

Appendix

Global Reporting Initiative (GRI) Table

GRI Standard	Disclosure	Location
Organizational profile		
GRI 102-1	Name of the organization	Front cover
GRI 102-2	Activities, brands, products, and services	About CWT – page 5
GRI 102-3	Location of headquarters	Online – Paris (https://www.carlsonwagonlit.com/) Minneapolis Singapore
GRI 102-4	Location of operations	Online – Office locations
GRI 102-5	Ownership and legal form	Online – Company ownership
GRI 102-6	Markets served	About CWT – page 5-7
GRI 102-7	Scale of the organization	About CWT – page 5-7
GRI 102-8	Information on employees and other workers	About CWT – page 5 Human Resources and Human Rights – page 28-39
GRI 102-9	Supply chain	Ethics and Business Behavior – page 22-23
GRI 102-10	Significant changes to the organization and its supply chain	About CWT – page 5-7 Ethics and Business Behavior – page 23
GRI 102-11	Precautionary Principle or approach	Responsible Products and Services – page 60
GRI 102-12	External initiatives	Responsible Business Strategy and Governance – page 11-15
GRI 102-13	Membership of associations	Responsible Business Strategy and Governance – page 11-15 Community Involvement – page 67-68

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GRI Standard	Disclosure	Location
Strategy		
GRI 102-14	Statement from senior decision-maker	Chair's statement – page 2 President & CEO's statement – page 3
GRI 102-15	Key impacts, risks, and opportunities	Responsible Business Strategy and Governance – page 8-9 We said/We did/We will – page 17, 26, 47, 56, 61, 69
Ethics and integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Ethics and Business Behavior – page 19-20
GRI 102-17	Mechanisms for advice and concerns about ethics	Ethics and Business Behavior – page 19-21
Governance		
GRI 102-18	Governance structure	Page 10, 19, 30
GRI 102-19	Delegating authority	Page 10, 19, 30
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Responsible Business Strategy and Governance – page 10
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Responsible Business Strategy and Governance – page 7
GRI 102-22	Composition of the highest governance body and its committees	Online – our people
GRI 102-25	Conflicts of interest	Ethics and Business Behavior – page 20
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Responsible Business Strategy and Governance – page 10
GRI 102-32	Highest governance body's role in sustainability reporting	Responsible Business Strategy and Governance – page 10

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Global Reporting Initiative (GRI) Table continued

GRI Standard	Disclosure	Location
Stakeholder engagement		
GRI 102-40	List of stakeholder groups	Responsible Business Strategy and Governance – page 7
GRI 102-41	Collective bargaining agreements	Human Resources and Human Rights – page 43
GRI 102-42	Identifying and selecting stakeholders	Responsible Business Strategy and Governance – page 7 Human Resources and Human Rights – page 38
GRI 102-43	Approach to stakeholder engagement	Responsible Business Strategy and Governance – page 7
GRI 102-44	Key topics and concerns raised	Responsible Business Strategy and Governance – page 7, 8, 9
Reporting practice		
GRI 102-45	Entities included in the consolidated financial statements	Online – Financial statements
GRI 102-46	Defining report content and topic boundaries	Responsible Business Strategy and Governance – page 7
GRI 102-47	List of material topics	Responsible Business Strategy and Governance – page 8, 9
GRI 102-48	Restatements of information	About CWT – page 4,5
GRI 102-49	Changes in the reporting period	No significant changes from previous reporting periods
GRI 102-50	Reporting period	About CWT – page 5
GRI 102-51	Date of most recent report	About CWT – page 5
GRI 102-52	Reporting cycle	About CWT – page 5
GRI 102-53	Contact point for questions regarding the report	responsiblebusiness@carlsonwagonlit.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Responsible Business Strategy and Governance – page 11
GRI 102-55	GRI content index	Page 70-74
GRI 102-56	External assurance	None

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GRI Standard	Disclosure	Location
Economic		
GRI 205-1	Operations assessed for risks related to corruption	Ethics and Business Behavior – page 21
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethics and Business Behavior – page 20, 21 Human Resources and Human Rights – page 44
Environmental		
GRI 302-1	Energy consumption within the organization	Environment – page 54, 55
GRI 302-2	Energy consumption outside the organization	Environment – page 54, 55
GRI 305-1	Direct (Scope 1) GHG emissions	Environment – page 54
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environment – page 54
GRI 305-3	Other indirect (Scope 3) GHG emissions	Environment – page 54
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Ethics and Business Behavior – page 22, 23

Appendix**Global Reporting Initiative (GRI) Table** continued

GRI Standard	Disclosure	Location
Social		
GRI 403-1	Workers representation in management – worker health and safety committees	Human Resources and Human Rights – page 39, 40, 41
GRI 404-1	Average hours of training per year per employee	Human Resources and Human Rights – page 36, 37
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources and Human Rights – page 36, 37
GRI 405-1	Diversity of governance bodies and employees	Human Resources and Human Rights – page 31
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Ethics and Business Behavior – page 22 Human Resources and Human Rights – page 42-46
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Business Behavior – page 22 Human Resources and Human Rights – page 42-46
GRI 412-2	Employee training on human rights policies or procedures	Human Resources and Human Rights – page 42 Ethics and Business Behavior – page 20
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Community Involvement – page 62-69
GRI 414-1	New suppliers that were screened using social criteria	Ethics and Business Behavior – page 22-23 Human Resources and Human Rights – page 44-46