gigajoules	5,111,680	5,279,849
Gasoline	Gallons	2,343,754	2,245,526
	Gigajoules	297,896	285,411
Natural Gas	Therms	877,831	626,900
	Gigajoules	92,611	66,138
Propane	Gallons	1,097	1,860
	Gigajoules	106	179
Jet Fuel	Gallons	2,275	5,344
	Gigajoules	324	761
Total Direct Consumption	Gigajoules	5,502,617	5,632,338
Electricity	MWh	56,455	57,546
	Gigajoules	203,239	207,167
Total Indirect Consumption	Gigajoules	203,239	207,167

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.

² After evaluating certain of our contract rail operations, we determined the fuel purchases do not fall within our operational control boundary and therefore have been removed from our scope 1 emissions and transferred to our scope 3 emissions.

³ For North America in 2025, 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.



BECOMING THE COMPANY OF CHOICE FOR OUR EMPLOYEES ⁴			
Employee Population ⁵		Units	
		2024	2023
		North America	North America
Total Employees	Number	5067	5149
		North America	North America
Employees	Number	5067	5149
Male	Percent	93%	92%
Female	Percent	7%	8%
		U.S. Only	U.S. Only
Employees	Number	5067	4,575
White	Percent	79%	84%
Black or African American	Percent	8%	8%
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	4%	<1%
Employee Tenure ⁶			
Average Employee Tenure	Years	8.9	8.8

⁴ Employee population data reflects all employees with service during the calendar year.

⁵ The diversity population data excludes Canadian employees per regulation.

⁶ 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	2024	2023
			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		63	76
Reportable Injury Frequency Rate	Injuries per 200,000 Employee Hours		1.49	1.90
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		75	48
Grade Crossing	Number		76	76
Derailments	Number		61	41
Other Accidents or Incidents	Number		14	7
Train Accident or Incident Frequency Ratio	Accidents per Million Train Miles		0.26	0.18
Train-related accident releases of hazardous materials	Number		0	0
Non-accident releases of hazardous materials	Number		7	1
Number of FRA recommended violation defects	Number		98	48

Item	Value	UOM	Source
		North America	North America
2024 MGTM	22,726	MGTM	GTM_2024_FullYear_Run1_6_25
2024 MGTM (contract ops removed)	20,978	MGTM	GTM_2024_FullYear_Run1_6_25
Difference	1,748	MGTM	



GRI STANDARD AND DISCLOSURE		RESPONSE / INFORMATION LOCATION
GRI 2: General Disclosures 2021		2024
2-1	Organizational details	Genesee & Wyoming Inc.
2-3	Reporting period, frequency and contact point	2025 ESG Report About This Report
2-6	Activities, value chain and other business relationships	2025 ESG Report About This Report
2-7	Employees	ESG Data Tables
2-8	Workers who are not employees	ESG Data Tables
2-25	Processes to remediate negative impacts	2024 ESG Report Becoming the Company of Choice For Our Employees
2-26	Mechanisms for seeking advice and raising concerns	2024 ESG Report Becoming the Company of Choice For Our Employees
2-27	Compliance with laws and regulations	2024 ESG Report About This Report
2-28	Membership associations	2024 ESG Report Becoming the Company of Choice For Our Employees
2-29	Approach to stakeholder engagement	2024 ESG Report Stakeholder Engagement
2-30	Collective bargaining agreements	2024 ESG Report Becoming the Company of Choice For Our Employees
GRI 3: Material Topics		
3-1	Process to determine material topics	2024 ESG Report Stakeholder Engagement
3-2	List of material topics	2024 ESG Report Stakeholder Engagement
3-3	Management of material topics	2024 ESG Report Stakeholder Engagement
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2024 ESG Report Helping Our Communities Thrive
201-2	Financial implications and other risks and opportunities due to climate change	2024 ESG Report Helping Our Communities Thrive
201-3	Defined benefit plan obligations and other retirement plans	2024 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



GRI STANDARD AND DISCLOSURE		RESPONSE / INFORMATION LOCATION
GRI 305: Emissions		2024
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	2024 ESG Report Workplace Health and Safety
403-5	Worker training on occupational health and safety	2024 ESG Report Workplace Health and Safety
403-6	Promotion of worker health	2024 ESG Report Workplace Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 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	2024 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	2024 ESG Report Becoming the Company of Choice For Our Employees
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 2024



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Sustainability Disclosure Topics & Accounting Metrics

Accounting Metrics

Topic	SASB Code	Accounting Metric	2024	2023 Response
Greenhouse Gas Emissions	TR-RA-110a.1	Gross global Scope 1 emissions	388,922	398,655
	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.	2025 ESG Report	2024 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) NOx (excluding N2O)	ESG Data Tables	ESG Data Tables
		Air emissions of the following pollutants: particulate matter (PM10)	ESG Data Tables	ESG Data Tables
Employee Health & Safety	TR-RA-320a.1	Total recordable incident rate (TRIR)	1.49	1.9
		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
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 nonaccident 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



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Sustainability Disclosure Topics & Accounting Metrics

Activity Metrics

SASB Code	Activity Metric		
		North America	North America
TR-RA-000.A	Number of carloads transported	1,609,833	1,632,954
TR-RA-000.B	Number of intermodal carloads transported	22,974	33,536
	Number of intermodal containers transported	422,278	684,212
TR-RA-000.C	Track miles	11,488.39	13,728
TR-RA-000.D	Revenue ton miles (RTM)	6,119,948,275	6,541,876,164
TR-RA-000.E	Number of employees	5,067	5,149

Conversions			
1 metric ton =		1.10231	