



# LIVING ORANGE

2024 Corporate Responsibility Report Supplement





# INTRODUCTION

to the crr supplement

Corporate responsibility is central to everything we do at Schneider. We are focused on making a positive impact on the world through our endless pursuit of responsible solutions and practices and by giving back to the communities in which we live, work and travel. Our inclusive culture ensures we have a wide array of perspectives, which fuels innovation, improves strategic thinking and develops tomorrow’s leaders. We will continue to be an industry leader in sustainability, and by collaborating with our customers we aim to achieve our shared objective of enhancing efficiency within the supply chain.

Historically, we have shared our progress and impact annually through our Corporate Responsibility Report, with the 2023 reporting year most recently published in May 2024. This year, with the release of this Corporate Responsibility Report Supplement, we are providing a brief complement to our more extensive previous report and an updated Sustainability Accounting Standards Board (SASB) index. This supplement highlights the most recent steps in our journey, emphasizing that our actions are not just for show — they are good business and central to what drives our success.

Our commitment to corporate responsibility attracts exceptional talent, strengthens customer relationships and delivers long-term value for shareholders. As we take meaningful strides toward building a more sustainable future, we remain focused on leading the industry through impactful actions and results.



**We are focused on driving business success through innovation and creativity. Achieving strong results takes top talent, which is why our collaborative culture is so essential. This approach also resonates with customers who value forward-thinking companies.**

— Mark Rourke  
President and Chief Executive Officer





about  
SCHNEIDER

Schneider has been safely delivering superior customer experiences and driving innovation for 90 years. Headquartered in Green Bay, Wisconsin, Schneider is one of the largest carriers in North America, with one of the broadest, most flexible portfolios in the industry.



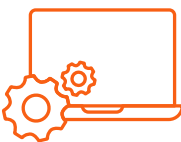
TRUCKLOAD

- › Bulk
- › Dedicated
- › Expedited
- › Long-Haul
- › Cross-Border
- › Regional



INTERMODAL

- › Bulk
- › Express Services
- › Cross-Border
- › Rail Dray
- › Regional
- › Transcontinental



LOGISTICS

- › Brokerage
- › Cross-Dock Logistics
- › Port Dray
- › Power Only
- › Supply Chain Management
- › Transloading and Distribution
- › Warehousing



9.1 MILLION  
freight miles per day



370  
number of times Schneider loads circle the globe per day



99.99%  
theft-free loads



6 MILLION  
zero emission miles



20 MILLION  
pounds of CO<sub>2</sub> emissions cut  
with our electric fleet



All numbers are approximate based on data as of 12/31/2024.





# our AWARDS

## Recognition for being an industry leader

We are proud to be recognized for our commitments to responsibility, reliability, collaboration and innovation. From our efforts to hire veterans to advancing sustainability and fostering an inclusive workplace to delivering for our customers, these achievements reflect the values that drive us every day.

### Building a thriving workforce

- › Honored as a Military Friendly Company, Employer and Spouse Employer
- › Recognized by Women in Trucking as a Top Company for Women to Work for in Transportation and named to the Elite 30 list
- › Earned the Indeed Work Wellbeing 100 Award for a positive workplace
- › Wisconsin Motor Carriers Association honored four drivers for heroism and safety

### Sustainability and innovation

- › Awarded for leadership in sustainability by ACT Expo, Oracle, PepsiCo, Deloitte and major rail partners, Union Pacific and Norfolk Southern
- › Named a Top Green Fleet and SmartWay High Performer (13th year in a row) and a recipient of the SmartWay Excellence Award for eco-friendly initiatives
- › Recognized by Inbound Logistics for sustainable supply chain excellence

### Delivering for our customers

- › Earned multiple Carrier of the Year and customer awards from TrueValue, L’Oréal, Chevron, CHEP and Clarios
- › Recognized among top logistics, trucking and 3PL providers by industry leaders (Top 50 3PL, Top 100 3PL, Top 100 For-Hire Carriers and Top 100 Logistics Companies)
- › Honored with the Quest for Quality Award for excellence in freight services
- › Named a top food chain provider by Food Shippers of America





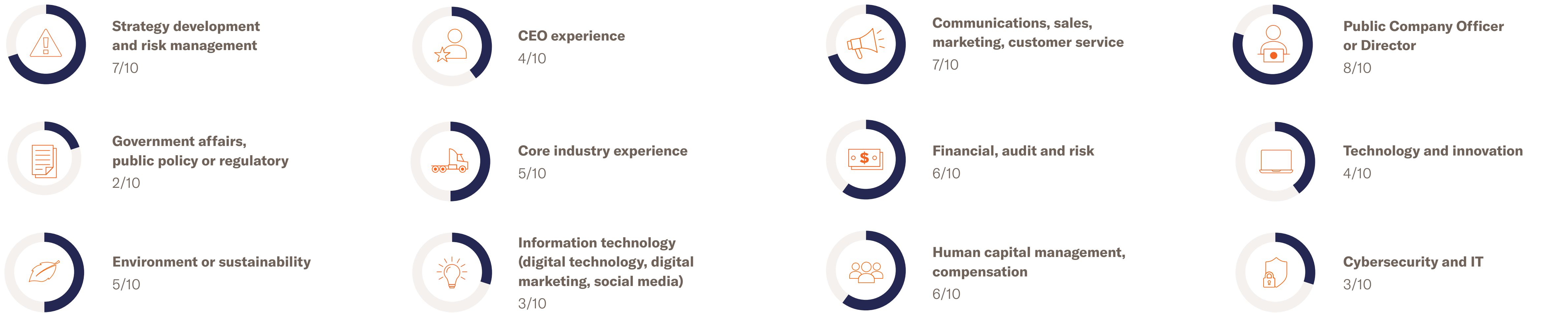


# our GOVERNANCE

## Guiding strategic and responsible decision making

Our Board of Directors has a pivotal role in shaping governance, providing strategic direction and serving as stewards of long-term enterprise value. The Board oversees our performance and management of various sustainability-related issues, including climate disclosures, reporting, lobbying practices, human capital management, cybersecurity and human rights. The Board’s three standing Committees provide oversight and guidance over different aspects of sustainability. The Board’s diverse perspectives and skills also guide how we measure the sustainability and societal impact of our operations. For more information regarding our governance structure, please review our [Corporate Governance Guidelines](#).

## DISTRIBUTION OF KEY COMPETENCIES AMONG 10 INDEPENDANT DIRECTORS







our expansive  
NETWORK

Flexible solutions for customers

- › Enhanced Dedicated operations
- › Expanded Intermodal service
- › Unleashed new opportunities for owner-operators





our expansive  
NETWORK

Our customers’ freight needs are as unique as their business, which makes access to flexible transportation options a must-have. We are continuously expanding our network and offer one of the broadest portfolios of services in the industry, supported by experienced transportation experts. This pairing ensures that our customers have access to efficient and reliable capacity when, where and how they need it.



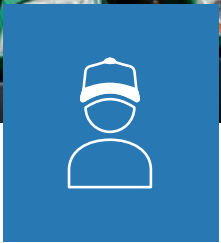
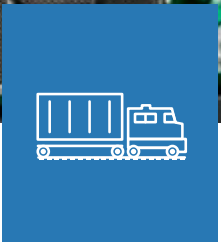
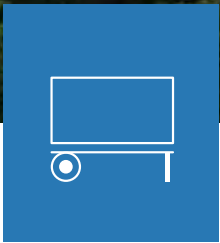
OVER  
70%  
of Schneider’s  
truckload fleet  
is Dedicated  
operations



**By combining best-in-class service with an expanding range of offerings we deliver unparalleled efficiency and reliability to our customers’ supply chains. These expanded solutions are especially valuable for shippers looking to diversify their transportation strategies.**

— Jim Filter  
Executive Vice President,  
Group President  
Transportation and Logistics





**Enhanced Dedicated operations**

In 2024, we continued the expansion of our Dedicated services through the strategic acquisition of Cowan Systems, LLC, a dedicated contract carrier with a portfolio of complementary services including brokerage, drayage and warehousing. This acquisition — the third in as many years — significantly enhances Schneider’s fleet and Dedicated operations, aligning with our long-term growth strategy. In fact, over 70% of Schneider’s truckload fleet is now in a Dedicated configuration — cementing our place as one of the largest dedicated providers in the transportation industry.

**Expanded Intermodal service**

We launched a new Intermodal service in 2024 that provides continuous rail service between points in Mexico and Texas and the Southeastern United States. The lane is a result of a new connection between CSX and Canadian Pacific Kansas City (CPKC), which provides a competitive advantage to shippers, who have traditionally relied on over-the-road transport in the Southeast. This new service provides a reliable alternative to over-the-road transportation with zero-stop border crossing, steel-wheel rail handoffs and enhanced security and service. The new Southeast connection also helps shippers significantly reduce carbon dioxide (CO<sub>2</sub>) emissions compared to Tier 5 truckload transportation solutions — and because of Schneider’s lightweight equipment, which allows for increased freight capacity and reduced transportation expenses, customers can increase payload size and move 10% more product per load.

**Unleashed new opportunities for owner-operators**

We have strengthened how we conduct business with owner-operators by offering them access to our Schneider FreightPower® platform. The expanded and updated platform offers owner-operators a more diverse range of freight options. It also includes easy-to-use functionality and search features designed to provide flexibility and help supercharge owner-operators’ business operations. FreightPower offers owner-operators the opportunity to generate revenue and strengthen their business through increased access to freight, enhanced features, high rate of drop and hook shipments and trip planning tools.





**our**  
**FUEL EFFICIENCY**

**Reducing emissions through innovation**

- › Battery electric vehicles
- › Alternative fuels
- › Equipment efficiency
- › Supporting our customers in achieving their business goals





our  
FUEL EFFICIENCY

Schneider is committed to remaining an industry leader in sustainability and innovation. We continue to make significant strides in lowering our carbon footprint.<sup>1</sup>

The transportation industry is in a transitional phase, with long-term emissions solutions still emerging. That’s why we’re working closely with experts to identify the most viable paths forward. Our ongoing research and testing of compressed natural gas (CNG), renewable natural gas (RNG), and equipment efficiency are key to this progress. We use these insights to help customers identify and integrate effective solutions into their supply chains.

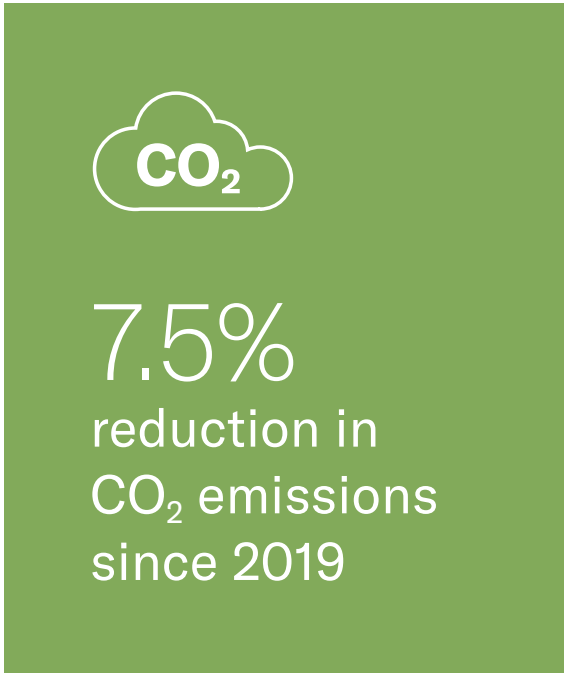
With our scale and expertise, we pilot technologies that make a meaningful impact — testing at scale ensures our decisions are data-driven and practical. Beyond our fleet, we’ve also improved how we track energy use at company-owned facilities, giving us better insights to drive long-term efficiency and reduce emissions.

1. Schneider’s ability to achieve any goal, target or aspiration is subject to numerous risks and contingencies, many of which are outside of our control. Schneider regularly evaluates its ambitions and may change or eliminate its aspirations, targets and other ambitions for various reasons, including market conditions; its strategy or portfolio; and financial, operational, policy, reputational, legal and other factors. See our Forward-Looking Statements Disclaimer.



**At our core, we believe sustainability and innovation go hand in hand. We continue to be at the forefront of testing emerging solutions such as natural gas and renewable biodiesel to arm ourselves with robust data and ensure we are aligned with our customers’ sustainability objectives. Innovation isn’t just about adopting new technologies – it’s about finding the right solutions that drive meaningful progress.**

— Rob Reich  
Executive Vice President,  
Chief Administrative Officer







**Battery electric vehicles**

Schneider operates one of the largest battery electric vehicle (BEV) fleets in North America, and in 2024, we achieved notable milestones. We became the first major carrier to achieve six million zero emission miles with the Freightliner eCascadia. This accomplishment has resulted in a remarkable reduction of 20 million pounds of CO<sub>2</sub> emissions, which is equivalent to removing over 2,100 gas-powered passenger vehicles from the road for one year. Schneider continues to grow its electric fleet and associated infrastructure, expanding beyond California and into Texas. In fact, we added three electric yard spotters at our facility in Wilmer, Texas — our first electric yard spotters outside of California.



**Alternative fuels**

As part of our broader strategy to reduce our carbon footprint, Schneider is actively integrating alternative fuels into its fleet. Beyond BEVs, we are exploring additional low-emission solutions, including CNG and RNG. Additionally, all non-BEV tractors currently operate on a biodiesel blend, utilizing renewable sources such as vegetable oil and animal fats to reduce conventional diesel consumption. These efforts underscore Schneider’s commitment to diversifying its energy mix and lowering emissions across its operations.





**Equipment efficiency**

Our fleet stands out as one of the most fuel-efficient in the industry. Schneider maintains a modern fleet featuring the latest emissions reducing equipment and advancements. We accelerate the adoption of innovative safety features and fuel-efficient technologies while enhancing the driver experience.

Schneider also contributes to industry organizations such as the North American Council for Freight Efficiency (NACFE), which is leading the effort to double the industry’s efficiency. In fact, Schneider’s Executive Vice President and Chief Administrative Officer Rob Reich serves as board chair.



**Supporting our customers in achieving their business goals**

Recognizing that Scope 3 emissions often represent a sizable portion of our customers’ carbon footprints, Schneider actively supports its customers in achieving their sustainability objectives. We leverage our expertise to help them measure, understand and reduce transportation-related emissions, enabling them to integrate solutions and best practices into their broader sustainability strategies and minimize their environmental impact across the supply chain. At the heart of this approach is Schneider’s emphasis on listening and collaborating to help customers identify the right transportation options, implement the best solutions and ultimately reach their own objectives.

Beyond customer engagement, Schneider plays an active role in broader education efforts, presenting to various industry and public sector stakeholders, including the South Coast Air Quality Management District. These conversations are critical in shaping the future of transportation by fostering knowledge-sharing and supporting the responsible adoption of new energy solutions.





# our ASSOCIATES

Creating a work environment where everyone can thrive

- › Safety
- › Celebrating safety milestones
- › Supporting women in the industry
- › A commitment to military veterans





our  
ASSOCIATES

Schneider’s core value of safety is embedded into the fabric of our company, which helps explain why we are considered an industry leader in safety and security. Empowering associates — whether they are in an office, shop, warehouse or truck — means providing the tools, training and environment needed to help them stay safe. By implementing responsible policies, safety procedures and audits, we strive to protect our associates, our customers’ freight and the motoring public.



**Schneider values having associates with a variety of experiences and backgrounds – because it makes us a better and smarter company. Our commitment to our people has resulted in Schneider being a leading organization and one that attracts top talent. Our associates feel safe, supported and empowered to share their creativity and ideas.**

— Angela Fish  
Executive Vice President,  
Human Resources



435  
drivers in  
Schneider’s  
Haul of Fame



19%  
associates  
with military  
experience



13%  
truck drivers  
are women





**Safety**

In 2024, Schneider significantly reduced the number of our United States Department of Transportation (DOT) recordable accidents, resulting in an all-time low accident frequency. This achievement is a credit to the dedication of our associates — especially our professional drivers. Backing them up on the road, our fleet is equipped with safety technologies, including collision mitigation systems and lane departure warnings.

Schneider takes the health and safety of its associates seriously and supports them through a number of proactive initiatives. Programs like sleep apnea screenings and a wide array of wellness and counseling support programs help address critical health factors. Additionally, hands-on safety training is provided for new hires, with ongoing refreshers across all roles.

Schneider’s safety efforts begin upon hire with hair testing and extend beyond its operations — for example, all drivers receive training on initiatives like Truckers Against Trafficking, helping to raise awareness and contribute to broader societal safety-related solutions.

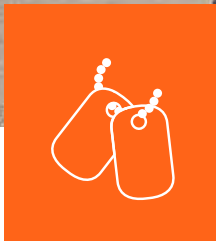


**Celebrating safety milestones**

We celebrate milestones that highlight the dedication and commitment to safety that define our culture with recognitions such as the Million Mile Driver Awards and the Consecutive Years of Safe Driving Awards. In 2024, we honored the safety-related career milestones of 220 drivers who have served thousands of customers across millions of miles without a single preventable accident. There were also 30 drivers who were inducted into the Haul of Fame. With this year’s class, the Haul of Fame now includes 435 drivers.

We were also proud to honor Greg Swift, a longtime Schneider driver, who achieved the extraordinary milestone of driving five million miles without a preventable accident. Swift joined an elite group of just three drivers in Schneider’s 90-year history to achieve this incredible feat.





**A commitment to military veterans**

Schneider has a proud history of supporting long-term, civilian careers for veterans. We take pride in being recognized as a leading military-friendly employer, with approximately 19% of associates having military experience.

Through the 12-month Military Apprenticeship Program between the Department of Labor, Department of Veterans Affairs and Schneider, we actively recruit veterans to provide a way for service members to learn a new trade/skill while using their GI Bill benefits. Schneider also helps bridge pay shortfalls experienced by associates serving on active duty. In situations where an associate is on a military assignment for more than 30 days, Schneider makes up the difference between Schneider gross base pay and military pay, if it is less.



**Supporting women in the industry**

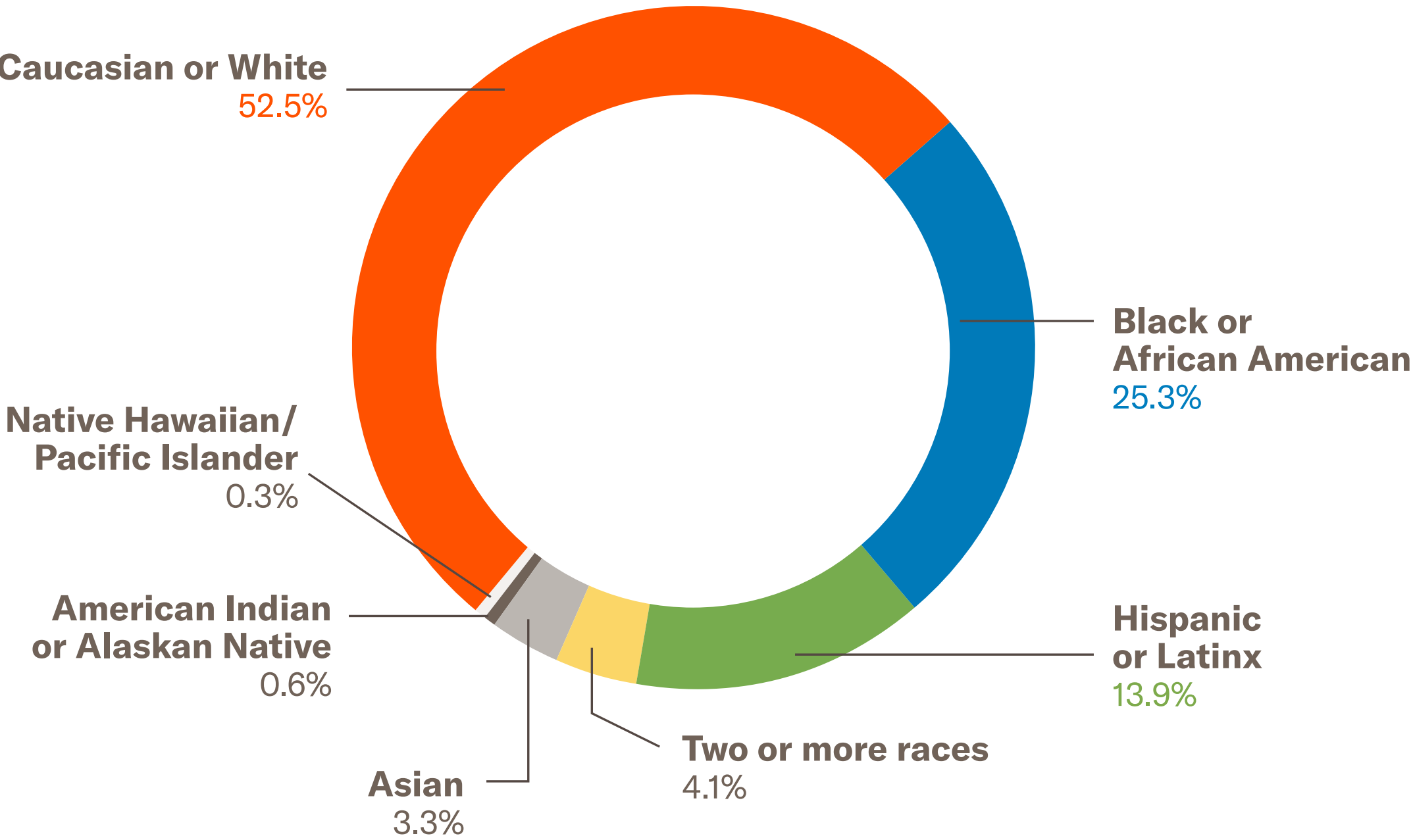
Women now comprise nearly 13% of company drivers, and we are committed to fostering a supportive environment and providing opportunities for career progression for women in our industry. Through initiatives like the Schneider Women’s Network, our industry-leading mixed-gender driver training guidelines and scholarships through the Schneider Foundation for women studying to be mechanics, we are breaking barriers.

In fact, Schneider has been honored for six consecutive years as a Top Company for Women to Work in Transportation by the Women in Trucking Association (WIT), and in 2024 Schneider was named to WIT’s Elite 30.

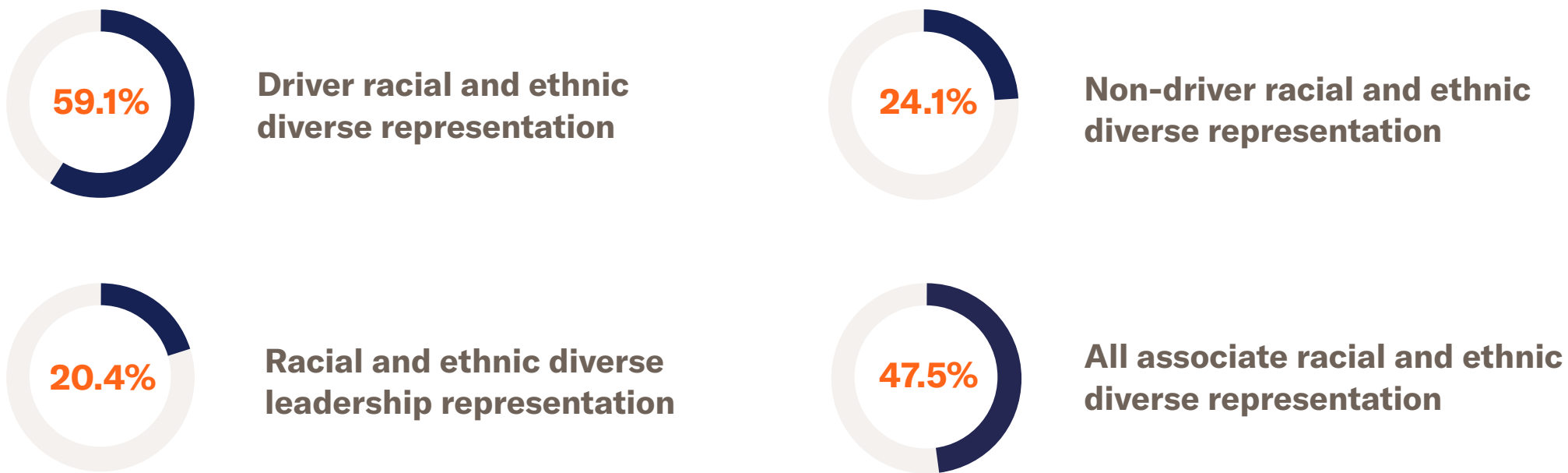




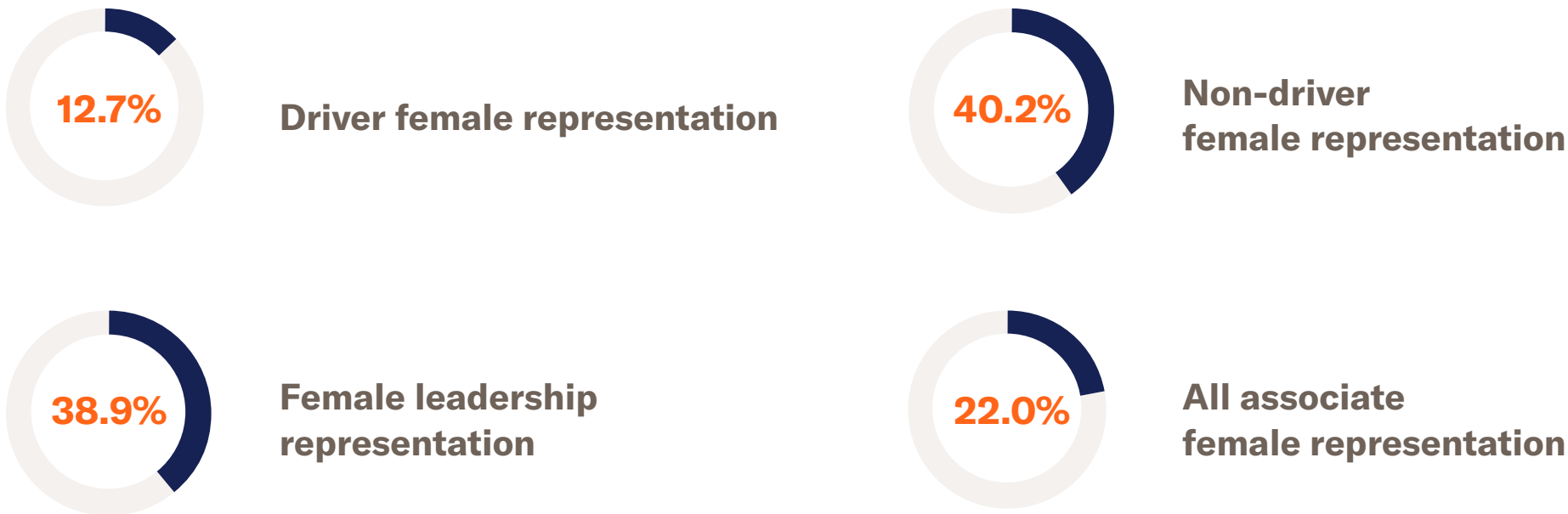
ASSOCIATE SELF-REPORTED DEMOGRAPHICS



DIVERSITY IN U.S. OPERATIONS



FEMALE ASSOCIATE REPRESENTATION







SASB table 1. Sustainability disclosure topics and accounting metrics

Topic	Accounting metric	Category	Unit of measure	SASB Code	Response
Greenhouse gas emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO <sub>2</sub> e	TR-RO-110a.1	966,877 metric tons
	(1) Total fuel consumed, (2) Percentage natural gas, (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-RO-110a.3	(1) 13,558,504 GJ, (2) 0%, (3) 18.3%
Air quality	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx and (3) Particulate matter (PM <sub>10</sub> )	Quantitative	Metric tons (t)	TR-RO-120a.1	(1) NOx = 1,337 metric tons, (2) SOx = Not available in SmartWay, (3) PM <sub>10</sub> = 2.57 metric tons
Driver working conditions	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	TR-RO-320a.1	(1) 0 company driver fatality, (2a) company drivers = 0.000 per million miles (2b) owner operators = 0.000 per million miles
	(1) Voluntary and (2) Involuntary turnover rate for all employees	Quantitative	Percentage	TR-RO-320a.2	(1) Voluntary turnover rate = 59.0%, (2) Involuntary turnover rate = 14.0%
	Description of approach to managing short-term and long-term driver health risks	Discussion and analysis	N/A	TR-RO-320a.3	See page 15 of this report
Accident and safety management	Number of road accidents and incidents	Quantitative	Number	TR-RO-540a.1	Road accidents = 342 or 0.373 per million miles
	(1) Number and (2) Aggregate volume of spills and releases to the environment	Quantitative	Number, cubic meters (m <sup>3</sup> )	TR-RO-540a.3	(1) Number of spills = 8, (2) Aggregate volume of spills = 0.26 cubic meters





SASB table 2. Activity metrics

Activity metric	Category	Unit of measure	SASB Code	Response
Revenue ton miles (RTM)	Quantitative	RTM	TR-RO-000.A	Asset = 10,051,915,484
Load factor	Quantitative	Number	TR-RO-000.B	Asset = 73.4%
Number of employees, number of truck drivers	Quantitative	Number	TR-RO-000.C	19,436 total, 13,459 drivers

Emissions metrics

GHG emissions	Unit of measure	2024
Scope 2*	Metric tons (t) CO <sub>2</sub> e	8,912

\*Scope 2 emissions only includes Schneider-owned locations.





# DISCLAIMER

As used throughout this Corporate Responsibility Data Supplement, the term “Schneider” and such terms as “the company,” “the corporation,” “our,” “we,” “us” and “its” may refer to Schneider National, Inc., one or more of Schneider National’s consolidated subsidiaries, or to all of them taken as a whole. All of these terms are used for convenience only and are not intended as a precise designation of any of the separate companies, each of which manages its own affairs.

**Forward-looking statements disclaimer**

CAUTIONARY STATEMENTS RELEVANT TO FORWARD-LOOKING INFORMATION FOR THE PURPOSE OF “SAFE HARBOR” PROVISIONS OF THE PRIVATE SECURITIES LITIGATION REFORM ACT OF 1995 AND OTHER IMPORTANT LEGAL DISCLAIMERS

This Corporate Responsibility Data Supplement contains forward-looking images and statements relating to Schneider’s operations, assets, and strategy that are based on management’s current expectations, estimates and projections about the petroleum, chemicals and other energy-related industries. Words or phrases such as “anticipates,” “expects,” “intends,” “plans,” “targets,” “advances,” “commits,” “drives,” “aims,” “forecasts,” “projects,” “believes,” “approaches,” “seeks,” “schedules,” “estimates,” “positions,” “pursues,” “progress,” “design,” “enable,” “may,” “can,” “could,” “should,” “will,” “budgets,” “outlook,” “trends,” “guidance,” “focus,” “on track,” “trajectory,” “goals,” “objectives,” “strategies,” “opportunities,” “poised,” “potential,” “ambitions,” “future,” “aspires” and similar expressions, and variations or negatives of these words, are intended to identify such forward-looking statements, but not all forward-looking statements include such words. These statements are not guarantees of future performance and are subject to numerous risks, uncertainties and other factors, many of which are beyond the company’s control and are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in such forward-looking statements. Our ability to achieve any aspiration, target or goal outlined in this Corporate Responsibility Data Supplement is subject to numerous risks, many of which are outside of our control. Examples of such risks include: (1) sufficient and substantial advances in technology, including the continuing progress of commercially viable technologies and low- or non-carbon-based energy sources; (2) laws, governmental regulation, policies, and other enabling actions, including those regarding subsidies, tax and other incentives as well as the granting of necessary permits by governing authorities; (3) the availability and acceptability of cost-effective, verifiable carbon credits; (4) the availability of suppliers, vendors and partners that can meet our sustainability-related standards; (5) evolving regulatory requirements; (6) evolving standards for tracking and reporting on emissions and emissions reductions and removals; (7) customers’ preferences and use of the company’s services; (8) actions taken by the company’s competitors in response to legislation and regulations; . Further, standards of measurement and performance set forth in this Corporate Responsibility Data Supplement made in reference to our environmental, social, governance, and other sustainability plans, goals and targets may be based on protocols, processes and assumptions that continue to evolve and are subject to change in the future, including due to the impact of future regulation. The reader should not place undue reliance on these forward-looking statements. Unless legally required, Schneider undertakes no obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise.

Among the important factors that could cause actual results to differ materially from those in the forward-looking statements are: inflation, both in the U.S. and globally; our ability to successfully manage operational challenges and disruptions, as well as related federal, state, and local government responses arising from future pandemics; economic and business risks inherent in the truckload and transportation industry, including inflation, freight cycles, and competitive pressures pertaining to pricing, capacity, and service; our ability to effectively manage truck capacity brought about by cyclical driver shortages and successfully execute our yield management strategies; our ability to maintain key customer and supply





arrangements, including dedicated arrangements, and to manage disruption of our business due to factors outside of our control, such as natural disasters, acts of war or terrorism, disease outbreaks, or pandemics; volatility in the market valuation of our investments in strategic partners and technologies; our ability to manage and effectively implement our growth and diversification strategies and cost saving initiatives; our dependence on our reputation and the Schneider brand and the potential for adverse publicity, damage to our reputation, and the loss of brand equity; risks related to demand for our service offerings; risks associated with the loss of a significant customer or customers; capital investments that fail to match customer demand or for which we cannot obtain adequate funding; fluctuations in the price or availability of fuel, the volume and terms of diesel fuel purchase agreements, our ability to recover fuel costs through our fuel surcharge programs, and potential changes in customer preferences (e.g. truckload vs. intermodal services) driven by diesel fuel prices; fluctuations in the value and demand for our used Class 8 heavy-duty tractors and trailers; our ability to attract and retain qualified drivers and owner-operators; our ability to attract and retain owner-operators and third-party carriers in sufficient numbers to support our service offerings; our dependence on railroads in the operation of our intermodal business; changes in the outsourcing practices of our third-party logistics customers; difficulty in obtaining fuel, equipment, goods, and services from our vendors and suppliers; variability in insurance and claims expenses and the risks of insuring claims through our captive insurance company; the impact of laws and regulations that apply to our business, including those that relate to the environment, taxes, associates, owner-operators, and our captive insurance company; changes to those laws and regulations; and the increased costs of compliance with existing or future federal, state, and local regulations; political, economic, and other risks from cross-border operations and operations in multiple countries; risks associated with financial, credit, and equity markets, including our ability to service indebtedness and fund capital expenditures and strategic initiatives; negative seasonal patterns generally experienced in the trucking industry during traditionally slower shipping periods and winter months; risks associated with severe weather and similar events; significant systems disruptions, including those caused by cybersecurity events and firmware defects; exposure to claims and lawsuits in the ordinary course of business; our ability to adapt to new technologies and new participants in the truckload and transportation industry; our ability to implement our plans to meet our greenhouse gas reduction goals; and those risks and uncertainties discussed in (1) our most recently filed Annual Report on Form 10-K in (a) Part I, Item 1A. “Risk Factors,” (b) Part II, Item 7. “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and (c) Part II, Item 8. “Financial Statements and Supplementary Data: Note 13, Commitments and Contingencies,” (2) our most recent Quarterly Report on Form 10-Q in (a) Part I, Item 2. “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” (b) Part I, Item 1. “Financial Statements: Note 12, Commitments and Contingencies,” and (c) Part II, Item 1A. “Risk Factors,” and (3) other factors discussed in the Company’s filings with the U.S. Securities and Exchange Commission.





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[schneider.com](https://schneider.com)

JOB OPPORTUNITIES  
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INVESTORS  
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