

The 2016 version of the below GRI Standards have been used for this report. GRI 403: Occupational health and safety is the exception which has been updated to reflect the 2018 version of the standard.

Number	Disclosure Title	Disclosure	Description
102-1	Name of the organization	Wilh. Wilhelmsen Holding ASA (Wilhelmsen)	Fully
102-2	Activities, brands, products, and services	Company information is available on our website: <a href="http://www.wilhelmsen.com/about-wilhelmsen/companies/">http://www.wilhelmsen.com/about-wilhelmsen/companies/</a>	Fully
		Annual report/Directors report page 16	
		Annual report/Corporate structure page 138	
102-3	Location of headquarters	Lysaker, Norway	Fully
102-4	Location of operations	Annual report/Corporate structure page 139	Fully
102-5	Ownership and legal form	Wilhelmsen is listed on the Oslo Stock Exchange. A current list of the largest shareholders is available on our website: <a href="http://www.wilhelmsen.com/investors/the-share/20-largest-shareholders/">http://www.wilhelmsen.com/investors/the-share/20-largest-shareholders/</a>	Fully
		Annual report/Note 10 Equity page 105	
102-6	Markets served	Annual report/Note 2 Segment reporting page 51	Fully
102-7	Scale of the organization	Annual report/Directors report page 16	Fully
		Annual report/Income statement page 40	
102-8	Information on employees and other workers	Sustainability report/List of figures	Partially - information unavailable
		Partially reported due to lack of data on employment type full/part time and supervised workers.	
102-9	Supply chain	Sustainability report/List of figures	Partially - information unavailable
		Partially reported due to lack of data for all business segments.	
102-10	Significant changes to the organization and its supply chain	There are no significant changes to the reporting boundary for this period.	Fully
		Annual report/Directors report page 16	
102-11	Precautionary Principle or approach	Sustainability site/Governance	Fully
		Annual report/Corporate governance page 126	
102-12	External initiatives	Sustainability site/Stakeholders; Sustainability report/Working with Stakeholders	Fully
102-13	Membership of associations	Sustainability site/Stakeholders; Sustainability report/Working with Stakeholders	Fully
102-14	Statement from senior decision-maker	Sustainability report/CEO message; Annual report/Group CEO statement page 12	Fully
102-16	Values, principles, standards, and norms of behaviour	Sustainability site/Governing elements	Fully
		Annual report/Corporate governance page 126	
102-18	Governance structure	Sustainability site/Governance	Fully
		Annual report/Corporate governance page 126	
102-40	List of stakeholder groups	Sustainability site/Stakeholders	Fully
102-41	Collective bargaining agreements	100% of seafarers. Onshore employees are not covered by collective bargaining agreements.	Fully
102-42	Identifying and selecting stakeholders	Sustainability site/Stakeholders	Fully
102-43	Approach to stakeholder engagement	Sustainability site/Stakeholders	Fully
102-44	Key topics and concerns raised	Sustainability report/Working with stakeholders	Fully
102-45	Entities included in the consolidated financial statements	Annual report/Directors report page 16	Fully
		Annual report/Consolidation policies page 45	
		Annual report/Corporate structure page 138	
		Joint ventures, associated companies and minority interest companies are not covered by the sustainability report.	
102-46	Defining report content and topic Boundaries	Sustainability report/About our report	Fully
		Annual report/Corporate governance page 126	
102-47	List of material topics	Sustainability site/Materiality assessment	Fully
102-48	Restatements of information	No restatements.	Fully
102-49	Changes in reporting	Sustainability site/Materiality assessment	Fully
		Sustainability report/About our report	
102-50	Reporting period	Fiscal year 2019	Fully
102-51	Date of most recent report	Fiscal year 2018 report published 3 April 2019	Fully
102-52	Reporting cycle	Annual	Fully
102-53	Contact point for questions regarding the report	Head of sustainability - Melanie Moore	Fully
		email: <a href="mailto:melanie.moore@wilhelmsen.com">melanie.moore@wilhelmsen.com</a>	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. No external assurance.	Fully
102-55	GRI content index	Sustainability report/About our report/GRI content index	Fully
102-56	External assurance	The sustainability report has not been externally assured. Price Waterhouse Coopers AS (PWC) has included the financials of the report in their Auditor report.	Fully
103-1	Explanation of the material topic and its Boundary	Sustainability site/Materiality assessment	Fully
103-2	The management approach and its components	Sustainability site/Materiality assessment	Fully
103-3	Evaluation of the management approach	Sustainability site/Materiality assessment	Fully
201-1	Direct economic value generated and distributed	Annual report/Accounts and notes page 39	Partially - information unavailable

Number	Disclosure Title	Disclosure	Description
		Most figures are reported, however not set up as required by GRI due to business complexity and lack of reporting of local breakdown.	
201-3	Defined benefit plan obligations and other retirement plans	Annual report/Note 11/Pension page 71	Fully
		Annual report/Note 6/Employee benefits page 61	
202-2	Proportion of senior management hired from the local community	Sustainability report/List of figures	Fully
205-1	Operations assessed for risks related to corruption	Sustainability site/Ethics and anti-corruption.	Partially - information unavailable
		All business areas conducts risk analysis on compliance. However, we are not currently able to provide the percentage of operations which have been assessed.	
205-2	Communication and training about anti-corruption policies and procedures	Sustainability report/Ethics and anti-corruption. Sustainability report/List of figures	Partially - information unavailable
		Partially due to not broken down by business partners.	
205-3	Confirmed incidents of corruption and actions taken	Sustainability report/Ethics and anti-corruption Annual report/Whistleblowing and anti-corruption page 27	Fully
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Sustainability report/Ethics and anti-corruption	Fully
302-1	Energy consumption within the organisation	None. Limited sites within reporting boundary monitoring energy consumption. Intention was to establish framework for reporting this in 2019, however this was not completed in a systematic way. This will be completed for 2020 reporting year.	None - information not available. Will be captured for limited sites in 2020
305-1	Direct scope 1 GHG emissions	None. Limited sites within reporting boundary monitoring GHG emissions. Intention was to establish framework for reporting this in 2019, however this was not completed in a systematic way. This will be completed for 2020 reporting year.	None - information not available. Will be captured for limited sites in 2020
305-7	Nitrogen oxides (Nox), sulphur oxides (Sox) and other significant air emissions	None. Limited sites within reporting boundary monitoring air emissions. Intention was to establish framework for reporting this in 2019, however this was not completed in a systematic way. This will be completed for 2020 reporting year.	None - information not available. Will be captured for limited sites in 2020
308-1	New suppliers that were screened using environmental criteria	Sustainability report/Responsible procurement Sustainability report / List of figures	Partially - information unavailable
		Partially reported due to lack of data for all business segments.	
401-1	New employee hires and employee turnover	Sustainability report/List of figures	Partially - information unavailable
		Partially due to not broken down by gender or region.	
402-1	Minimum notice periods regarding operational changes	According to local rules and regulations. According to standard CBA for seafarers.	Fully
403-1	Occupational health and safety management system	Sustainability site / Health and safety.	Fully
		Ship management certified to operate ships as per the ISM Code. Ships service and NorSea Group certified according to OHSAS18001 Occupational health and safety standard.	
403-6	Promotion of worker health	Sustainability site/Health and safety	Fully
403-9	Work-related injuries	Sustainability report/Health and safety Sustainability report/List of figures	Partially - information unavailable
403-10	Work related ill health	Sustainability report/Health and safety Sustainability report/List of figures	Partially - information unavailable
404-1	Average hours of training per year per employee	Sustainability report/List of figures	Partially - information unavailable
		For onshore, emphasis is placed on continuous learning through on-the-job experiences, tasks and problem solving (70%); feedback, coaching (formal and informal) and networks (20%); and formal classroom courses, e-learning, seminars, videos etc. (10%). The figure reported is substantially lower than the actual time spent on personal and professional development for each employee. Seafarers have extensive training throughout the year to comply with rules and regulation and best practice. Our systems are built to ensure proper certificates and competencies for the seafarers, and not for collecting quantitative statistics such as number of training hours/days. We are therefore not able to report on the average number of training hours per year for seafarers. Missing numbers for training per gender and	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report/List of figures	Partially - information unavailable
		Partially due to not broken down by gender.	
405-1	Diversity of governance bodies and employees	Sustainability report/List of figures	Partially - information unavailable
		Partially due to not broken down by region.	
414-1	New suppliers that were screened using social criteria	Sustainability report/Responsible procurement. Sustainability report/List of figures	Partially - information unavailable
		Partially reported due to lack of data for all business segments.	
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability report/Ethics and anti-corruption	Fully