

The 2016 version of the below GRI Standards have been used for this report with the exception of GRI 403: Occupational health and safety which is based on 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 and annual reports are available on our website: http://www.wilhelmsen.com/about-wilhelmsen/companies/ Annual report/Directors report page 16 Annual report/Corporate structure page 130	Fully
102-3	Location of headquarters	Lysaker, Norway	Fully
102-4	Location of operations	Annual report/Corporate structure page 130	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: http://www.wilhelmsen.com/investors/the-share/20-largest-shareholders/ Annual report/Note 10 Equity page 101	Fully
102-6	Markets served	Annual report/Note 2 Segment reporting page 42	Fully
102-7	Scale of the organization	Annual report/Directors report page 16 Annual report/Income statement page 36	Fully
102-8	Information on employees and other workers	Sustainability report/List of figures Partially reported due to lack of data on employment type full/part time and supervised workers.	Partially - information unavailable
102-9	Supply chain	Sustainability report/List of figures Partially reported due to lack of data for all business segments.	Partially - information unavailable
102-10	Significant changes to the organization and its supply chain	There are no significant changes to the reporting boundary for this period. Annual report/Directors report page 16	Fully
102-11	Precautionary Principle or approach	Sustainability site/Governing elements Annual report/Corporate governance page 120	Fully
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 Annual report/Corporate governance page 120	Fully
102-18	Governance structure	Sustainability site/Governing elements Annual report/Corporate governance page 120	Fully
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 Annual report/General accounting principles page 40 Annual report/Corporate structure page 130 Joint ventures, associated companies and minority interest companies are not covered by the sustainability report.	Fully
102-46	Defining report content and topic Boundaries	Sustainability report/About our report Annual report/Corporate governance page 120	Fully
102-47	List of material topics	Sustainability report/Materiality assessment	Fully
102-48	Restatements of information	No restatements.	Fully
102-49	Changes in reporting	Sustainability report/Materiality assessment Sustainability report/About our report	Fully
102-50	Reporting period	Fiscal year 2020	Fully
102-51	Date of most recent report	Fiscal year 2020 report published 26 March 2021	Fully
102-52	Reporting cycle	Annual	Fully
102-53	Contact point for questions regarding the report	Head of sustainability - Melanie Moore email: melanie.moore@wilhelmsen.com	Fully
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 34 Most figures are reported, however not set up as required by GRI due to business complexity and lack of reporting of local breakdown.	Partially - information unavailable
201-3	Defined benefit plan obligations and other retirement plans	Annual report/Note 11/Pension page 63 Annual report/Note 6/Employee benefits page 53	Fully
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. All business areas conducts risk analysis on compliance. However, we are not currently able to provide the percentage of operations which have been assessed.	Partially - information unavailable
205-2	Communication and training about anti-corruption policies and procedures	Sustainability report/Ethics and anti-corruption. Sustainability report/List of figures Partially due to not broken down by business partners.	Partially - information unavailable
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 with standards in place for reporting on energy consumption. Consolidation reporting framework and tool to be implemented.	None - information unavailable. 2021 target to implement a common greenhouse gas (GHG) emissions reporting framework and system for all entities where Wilhelmsen have operational control.

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305-1	Direct scope 1 GHG emissions	None. Limited sites within reporting boundary with standards in place for reporting on GHG emissions. Consolidation reporting framework and tool to be implemented.	None - information unavailable. 2021 target to implement a common greenhouse gas (GHG) emissions reporting framework and system for all entities where Wilhelmsen have operational control.
305-7	Nitrogen oxides (Nox), sulphur oxides (Sox) and other significant air emissions	None. Limited sites within reporting boundary monitoring NOx and SOx. Consolidation reporting framework and tool not implemented.	None - information not available. Will be captured for limited sites in 2021.
308-1	New suppliers that were screened using environmental criteria	Sustainability report/Responsible procurement Sustainability report / List of figures Partially reported due to lack of data for all business segments.	Partially - information unavailable
401-1	New employee hires and employee turnover	Sustainability report/List of figures Partially due to not broken down by gender or region.	Partially - information unavailable
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. Ship Management certified to operate ships as per the ISM Code. Ships Service and NorSea Group certified according to ISO45001 Occupational health and safety standard.	Fully
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/Demographics 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 seafarers.	Partially - information unavailable
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report/Demographics Sustainability report/List of figures Partially due to not broken down by gender.	Partially - information unavailable
405-1	Diversity of governance bodies and employees	Sustainability report/Demographics Sustainability report/List of figures Partially due to not broken down by region.	Partially - information unavailable
414-1	New suppliers that were screened using social criteria	Sustainability report/Responsible procurement. Sustainability report/List of figures Partially reported due to lack of data for all business segments.	Partially - information unavailable
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability report/Ethics and anti-corruption Sustainability report/List of figures	Fully