



2021

Corporate Responsibility Report: Delivering with a purpose

SCHNEIDER







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Welcome







A letter from our CEO

With 87 years in the industry, our purpose is and has always been to deliver the goods that enhance the lives of people everywhere. At Schneider, we value our trucking heritage. Organizations built to last like ours must be customer-, associate- and market-centric, and they must be willing to take action and make meaningful changes. In Schneider's case that means remaining steadfast to our core values of safety first and always, integrity in every action, respect for all and excellence in what we do. It also means influencing meaningful change to take care of our associates, customers and communities by achieving the goals outlined in this Corporate Responsibility Report.

As we challenge ourselves to pursue a more sustainable, equitable and inclusive future, we are focused on integrating environmental, social and governance (ESG) priorities across our business. We believe we will influence others in our industry to do so as well. I have spent my entire career at Schneider. I know from my own experience we are serious about investing in our associates to develop and retain our talent. We strive to have an environment where our associate community feels respected and valued and where everyone can strive to reach their

full potential. As a result, our company's culture has been recognized by a variety of third-party organizations, naming Schneider as a best place to work among large employers, as well as a best employer for diversity.

Last year, in our inaugural Corporate Responsibility Report we established our short- and long- term sustainability goals to reduce carbon emissions on a per mile traveled basis. As we report our full year 2021 progress, you will see what we have achieved as well as the foundation we have set to continue that momentum for years to come. Schneider will have one of the largest electric vehicle fleets, and we intend to be at the forefront of defining what electrification looks like for shipping and logistics by continuing to pilot new technologies.

Building on our commitment to transparency and reporting, we have included a 2021 SASB table in this year's report. As you read this report, it is my hope that you will be inspired by what we have already achieved and by where we plan to go in the future.

Mark Rourke,
President and Chief Executive Officer



Our values

- › **Safety** first and always.
- › **Integrity** in every action.
- › **Respect** for all.
- › **Excellence** in what we do.

About Schneider

With over 85 years of experience, Schneider has grown from a single truck to one of the broadest portfolios of truckload, intermodal and logistics service offerings in the industry.

Our solutions, services and expertise include:

- › Regional and long-haul truckload
- › Expedited
- › Dedicated
- › Bulk
- › Rail connections (intermodal)
- › Brokerage
- › Warehousing
- › Supply chain management
- › Port logistics
- › Logistics consulting
- › Digital brokerage platform and other digital products and services

Headquartered in Green Bay, Wisconsin, Schneider has nearly 200 facilities worldwide, approximately 16,050 associates and recorded \$5.6 billion in annual revenue in 2021. We also achieved 100% theft-free loads and recognized 938 current drivers for driving one million consecutive safe miles.

Schneider is one of the largest carriers in North America, with one of the largest intermodal fleets and growing logistics and dedicated operations. Our assets include approximately 9,000 company tractors; 36,700 company trailers; 20,600 intermodal chassis; and 25,600 intermodal containers.

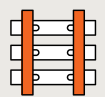
This 2021 Corporate Responsibility Report was published in May 2022 and reflects activities and data from 2021.



We are committed to:



Utilizing **diverse modes of transportation**.



Collaborating with the **most energy-efficient railroads and third-party carriers**.



Integrating **electric vehicles** into our fleet and sharing key learnings.



Using **alternative fuels**.



Improving miles per gallon through truck design, equipment, professional drivers and operations.



Testing **breakthrough technology** and equipment.



Providing **thought leadership and learning** to the industry.



Professional **driver training** and engagement programs.



Limiting idling of main engines.



Reducing the environmental impact of our facilities.



Advancing DEI throughout the company and its hiring practices.



Working with our customers to **find unique, efficient solutions** for each shipment.



Appointing the **most qualified leadership team** and Board to advance innovation and meet ESG objectives.

Environmental awards

Our commitment to sustainability is being recognized by third parties and customers. Notable accolades include:



SmartWay Award of Excellence from the EPA

We were again awarded the EPA SmartWay Award of Excellence in recognition of our sustainability efforts and our commitment to contributing to clean air at every stage of our supply chains. We have received this award every year since its inception.



Top Green Fleets 2021 from Heavy Duty Trucking Magazine

We were named a Top Green Fleet by Heavy Duty Trucking Magazine for our commitment to testing new clean technologies, implementing fuel efficiency solutions, building green facilities and moving toward electrifying our fleet.



Top Green Providers from Food Logistics

We were honored as a Top Green Provider by Food Logistics magazine for sticking to our sustainability commitments despite a year of significant disruptions to global supply chains.



Freight Tech 100 company by FreightWaves

We were honored by FreightWaves for our innovation and disruption within the freight industry. Our commitment to innovation is matched by our dedication to reducing emissions and improving energy efficiency.

Additional environmental awards

- > Green Supply Chain Enabler from Supply & Demand Chain Executive Magazine.
- > Green Carrier Award from Case Stack.
- > G75 Green Supply Chain Partner from Inbound Logistics.
- > Eco-Enterprise Award from Oracle.
- > Environmental Award from CSX.

Diversity and workplace awards

Our commitment to creating an inclusive and diverse workplace culture is being recognized by third parties. Notable accolades include:



America's Best Places for Hispanic Latinos to Work

Recognized by the Hispanic/Latino Professionals Association (HLPAs).



Éntrale AC, 2021

Focuses on the company's commitment to strengthen inclusion for people with disabilities in Mexico.



Forbes America's Best Employers for Diversity



Top Company for Women to Work for in Transportation

Recognized by Redefining the Road, the official magazine of the Women In Trucking Association (WIT).



Governance and strategy



Corporate governance

We recognize the importance of not just setting ESG goals but also being accountable for meeting them. We have integrated ESG-related strategies across the business, and our Executive Vice President and Chief Administrative Officer Rob Reich serves as a central point of leadership, working alongside our management teams and internal experts to execute our vision.

Leaders at all levels are responsible for ESG management and are individually accountable for specific ESG metrics and goals on both a short- and long-term basis. Our executive team, overseeing various aspects of the business, is held accountable by the Board for Schneider's core ESG goals.



Leadership

Executive Team*

- › **Mark Rourke**
President and Chief Executive Officer
- › **Stephen Bruffett**
Executive Vice President, Chief Financial Officer
- › **Shaleen Devgun**
Executive Vice President, Chief Innovation and Technology Officer
- › **Angela Fish**
Executive Vice President, Human Resources
- › **Jim Filter**
Executive Vice President, Group President of Transportation and Logistics
- › **Thom Jackson**
Executive Vice President, General Council
- › **LuEllen Oskey**
Director, Executive Administration
- › **Rob Reich**
Executive Vice President, Chief Administrative Officer

Board of Directors

- › **Jyoti Chopra**
Director, Chief People, Inclusion and Sustainability Officer for MGM Resorts International
- › **James Giertz**
Director, Retired, served as Chief Financial Officer of H.B. Fuller Company, from 2008-2016 and Executive Vice President of the company until 2017
- › **Adam Godfrey**
Chairman of the Board, Managing Partner of Stella Point Capital
- › **Robert Grubbs**
Director, Retired, served as President and CEO of Anixter International, Executive Chairman of Harrington Industrial Plastics
- › **Robert Knight, Jr.**
Director, Retired, served as the Chief Financial Officer of Union Pacific Corporation 2004-2019
- › **Therese Koller**
Director, Philanthropist, serves on the boards of several non-profit organizations
- › **Mark Rourke**
Director, President and Chief Executive Officer, Schneider
- › **Paul Schneider**
Director, Managing director of SLK Capital LLC
- › **John Swainson**
Director, Executive Chairman Travelport Inc., Executive Chairman Equiniti Inc., Executive Partner, Siris Capital and Former President of Dell Software and CEO of CA Technologies
- › **James Welch**
Director, Retired, Chief Executive Officer of YRC Worldwide 2011-2018

*Executive team as of April 2022

We believe that a diverse membership, representing a variety of skills, backgrounds and experiences supports the strong, informed decision-making that is the hallmark of a well-functioning board.














Oversight of ESG metrics and initiatives lies within our Board as a whole, with some committees related to ESG specifically:

- › The Corporate Governance Committee has responsibility over the framework used by management to identify key operational and strategic ESG risks and establishes and maintains

effective governance policies. [For more information, please see our [Corporate Governance Committee Charter](#)]

- › The Audit Committee assists the Board with oversight of Company disclosures and reporting on ESG related matters. [For more information please see our [Audit Committee Charter](#)]
- › The Compensation Committee helps with oversight of Company strategies and policies regarding corporate culture and other Human Capital Management functions. [For more information, please see our [Compensation Committee Charter](#)]

Board Committees

	Audit	Compensation	Governance
Jyoti Chopra			
James Giertz			
Adam Godfrey			
Robert Grubbs			
Robert Knight, Jr.			
Therese Koller			
Paul Schneider			
John Swainson			
James Welch			

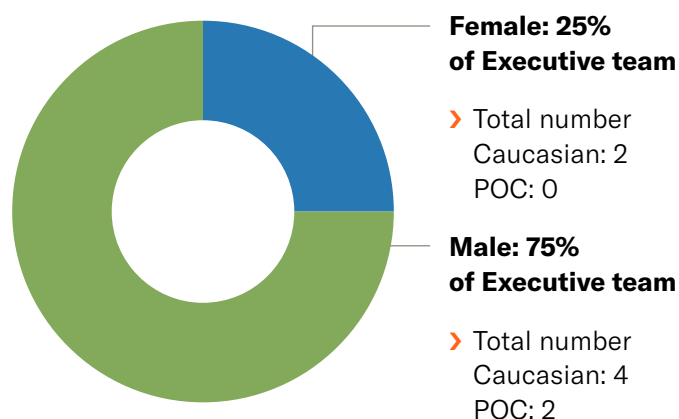
* Indicates committee chair

Additionally, we consider diversity (inclusive of gender and race) in board succession planning and board refreshment, consistent with nominating qualified candidates who bring fresh thinking and perspectives to the boardroom. Our board is committed to considering diverse board candidate slates and requires that diversity be a central component of search criteria for director candidates.

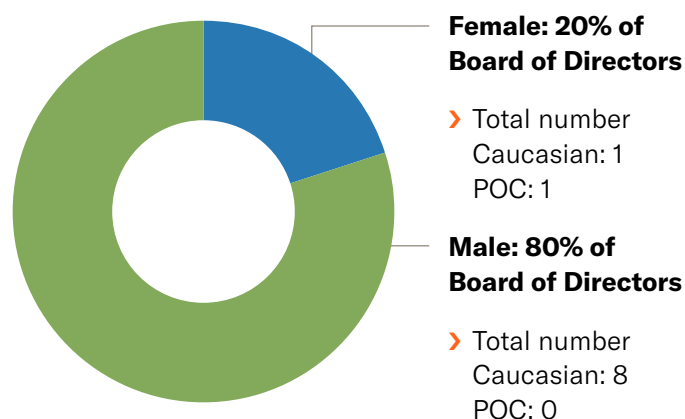
More information about our Board composition and responsibilities can be found [here](#).



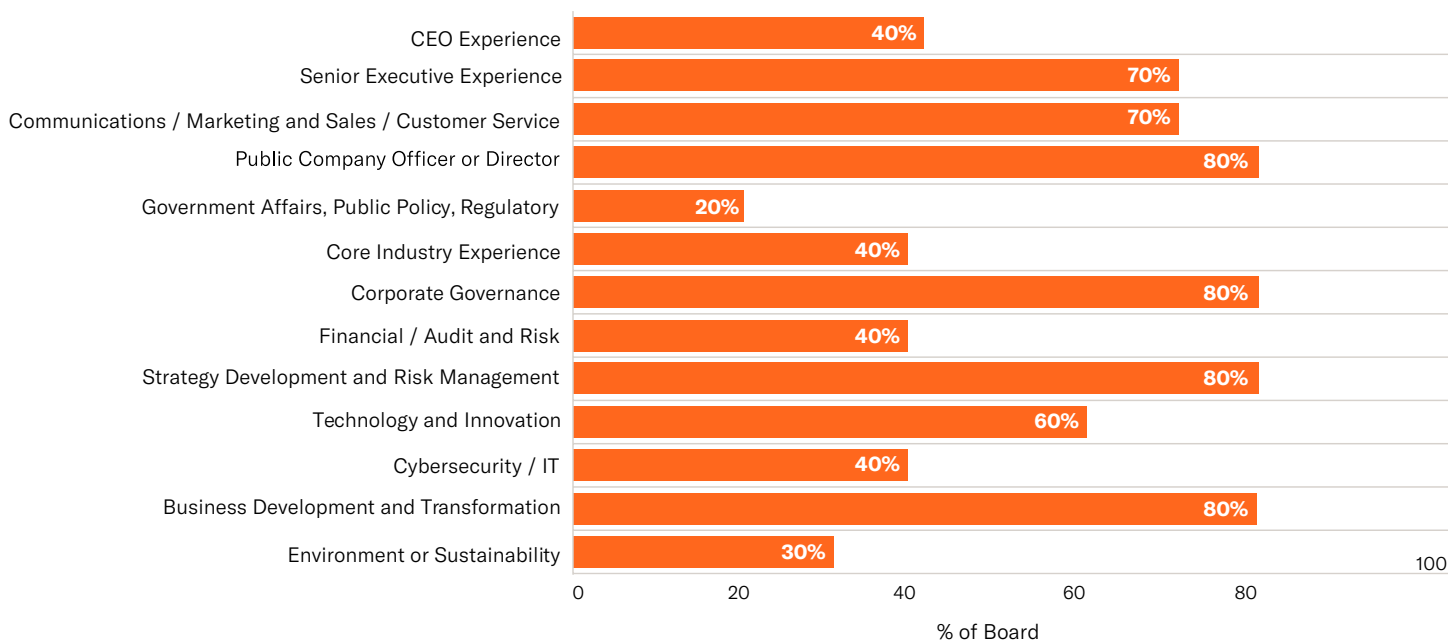
Executive Team



Board of Directors



Competencies – Board of Directors





ESG focus areas

We are focused on our pursuit of a more sustainable and inclusive future, investing in a diversified and technologically advanced fleet powered by an associate base that is accessible to people of all backgrounds. We aim to reduce our greenhouse gas emissions and overall environmental impact, build a diverse workforce, give back to our communities and operate responsibly and transparently.

Sustainability

We work to reduce our overall carbon footprint through strategic focus areas in our operations and investments. As one of the most energy efficient fleets on the road, we continue to lower emissions by:

- › **Adding to our fleet of electric vehicles and reducing existing fleet energy use.**
- › **Expanding our dedicated and intermodal capacity.**
- › **Reducing facility energy use.**

Corporate culture and community engagement

We create a diverse and inclusive workplace where associates are respected and valued by expanding our recruiting practices, promoting associate well-being and focusing on career advancement and retention. In 2021, we strategically managed and invested in our workforce and communities by:

- › **Continuing focus on safety as our #1 priority.**

- › **Strengthening our commitments to diversity, equality and inclusion (DEI).**

- › **Continuing community engagement and giving.**

Moving forward together

We know our ESG ambitions are only as strong as the policies, principles and leadership in place to guide them forward. Our leadership is bound by our comprehensive [code of conduct](#), and our CEO and Senior Financial Officers abide by an additional [code of ethics](#).

Additionally, we are committed to advancing the efficiency and sustainability of our supply chains, creating unique logistics solutions for our customers' shipping needs by:

- › **Using technology to create a sustainable value chain.**
- › **Continuing to enhance leadership, governance and management of ESG.**

Stakeholder engagement

We understand how important our stakeholders are to our continuing progress toward our ESG goals. We seek to be as transparent as possible in our communication and thoughtful when considering feedback collected via surveys and one-on-one collaboration. Our stakeholders receive regular updates about our ESG goals through this Corporate Responsibility Report as well as external and internal communications.

Associates: We continue to share our ESG story and progress with associates through quarterly town halls and company-wide emails. We solicit feedback via climate assessments, round table meetings, bi-annual surveys and open forum discussions to ensure that we are listening to our talent and addressing their needs and questions. Our associates are on the front lines of testing new technologies to drive environmental benefits and foster an inclusive environment. Additionally, we have used our Corporate Responsibility Report to improve recruiting efforts to help our workforce reflect the diverse communities where we live and work.

Customers: We understand that some of our customers have their own ESG metrics, and as a part of their value chain we have a mutual interest in achieving similar goals. Many of our customers have released carbon neutrality plans and we continue to educate them on ways to reduce shipping-related emissions. We gather feedback on our ESG priorities through quarterly calls and customer surveys, as well as direct contact through our account teams to stay informed and share feedback with leadership.

Key suppliers: We have made significant progress in 2021 with regard to sustainability improvement efforts with suppliers. We have been working with Daimler Truck North America (DTNA) and their Electric Vehicle Council, a forum focused on electrifying heavy duty vehicles and the associated infrastructure, to procure electric trucks, improve our diesel fleet and develop and deploy sustainable technology.

Investors: We provide regular investor team presentations including quarterly analyst updates and communications through annual reporting. To more thoroughly share our approach to managing ESG, evaluate our material issues and anticipate forthcoming reporting criteria, we plan to produce our Corporate Responsibility Report and a SASB Table on a yearly basis.

Communities: We engage with our community through volunteering and community impact programs. Our foundation's giving is informed by an associate-based board with direct ties to the communities in which Schneider operates to help guide our giving to the most impactful organizations.





Managing our own environmental footprint





Approach to sustainable practices and commitments

Schneider operates one of the most efficient fleets in North America, continuously making vehicle design improvements, investing in new technologies and training our drivers on best driving practices. Moving goods as efficiently as possible means less carbon dioxide emitted, and we are strategically investing in areas that allow us to continue to push efficiency in the near- and long-term, such as electrification and optimization of diesel trucks.

These efforts to track and manage efficiency also help our customers, offering insight into the most sustainable shipping lanes and making us a partner of choice. Beyond our fleet, we are also reducing the environmental impact of our operations at facilities throughout the country.

We already achieved more than half of our 2025 emissions goal by **reducing our CO₂ per mile by 5%** since establishing our baseline in 2020 based on 2019 metrics. We have ramped up our investments in our intermodal capacity—this past year **we increased our container capacity by 15%**. Looking ahead, we plan to fully take advantage of the emissions savings intermodal offers and to provide more capacity for our customers.

Progress is underway at our facilities, making them more environmentally friendly. We are conducting environmental reviews to determine the most impactful measures we can take.

Measuring progress on our sustainability goals

In 2020 we set four sustainability goals for the near- and mid-term:

2025

Reduce

CO₂ emissions by **7.5% per mile**.

2035

Achieve

a 60% reduction in CO₂ emissions per mile.

2030

Double

our intermodal size, thus reducing CO₂ emissions by an **additional 700 million pounds** per year.

2035

Reach

carbon neutrality in all company-owned facilities.

Working with innovators on electric vehicles

Electric vehicles are a crucial step in meeting our goals of reducing per-mile emissions 7.5% by 2025 and 60% by 2035. In 2021, we announced the addition of 62 Freightliner eCascadia Class 8 electric trucks to our intermodal operations in Southern California, making Schneider one of the largest electric fleets in North America.

It is important to our business that we have a role in how new technologies are brought to market and scaled up, allowing us to lead the curve rather than react to it. As such, we are an active contributor throughout the testing phase of new technologies.

When deciding to acquire the eCascadia trucks, we asked for feedback from our drivers who reported several benefits, including the ability to extend the battery range through effective torque management and the use of regenerative braking which re-charges the batteries when slowing down.



Case study: testing the eCascadia truck

Marty Boots, a former diesel technician for 30 years and current Schneider truck driver, was among the group asked to test the eCascadia trucks. His experience as both a technician and a driver allowed him to provide a unique driving and mechanical insight into the truck.

Boots tested the eCascadia on his daily routes. “As a prototype, they’re looking for driver feedback and how to make their product work better. I felt it was my job to push the equipment to see how close I could get to empty every day and utilize as much electricity as I could and be as productive with the truck as possible.”

At the end of his testing period, Boots said that he would likely prefer to drive the electric semi-truck in the future as it is helping the environment and the overall driving experience is similar to a diesel truck. In fact, Boots noted that driving-related benefits of the electric truck included less highway noise and more with a smoother ride going uphill.



As the innovation comes along, Schneider is willing to look at things and make a better

fleet of trucks and improve driver comfort and ease. They’re trying to keep the drivers happy, and the driver experience is a lot better thanks to the innovation that Schneider is continually putting into their trucks.

Marty Boots,
Current Schneider Driver

Our existing fleet

While we look ahead to solutions like electric vehicles, we also recognize that a core component of sustainability is improving the equipment we already have. We have taken steps to make our existing diesel fleet more efficient.

Upgrading our existing fleet is an iterative process and we are constantly innovating, making improvements including:

- › **MirrorEye®:** In 2021, we began piloting a camera monitor rearview vision system, called MirrorEye by Stone Ridge. This improves the safety of our drivers and the motoring public by providing a better view under adverse weather conditions, at nighttime, under high glare situations, while making turns and through eliminating blind spots. This also improves fuel mileage by replacing large, flat external mirrors with much smaller, streamlined camera modules, improving the aerodynamic efficiency of our trucks, which translates to emissions reductions and fuel savings.
- › **Rocketail™:** One of the biggest sources of aerodynamic inefficiency comes from the rear of trailers, where a traditional squared-off body shape creates significant drag. In 2021, we deployed 330 Rocketail rear fairings systems on our trailers to dramatically reduce drag and increase fuel efficiency.
- › **Engine-off HVAC system:** Our diesel fleet has electric-powered HVAC systems that operate independently of the engine. This means that we do not have to make a choice between driver comfort and fuel efficiency.

Sustainable and resilient supply chain

Schneider is a leader in intermodal, giving customers the flexibility to leverage solutions to help reduce the carbon impact of their shipments. Moving freight by rail has significant environmental benefits – a container can be shipped 500 miles on the equivalent of a single gallon of fuel.

Our lightweight day cab tractors and lightweight chassis reduce overall weight and allow more cargo to be moved per shipment, reducing the number of loads that could be moved for a given amount of product.

Improving sustainability at our facilities

Through our environmental review process, we found that one of the major sources of electricity consumption at our facilities was inefficient lighting. We have been upgrading to high-efficiency LED bulbs throughout our facilities, most recently upgrading our headquarters in Green Bay, Wisconsin. We are also mindful of how we manage waste produced in our operations and have programs in place for recycling motor oil, tires and batteries.

Our new innovation center, the Grove, on our main campus in Green Bay will represent our sustainability values in terms of both site selection and building design. We want the facility to feel connected to nature without imposing on it, so we carefully selected a site where the center could be surrounded by trees without having to cut any down. The building will leverage geothermal energy and an array of solar Smartflowers to maximize resource efficiency. The Grove represents our continued vision for the company: high-tech and sustainable.





Enabling efficiency for our customers and the industry





An analytics-backed digital platform to optimize booking and routes

We launched our Schneider FreightPower® platform in 2020 and completed the full roll out, including the availability of an app, in 2021. This platform is a single digital access point to services and solutions, combining digital analytics and user-friendly design to make it simple for our customers to pick the most efficient transportation routes and modes for their needs. Customers can get price quotes, book shipments and track progress.

FreightPower® gives customers access to highly efficient multimodal options, allowing them the flexibility to find transportation solutions that fit their sustainability priorities. We optimize our routes, analyzing trillions of possibilities per minute to minimize the number of empty trucks on the road at any given time. Our platform is configured for companies of all sizes, offering options for both Truckload and Less-than-Truckload shipping.

From pledge to plan, advising our customers

Collaboration is necessary to understand, measure and reduce scope 3 emissions. As experts in the shipping industry, we advise our customers on how that fits into their overarching emissions reduction goals.

Schneider works one-on-one with customers to review network optimization, reduce empty miles, consolidate freight and pick the right mode of transportation – whether it's dedicated, intermodal or a mix. Schneider offers a calculator tool to help customers run different scenarios and see the benefits.



Fleet decarbonization is critical to PepsiCo's goal to achieve net zero emissions by 2040. That's why

we partner with transportation providers like Schneider who continue to make advancements in equipment and technology to drive better emissions. With our scale, reach, and the support of partners like Schneider, we can lead positive change at a systemic level, within and beyond our own value chain."

- Roberta Barbieri,
Vice President, Global Sustainability,
PepsiCo

Responsible transportation commitments to lead the industry

Environmental progress is a group effort, as part of our commitment to improving the sustainability of the logistics industry as a whole, we participate in multiple industry councils. We strive to share our expertise and learn from others as active stewards of our environment to achieve collective benefits for our industry and our communities.

EPA SmartWay® Program

Schneider is a charter member of the EPA SmartWay® program, a voluntary collaboration between the EPA and the freight industry designed to increase energy efficiency and significantly reduce greenhouse gases and air pollution. As the first truckload/intermodal carrier in the partnership, we are committed to being an industry leader and sharing our knowledge with smaller carriers as we work together to advance the entire transportation and logistics industry.

NACFE

The North American Council for Freight Efficiency (NACFE) is an organization dedicated to doubling the industry's efficiency. Schneider EVP and Chief Administrative Officer Rob Reich serves as the chairman of the board.

The American Chemistry Council's (ACC) Responsible Care Management System®

The ACC Responsible Care Management System® is a voluntary initiative intended to improve the standards of the chemical industry and prevent dangerous incidents from occurring in the future. Schneider is a part of a national platform for industry heavyweights to share best practices, define standardized processes and mitigate risk. The ACC also provides a certification program for responsible care, and Schneider was one of the first bulk carriers to obtain and maintain this certification.



Investing in our people



Schneider is focused on creating a culture that respects and values associates at all levels. Our people are our most critical asset, and it is imperative to our business – and the nation's consumers – that we continue to attract and retain talent.

We have been recognized by third parties as a best place to work and a top employer, reflecting the commitment that we have to our associates to support their overall wellbeing, outline clear career advancement opportunities and provide a work environment where they can excel.

When it comes to our responsibilities to our workforce and society, our goals include:

- › Being a leader and advocating for safety and wellness across the entire transportation industry.
- › Building a workforce that is as diverse as the communities where we live and do business.



**In 2021,
70%**

of all open roles were filled by promotions from within the business.

Retaining and elevating our workforce

Investing in and creating a healthy workplace is critical to our commitment to associates. Schneider offers flexible work options, paid time off that can be used at associates' discretion, health care benefits, tuition reimbursement, career path planning and various trainings related to DEI, leadership and specific career skills.

Safety first and always

Safety is our number one priority and one of our four core values. Here are some of the processes and technologies we implement across our fleet:

- › Conducting pre-work screening for jobs with high physical demands to ensure that the associate can complete those tasks without injury.
- › Conducting hair testing in addition to mandated urine testing when considering new hires to prevent drug users from entering our fleet.
- › Providing sleep apnea screening for all drivers. Drivers who are diagnosed will be provided treatment under our healthcare benefits. This program was awarded the Green Cross Award from the National Safety Council.

Since its founding, Schneider has recognized yearly career milestones that exemplify safety and excellence. These awards include the Million Mile Driver Award, the Consecutive Safe Driving Year Award and induction into the Haul of Fame. We recognize each million miles of accident-free driving and each five consecutive years of safe driving. To be eligible for the Haul of Fame, a driver must accumulate three million safe driving miles or 20 consecutive years of safe driving without a preventable accident.

The Million Mile Award is an honor earned by Schneider drivers who have transported freight over one million miles while remaining accident-free. In 2021, **97 new inductees joined the ranks of 6,291 others who have reached this milestone.**

Schneider also recognizes drivers who have remained accident-free for 10 consecutive years and each five consecutive year increment thereafter. This year, **117 drivers have achieved this status, joining over 1,000 active Schneider drivers** who have attained at least one of the Consecutive Safe Driving Year Awards.



Principles of DEI and corporate culture

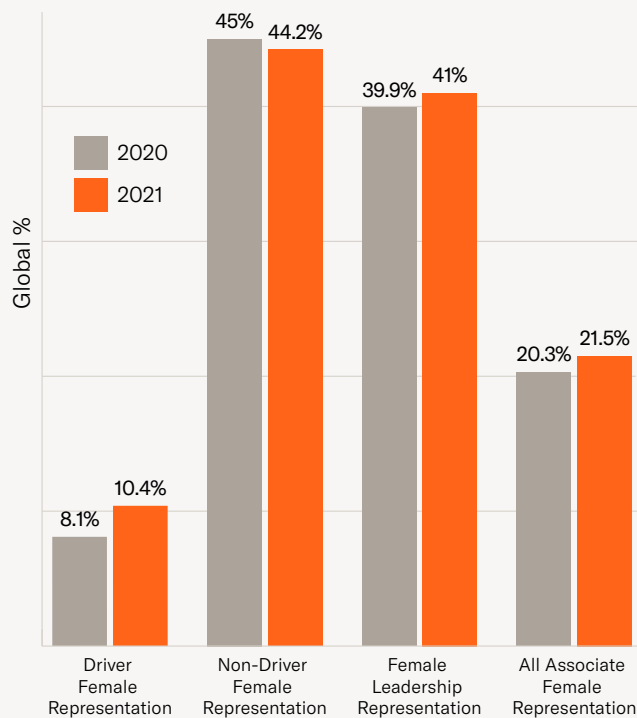
We believe diversity fuels innovation, inspires creativity, betters strategic thinking and cultivates leadership. We embrace diversity of thought, experience and background. Through our hiring, training, education and development programs, Schneider nurtures an inclusive environment where associates feel safe, supported and empowered to share their opinions, experiences and ideas.

Schneider's inclusive culture

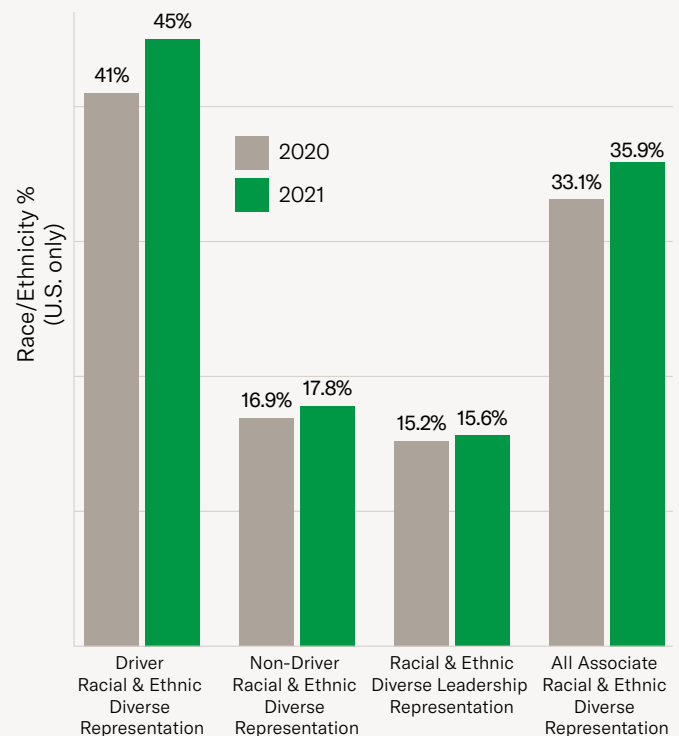
We are committed to fostering an inclusive workplace culture and incorporate a diversity competency component into the selection of and performance management process for our leaders and associates. This is solidified by leadership publicly stating their commitment and value for associates who represent a diverse background.

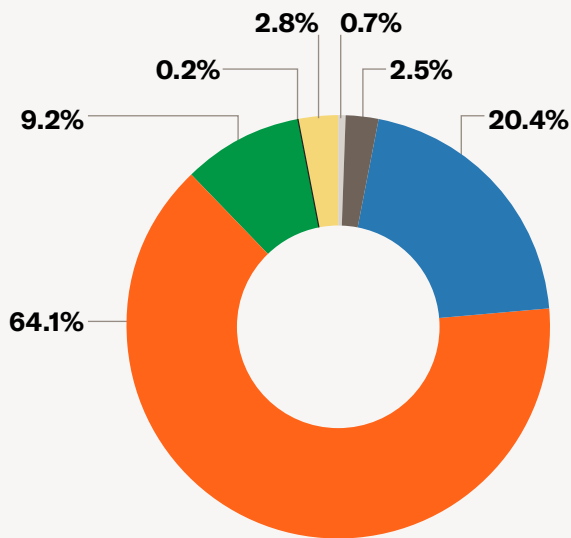
We are working to remove obstacles for diverse candidates and women who are joining the industry and a part of that is ensuring that we have leaders that serve as role models for the industry. We are excited to see growing numbers of female drivers at Schneider and the increase of women in leadership positions across the organization, a trend we will work to continue.

Increased female drivers and women in leadership roles

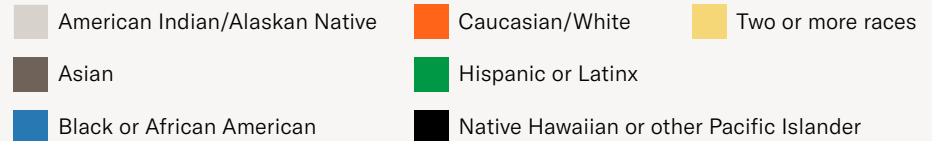


Increased diversity in U.S. operations





This year, we're reporting out on the demographics of our associates—both professional drivers and non-drivers.



Additional actions to foster an inclusive workplace culture include:

- › Requiring all Schneider leaders to complete unconscious bias training in 2021 with all remaining associates completing the training in 2022; at the end of 2021 we had a 97% compliance rate.
- › Embracing and seeking out diversity that is inclusive of thought, race, ethnicity, gender, age, religion, sexual orientation, experience and background. We find that this diversity and openness ensures that all our associates have equal access to opportunities and resources to contribute fully to the organization's success.
- › Continually working to meet the needs of all associates, including associates with disabilities, by actively evaluating and removing barriers to accessibility.
- › Requiring anti-harassment training for all associates; at the end of 2021 we had a 99% compliance rate.





Elevating women in the industry

Schneider has a [proven track record](#) of empowering women in the industry, exemplified by our designation as a 2021 Top Company for Women to Work for in Transportation by the Women in Trucking Association and our Schneider Women's Network.

Additionally, 47% of the participants in our leadership mentor program are women. Our female leaders have been recognized for their commitment to mentoring and bringing attention to gender equity in the industry.

When it comes to training female drivers, Schneider policy dictates that trainer/trainees of different genders do not stay overnight in the cab together during the on-road training, and the company pays for the additional cost of the hotel room.

The federal government has also indicated that removing obstacles and increasing participation of women in the transportation industry is a priority, and Schneider driver and Women in Trucking Driver Ambassador Kellylynn McLaughlin has engaged in round table discussions on this important topic. Schneider will continue to support participation in these critical thought-leadership round tables.

Case study: Kayleigh McCall named Schneider's 2021 featured female truck driver

Dedicated driver and training engineer, Kayleigh McCall, was selected as Schneider's 2021 Featured Female Truck Driver due to the tenacity, resiliency and passion she brings to her work. While being both a driver and a trainer means a different schedule every week, Kayleigh still gets home every weekend and discovered creative ways to make time for her family every day while out on the road.

"My phone calls home every night – that's my family's thing," Kayleigh said. "Throughout my day, driving, I make note of interesting things or places that I saw along the way. Then, when I talk to my kids in the evening time, we sit there and have a conversation about what I'd seen."





Creating paths to employment

Schneider has a number of programs aimed at recruiting and creating opportunities for employment inclusive of all backgrounds.

Commercial Driving License (CDL) Apprentice Training (CAT)

The Schneider CAT program offers paid on-the-job training to those with a commercial learner's permit interested in the trucking profession. Those who successfully complete the program will obtain a CDL as well as additional commercial driver training and will have the opportunity to transition to job openings at Schneider. CDL training is available in Indianapolis, Charlotte, Dallas, Chicago and Green Bay.

Supporting veterans

Schneider actively recruits veterans, participating in the Military Apprenticeship Program (MAP), a 12-month program between the Department of Labor, Department of Veteran Affairs and Schneider to provide a way for service members to learn a new trade while using their GI Bill benefits.

More than 13.5% of Schneider associates have a military background and we have been named a top military friendly employer many times over. We offer multiple military program benefits including:

- › Our Credit for Military Experience Program.
 - Those who drove a truck during service can have 100% of that time applied to their driving experience credit.

- One-year driving experience credit (starting pay) is applied for those who served in a non-transportation capacity.
- › Guaranteed home time for weekend drill and annual training for Guard and Reserve members.
- › Extended benefits and differential pay if deployed for up to 18 months.
- › Guaranteed job placement when returning from deployment.

Case study: strengthening inclusion for people with disabilities in Mexico

Éntrale, an initiative that promotes labor inclusion initiatives in Mexico, recognized Schneider in 2021 for our work to build bridges for a very skilled talent pool that is often overlooked. Schneider is one of 111 organizations involved in Éntrale, and was selected based on key performance indicators for inclusion and accessibility strategies and processes. This includes hiring people with disabilities, creating inclusive and accessible products and services and promoting inclusive practices. Schneider far exceeded the average score of other participating transportation companies.

éntrale
Alianza por la inclusión laboral
de personas con discapacidad



Being a responsible member of the communities in which we operate



One of Schneider's ongoing priorities is a commitment to supporting initiatives that combat inequity, expand access to opportunity and help the communities we operate in become more resilient. Through the Schneider Foundation, our community involvement centers around four key areas of giving to more than 400 organizations: health and human services, children, education and arts and culture.



Philanthropic giving

Each year, we set aside a portion of Schneider's annual profits for charitable organizations that support causes aligned with our guiding principles. Additional charitable giving comes from many sources including direct and in-kind donations and funding from internal Schneider initiatives like our Pay it Forward program, Dollars for Doers and the Giving Orange Fund.

Schneider donated more than \$2.25 million in grants to support and provide relief for local communities in 2021. At the end of 2021, the Schneider Foundation was able to provide the 15 organizations Schneider associates most often supported with an additional donation.

DEI grant program

The DEI grant program kicked off in 2020 with \$250,000 to facilitate DEI efforts, and in 2021 we completed the initial round of giving by providing funding in partnership with two Historically Black Colleges and Universities—Prairie View A&M and North Carolina A&T.

This program was driven by engagement with our associates; every organization was submitted by an associate and vetted and selected by diversity teams across the enterprise. All grant recipients were organizations making a difference in our associates' communities. We are excited about the progress we made last year and the plans to come in 2022, including continued sponsorship of the Stonewall Columbus Pride Festival and March.

Case Studies

Stonewall Columbus

Schneider's most recent diversity grants included a \$25,000 donation to Stonewall Columbus – an organization in Columbus, Ohio, offering programs and resources to increase visibility, inclusion and connection for the LGBTQ+ community. In recognition of Schneider's donation, we were named a sponsor of the 2021 Stonewall Columbus Pride Festival and March.



Oak Grove Sanctuary

Oak Grove Sanctuary Palm Springs provides transitional housing and life skills development for LGBTQ+ young adults formerly living in foster care. Programs focus on building essential life skills including securing and maintaining employment, money management, cooking, grocery shopping and more. Schneider donated \$5,000 to support employment readiness and career development for the youth living at the Palm Springs home. Specifically, funds will help with transportation and staffing costs, skill development and appropriate attire as residents attend interviews and/or transition into employment positions.



Girls of Excellence, Inc.

Schneider's DEI grants supported the Girls of Excellence, Inc., a non-profit organization providing support services to girls in grades 3-12; ages 8-18. Their focus areas include group mentoring, life skills, personal development, and community service. Girls of Excellence, Inc. offers a comprehensive system of support for underserved girls in metro Atlanta community. Schneider hosted a group Girls of Excellence for career exploration at our Atlanta Operating Center.



Our performance



2021 SASB table: road transportation standard

Table 1. Sustainability disclosure topics & accounting metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment from Schneider
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	955,913 metric tons
	TR-RO-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	Discussion and Analysis	N/A	See Chapter 3 of this 2021 Corporate Responsibility Report.
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Fuel Consumed = 13,783,512 GJ (2) Natural Gas = 0% (3) Renewable = 6.5%
Air Quality	TR-RO-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	Quantitative	Metric tons (t)	(1) NO _x = 1,445 metric tons (2) SO _x = Not available in SmartWay (3) PM ₁₀ = 2.8 metric tons
Driver Working Conditions	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) Incident rate = 0 (2a) company drivers = 0.00 per Million Miles (2b) owner operators = 0.00 per Million Miles
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Rate	(1) Voluntary turnover rate = 61.1% (2) Involuntary turnover rate = 8.5%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health	Discussion and analysis	N/A	See chapter 5 of this Corporate Responsibility Report, specifically pages 32 and 33.* (cont. on next page)

Topic	SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment from Schneider
Driver Working Conditions (Cont'd)	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health	Discussion and analysis	N/A	Wellness and Employee Assistance Programs (EAP) for employees who might not otherwise seek assistance for certain health and personal issues. Use of electronic logs to ensure drivers get proper rest.
Accident and Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	Road accidents = 408 or 0.41 per MM
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe driving, (2) Hours-of-service compliance, (3) Driver fitness, (4) Controlled substances/alcohol, (5) Vehicle maintenance	Quantitative	Percentile	(1) Unsafe driving = 64% (2) Hours-of service compliance = 37% (3) Driver fitness = 28% (4) Controlled substance/alcohol = 4% (5) Vehicle maintenance = 62%
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, cubic meters (m ³)	(1) Number of spills = 16 (2) Aggregate volume of spills = 728 gallons *none for SNC <i>This reflects our bulk business and a higher compliance rate.</i>

Table 2. Activity metrics

SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment from Schneider
TR-RO-000.A	Revenue ton miles (RTM)	Quantitative	RTM	11,042,612,471
TR-RO-000.B	Load factor	Quantitative	Number	81.2% <i>This load factor does not include the rail portion of the freight segment.</i>
TR-RO-000.C	Number of employees, number of truck drivers	Quantitative	Number	16,050 total employees 10,409 drivers

