



LIVING **SCHNEIDER** orange

2023 Corporate Responsibility Report



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This year marks the publication of our fourth Corporate Responsibility Report. In this report, we highlight our approach to strategic corporate responsibility initiatives aligned to environment, people and corporate governance. We also provide information on our progress against related sustainability and workforce goals. The report was published in May 2024 and reflects data and activities from calendar year 2023.



introduction

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FROM OUR president and ceo

Corporate responsibility is central to what we do at Schneider. Whether it's operating safely, being good stewards of natural resources, or making our business culture and communities stronger, we are a responsible company that puts its values to work.

Our actions related to corporate responsibility are not just pretense, they are good business and part of what drives our success. Customers want to align with companies like ours, that prioritize doing the right thing. We serve as an ambassador for our customers, and we take our role in delivering on our promises and protecting their reputation seriously. Today, it's much more than delivering on time – it's helping our customers meet their own sustainability goals.

We do that by challenging ourselves and suppliers to lead the industry when it comes to activities that build a more sustainable future. Whether it's simple actions like incentivizing our drivers to operate in a more fuel-efficient manner or breakthroughs like becoming the first major carrier to achieve 1.5 million zero emission miles with the Freightliner eCascadia.

Like customers, employees want to work with difference makers. Talented people seek more than just a job; they want to contribute to an organization that resonates with their values and provides a sense of purpose. Our commitment to associates' wellbeing is unwavering. We take tangible steps to continually enrich our culture and foster inclusivity. This approach not only attracts exceptional talent but encourages their long-term retention, and I'm particularly delighted to share that our efforts continue to yield amazing, award-winning results. Our workplace is one where people thrive, pride flourishes and belonging is more than a buzzword—it's our reality.

Our commitment is important so shareholders can be confident knowing that our safety and security practices reduce risks, prevent accidents and safeguard Schneider's financial stability. Companies with a strong culture and actionable solutions as it relates to sustainability, diversity and philanthropy attract more customers and stronger talent, which leads to long-term profitable success. We will continue to make meaningful strides toward our corporate responsibility objectives, and I'm proud to share our progress in this year's report.



Mark Rourke
President and Chief Executive Officer, Schneider

ABOUT
schneider

Schneider has been safely delivering superior customer experiences and driving innovation for 89 years. Headquartered in Green Bay, Wisconsin, Schneider is one of the largest carriers in North America, with one of the broadest portfolios in the industry.



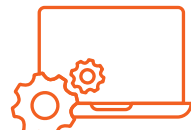
TRUCKLOAD

- › Bulk.
- › Dedicated.
- › Expedited.
- › Long-Haul.
- › North America Cross-Border.
- › Regional.



INTERMODAL

- › Bulk.
- › Express Services.
- › North America Cross-Border.
- › Rail Dray.
- › Regional.
- › Transcontinental.



LOGISTICS

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



9.4
MILLION
freight miles per day*



380
number of times
Schneider loads circle
the globe per day*



99.99%
theft-free loads



1.5 MILLION
zero emission miles*
with about 345,000 miles
added monthly



240
properties worldwide*



13%
associates with military experience*



89
years in business (founded in 1935)

OUR VALUES:



SAFETY
first and always

INTEGRITY
in every action

RESPECT
for all

EXCELLENCE
in what we do

Data as of January 31, 2024. *Number is an approximate and rounded for simplicity, subject to fluctuation.

ABOUT schneider

THE PEOPLE

17,300

associates worldwide*

780

current drivers who've driven more than one million miles safely*

22,000

qualified carrier relationships*

THE EQUIPMENT

10,600

company tractors*

27,430

intermodal containers*

47,300

company trailers*

100

battery electric trucks*

SUSTAINABILITY PROGRESS



5 MILLION

pounds of CO₂ emissions cut with our new electric fleet



23,793

zero emission loads delivered



9.7%

reduction in emissions at owned facilities year over year

WE ARE COMMITTED TO:

- › Sustainable transportation.
- › Emissions reduction.
- › Fuel efficiency.
- › Environmental responsibility.
- › Inclusion and equal opportunity.
- › Customer collaboration.
- › Leadership and innovation.
- › Data-driven advancement.

Data reported Q4 2023. *Number is an approximate and rounded for simplicity, subject to fluctuation.

awards

Our efforts are being recognized

Our dedication to furthering sustainability and innovation and our goal to create an inclusive and diverse workplace are being recognized by third parties and customers. Notable accolades include:

FOSTERING A BETTER WORKPLACE



World's Best Companies of 2023



Most Trustworthy Companies in America



America's Greatest Workplaces



America's Best Large Employer



Best-in-Class Employer



Top 75 Green Supply Chain Partner



Military Friendly Employer



Military Spouse Friendly Employer



Best Employer for Women



Top Company for Women to Work for in Transportation



Top Women to Watch in Transportation



Best Places to Work LGBTQ+ in Mexico

SUSTAINABILITY AND INNOVATION



SmartWay High Performer



Sustainability Asset Carrier of the Year



Thoroughbred Sustainability Partner Award

DELIVERING FOR OUR CUSTOMERS



2023 Top Food Chain Provider



Platinum Carrier of the Year



Quest for Quality

OUR approach

We are focused on creating a more sustainable and inclusive future, collaborating with our customers and leading our industry. Our efforts aim to cut our greenhouse gas (GHG) emissions and lessen our overall environmental impact, attract and maintain a diverse workforce, support our communities and conduct our operations responsibly. We engaged internal business leaders and reviewed external guidance frameworks to identify priority environmental, social and governance (ESG) topics in our value chain.

This year, we executed key projects to continue in our ambitions to meet stakeholder expectations and be a leader in managing our footprint, including:

- Deploying our fleet of 94 battery electric vehicles (BEVs) in Southern California including 92 Freightliner eCascadia Class 8 trucks and two electric yard spotters.
- Conducting an inventory of Scope 1 and 2 GHG emissions.
- Developing a framework to execute necessary reporting enhancements.
- Adding our cybersecurity commitments in the Annual Report and Corporate Responsibility Report.



OUR approach



SUSTAINABILITY

Already one of the most efficient fleets on the road, Schneider was the first major carrier to achieve 1.5 million zero emission miles with the Freightliner eCascadia. We plan to reduce our overall carbon footprint and environmental impact by growing our fleet of electric vehicles, improving fleet fuel efficiency, expanding our Dedicated and Intermodal capacity and improving our owned facilities' energy use.



CORPORATE CULTURE AND COMMUNITY ENGAGEMENT

We strive to create and maintain a diverse and inclusive workplace where associates are respected and valued. In 2023, we doubled our Business Resource Groups (BRGs), further building a sense of belonging and understanding for all our associates. We broadened our recruiting practices to include members of our BRGs. As we prioritize career development and retention, we remain dedicated to promoting associate well-being and maintaining a safety-first culture.

OUR approach



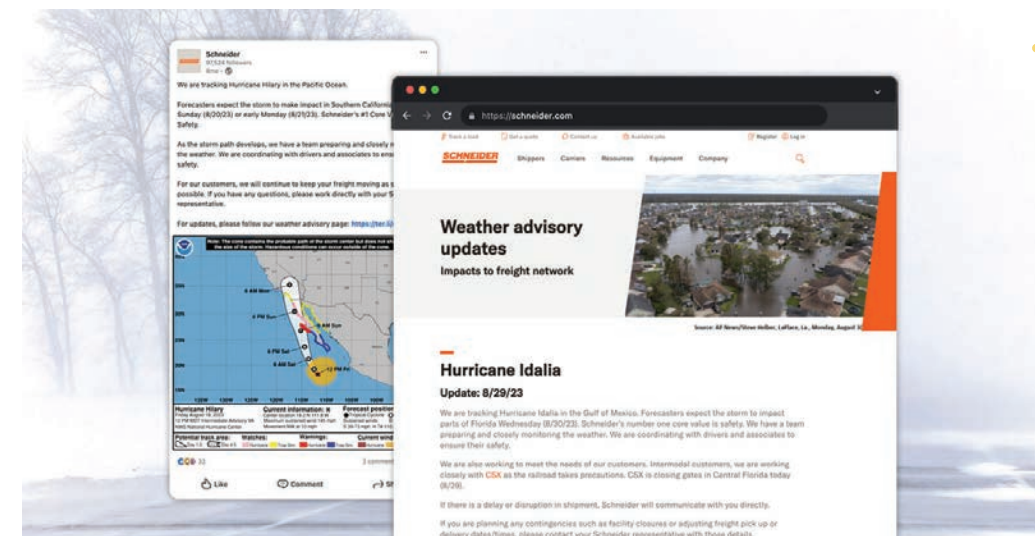
MOVING FORWARD TOGETHER

We are committed to doing our part to help support our customers’ environmental ambitions and we are a member of several industry councils dedicated to sustainability and efficiency.



GOVERNANCE

We know oversight of our corporate responsibility efforts, ambitions and policies to ensure accountability and alignment is critical. Our leaders are bound by our comprehensive code of conduct, and our CEO and executives abide by an additional code of ethics. Sustainability and diversity metrics are embedded into their goals.



MINIMIZING AND MANAGING RISKS

Schneider is engaged in many aspects of sustainability, particularly as it relates to business continuity. Our focus is on strategic business management, and we have plans to ensure resilience in the face of disruption.

We maintain a yearly process for assessing risks and opportunities through our Enterprise Risk Council (ERC). The ERC works with executives to identify and analyze risks to the business, then drives the development of action plans by working with the appropriate stakeholder owners to ensure risks are being managed and opportunities leveraged.

ENGAGING WITH OUR stakeholders

Along with this report, we provide regular updates to our stakeholders about our goals and strategy through various external and internal communications. We strive to deliver transparent communication and thoughtfully consider feedback collected via surveys and one-on-one engagements.



Our associates are at the forefront of driving our sustainability efforts forward and fostering an inclusive environment. We continue to share our progress with associates through internal communications. Our associate relations team solicits feedback via assessments, roundtable meetings, visits to associates in the field, surveys and open discussions to ensure we are listening to our talent and addressing their needs and questions.

We also have our Schneider Ambassador Team, drivers in Van Truckload, Intermodal and Bulk, who share experiences on behalf of drivers and improve connectivity across the organization.

Our customers have their own metrics, and as a part of their value chain, we have a mutual interest in achieving similar goals. A key component of our business is optimizing shipping networks for our customers to reduce emissions and shorten delivery times.

We gather feedback on sustainability priorities through calls and customer surveys, as well as direct contact through our account teams to stay informed and share feedback with leadership.

ENGAGING WITH OUR stakeholders



KEY SUPPLIERS

We have made significant progress in 2023 working with suppliers that share our commitment to sustainability and supporting drivers. We engage with original equipment manufacturers (OEMs) to encourage them to make equipment modifications and improvements.

INVESTORS

We provide information to investors through regular earnings calls and presentations, quarterly and annual reporting and industry conferences throughout the year that give opportunities to share progress made on our goals.

COMMUNITIES

We engage with the communities where we operate through volunteering and other programs under our philanthropic arm, the Schneider Foundation. The Foundation's giving is informed by an associate-based board to help guide our giving to the most impactful organizations.

A photograph of a white Schneider Cascadia truck parked at an electric vehicle charging station. The truck is white with 'SCHNEIDER' and 'CASCADIA' branding. It is plugged into a charging station. The background shows other trucks and a clear sky. The image is overlaid with a green gradient.

MANAGING OUR **environmental** footprint

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PROGRESS
summary

Delivering on sustainability commitments

Since Schneider travels more than 9.4 million freight miles daily, doing so as efficiently as possible does not just cut our emissions – it benefits society, our customers and demonstrates what is possible when it comes to sustainable transportation. Our progress in 2023 toward our sustainability goals:

REDUCE CO ₂ EMISSIONS BY 7.5% PER MILE BY 2025*	ACHIEVE A 60% REDUCTION IN CO ₂ EMISSIONS PER MILE BY 2035*	DOUBLE OUR INTERMODAL SIZE BY 2030*	REACH NET ZERO STATUS IN ALL COMPANY-OWNED FACILITIES BY 2035
Through 2023, we achieved a 7% reduction of CO ₂ emissions per mile, meaning we have already accomplished 90% of our 2025 goal. This year, our new BEV fleet surpassed 1.5 million zero emission miles. We continue to make progress in shrinking our carbon footprint as we maintain one of the largest and most energy efficient fleets in North America.	We are further innovating our approach, optimizing routes and operationalizing new sustainable technologies. These improvements include fleet electrification, testing of new clean transportation technologies, upgrading diesel trucks and harnessing the power of data analytics.	Transitioning our rail service to Union Pacific Railroad in the west, aligning with CPKC in the north-south and continuing our long-standing relationship with CSX, will help us reach our goal of doubling Intermodal by 2030. This approach will also help us reduce our CO ₂ emissions by an additional 700 million pounds per year, while offering expanded options and further efficiency to customers.	This year, we had a 9.7% reduction in emissions at owned facilities. We also completed energy audits that will help identify additional improvement opportunities at these locations. The Grove Innovation Center, an environmentally responsible building, opened in 2023 to house our innovation and collaboration efforts.

*Based on 2019 baseline.

battery electric VEHICLES



The road to 1.5 million zero emission miles

Schneider is steadfast in its belief that we can help create a more sustainable future, which is why we were an early adopter of using BEVs to provide a more renewable option for transporting freight. As a responsible company, we know we can play an important part in reducing carbon emissions, and we took a big leap to help move the industry forward in decarbonization.

Our electric fleet

In 2023, Schneider began operating one of the largest BEV fleets in North America at the company’s Southern California Operations Center in South El Monte. The 92 Freightliner eCascadias move freight hundreds of times a day, which allowed them to quickly surpass 1.5 million zero emission miles. As a result, by using the eCascadias we avoided more than five million pounds of CO₂ emissions over the course of 2023.



“We are driven by our commitment to sustainability and innovation to be one of the first carriers to embrace electric as a powerful solution for hauling freight. We believe in a future where clean technology helps transform the way we move goods and reduces our environmental footprint while delivering on our promises of efficiency and reliability for customers.” -Mark Rourke, President and CEO

battery electric VEHICLES

In addition to implementing the eCascadias, we replaced two diesel yard spotters with electric yard spotters at our Rancho Cucamonga, California, cross dock facility. The new vehicles run for a full 24-hour period before needing to be recharged and save an estimated 70,000 pounds of CO₂ each year.

The incorporation of these innovative vehicles into our operations provides customers access to one of the largest electric fleets in North America, which is critical as more companies are setting their own sustainability goals. Schneider has already hauled for major brands, including Goodyear and Frito-Lay North America.

These zero emission trucks have helped accelerate our progress toward our goal of reducing per-mile emissions by 7.5% by 2025 and 60% by 2035.

Charging infrastructure

Adding electric vehicles is only part of the equation. To power our electric fleet, we undertook a large construction project to build a charging depot about half the size of a football field. It includes 16 350 kW dual-cord dispensers and can charge 32 trucks simultaneously. Trucks achieve an 80% charge within 90 minutes, with a typical driving range of up to approximately 220 miles.



battery electric VEHICLES

The road to zero emissions is paved with collaboration

Getting our BEV fleet and charging stations activated was no small feat, and it took more than three years and involved close collaboration with utility agencies, government bodies and OEMs.

The most challenging aspect was the infrastructure enhancements needed to operationalize the charging stations. That process alone – which included design, permitting and construction – spanned a two-year period, culminating in the charging depot being fully energized in June 2023.

For the vehicles, Schneider worked alongside Daimler Truck North America as the eCascadia evolved, piloting a truck for six months in 2020-2021 through the Freightliner Customer Experience Fleet. We are proud to be the first large carrier to achieve over 1.5 million zero emission miles with the eCascadia.

We also built relationships with organizations that offered financial support and incentives to turn our vision into reality, because adopting this technology does come with a significantly higher cost compared to traditional diesel solutions. Funding was made possible through:

- Joint Electric Truck Scaling Initiative (JETSII).
- U.S. EPA FY18 Targeted Airshed Grant.
- Hybrid and Zero-Emission Truck and Bus Voucher Incentive Program (HVIP).
- Volkswagen Environmental Mitigation Trust.



CELEBRATING CHANGE

Schneider marked the official opening of our charging depot and BEV fleet in South El Monte, California, with a ribbon-cutting ceremony in June 2023.

Schneider leaders and associates were joined by representatives from the organizations with whom we collaborated to make our vision a reality.

battery electric
VEHICLES

It’s also important to note that the drivers assigned to the BEVs love their in-cab experience. The vehicles are whisper quiet with nearly no noise pollution. Plus, the powerful performance and instant torque from a standstill means the ride is smooth and comfortable. Schneider knows that drivers are the backbone of the company, so improving their experience while also providing more sustainable transportation is a double win.







“Driving the electric truck is quiet and it doesn’t shift, so it’s smooth from the takeoff. You’re helping the environment, and the electric is definitely smoother and quicker. Diesel was like a college wrestler and the electric is like a ballet dancer. The experience is a lot better thanks to the innovation that Schneider is continually putting into its trucks.” -Marty Boots, driver

ONE YEAR WITH SCHNEIDER BEVS



THAT’S THE EQUIVALENT OF:

 507 gas-powered passenger vehicles removed from the road for a year	 256,555 gallons of gasoline consumed	 104,741 propane cylinders used for home barbeques	 1.5 MILLION pounds of waste recycled instead of taking it to a landfill
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EXISTING
fleet

Exploring sustainable fuel solutions

As part of our sustainability efforts, we are also actively exploring other alternative fuel options within our fleet. The use of these alternative fuels represent additional steps toward our goal to reduce our carbon footprint even further and ensure a cleaner, more efficient future for our industry. As we pave the way toward a greener supply chain, we are currently using alternative fuels such as:



BIODIESEL

Biodiesel, derived from organic waste such as vegetable oil and animal fats, offers a renewable alternative to conventional diesel. 100% of Schneider’s non-BEV tractors utilize a percentage of biodiesel.



RENEWABLE DIESEL

Like biodiesel, renewable diesel is a non-fossil fuel made through hydrotreating. In 2023, Schneider purchased over six million gallons of renewable diesel in California, Oregon and Washington.

EXISTING
fleet

A commitment to an efficient and modern fleet across our network

As environmental consciousness grows among our customers, Schneider remains dedicated to integrating sustainability into our business decisions. Our goals include reducing carbon emissions by 7.5% per mile by 2025 and 60% per mile by 2035 (based on a 2019 baseline). Our equipment plays a crucial role in achieving these targets.



FUEL EFFICIENCY

Our fleet stands out as one of the most fuel-efficient in the industry. Our scale allows us to test and implement advanced technologies effectively. Our unique approach to equipment engineering attracts and supports informed decision-making. Specifically, our trucks optimize efficiency through:

- **Advanced aerodynamics:** We maximize aerodynamics on both tractors and trailers, minimizing air resistance and improving fuel efficiency.
- **Advanced powertrains:** State-of-the-art drivetrain technology ensures optimal performance and reduced emissions.
- **Idle management:** We actively monitor and manage idle time to conserve fuel.
- **MirrorEye®:** Innovative camera-based mirror systems enhance safety while reducing drag.
- **Speed limiters:** Restricting truck top speed contributes to fuel savings.
- **Engine-off HVAC system:** Smart climate control minimizes energy consumption.
- **Optimized rear axle ratio:** Fine-tuned ratios improve overall efficiency.

EXISTING fleet



FLEET MANAGEMENT

Schneider maintains a modern fleet with a four-year trade cycle for most trucks. This practice ensures that the average age of our trucks is approximately two years. By doing so, we accelerate the adoption of cutting-edge safety features and fuel-efficient technologies while enhancing driver comfort. Our commitment to upgrading our existing fleet is an ongoing process, driven by innovation.



CONSTANT INNOVATION

We remain at the forefront of sustainability by continuously testing new technologies and solutions. Again, the size and scope of our fleet allows us to test technology at a scale that ensures accurate, data-based decisions. We have a unique approach to equipment engineering that supports and improves decision making.

Notable pilots in 2023 include:

- › **Hydrogen fuel cell:** Exploring hydrogen-powered alternatives for cleaner energy.
- › **CNG X15:** Investigating compressed natural gas (CNG) solutions.

DRIVERS AND sustainability

Supporting those who drive our efforts on the road

We are continuously making improvements to our fleet to enhance our drivers’ experience and ensure they are well-trained on best practices when it comes to efficiency. Our drivers have access to cutting-edge technology and tools to be successful in their roles. Our enhancements include:

- **Immersive training**
We provide simulation-based training and education programs to help our drivers understand they are the primary managers of truck energy efficiencies.
- **EZ Pass access**
We added the UPGo app to our intermodal drivers’ tablets, allowing them to use an EZ Pass Lane when entering the rail yard. Removing the need for drivers to show credentials further decreases emissions, fuel use and idling, while also cutting waiting time and expediting deliveries.
- **Automated service alerts**
We use an automated system to help our drivers avoid breakdowns. Our drivers receive proactive service messages and breakdown warnings to ensure our fleet runs safely and efficiently.
- **Improved alternators**
Our new trucks have improved alternators that charge batteries more completely and quickly to help with off-engine idling. This provides extra power at rest time for drivers to use air conditioning and electronics.



intermodal

Leveraging our intermodal network to cut emissions and delays

Schneider, a leader in intermodal transportation, offers flexible solutions to minimize carbon impact, reducing emissions and delays for customers.

Transitioning our western rail service to Union Pacific Railroad and working with CPKC on the north-south corridor allows us to offer expanded options to customers and further efficiency. As the only fully asset-based carrier with Union Pacific-CSX and CPKC connections, we are aligned with three of the most efficient railroads in the industry.

Union Pacific and CSX provide access to more rail lanes and direct transcontinental freight connections, while CPKC increases reliability, security and capacity between Mexico and the Midwest, with additional connections to the Northeast and Pacific Northwest. Our CPKC route offers no handoffs at the border, providing a transit and security advantage for cross-border customers.

Rail freight transportation facilitates fuel savings, with one ton of freight being shipped up to 500 miles on the equivalent of a single gallon of fuel. Leveraging our fleet of BEVs, we offer zero emission drayage, generating additional carbon-related savings between transportation modes. Our north-south zero-handoff route with CPKC saves approximately 3,400 pounds of CO₂ emissions and 157 intermodal gallons per trip compared to existing over-the-road routes.

Our lightweight day cab tractors and chassis decrease weight, allowing more cargo per shipment and fewer loads needed. Ongoing improvements in chassis and containers maintain ample capacity, ensuring consistent service delivery.



INNOVATIVE SOLUTIONS

We developed a CPKC-approved block and bracing solution in our containers to expedite the shipping of cars impacted by a shortage of car haulers. In collaboration with an automotive manufacturer and Schneider customer, we developed a patent-pending approach to outfit our Intermodal containers to securely transport vehicles.

Our partnership with CPKC meant our solution was to be implemented on the fastest line in the industry ensuring we were able to get this customer's shipments moving and protect their product from open-air conditions. This is just one example of the innovative solutions Schneider's Intermodal team has developed for our customers.

facilities

AND INDUSTRY

Integrating sustainability across our owned facilities

Schneider’s focus on sustainability extends beyond the road. Throughout 2023, we continued to improve the environmental impact of our owned facilities and make progress toward our 2035 net zero status goal. Using a trusted third party, we completed an energy audit of our owned facilities against the Department of Energy’s benchmarks and implemented several energy-saving and environmentally focused initiatives across our owned facilities, including an enhanced corporate recycling program, installing energy-saving light bulbs and a commitment to sourcing environmentally friendly products. We have begun implementing energy-saving measures across our network and continue to seek opportunities to improve our owned facilities’ footprint.



GREEN BRG

One of our newest groups founded by our associates, GREEN bridges the gap between our corporate sustainability goals and our associates, marrying our organizational objectives with our cultural values. The group invites folks at any stage of their sustainability journey to join and engage with corporate and local environmental efforts.

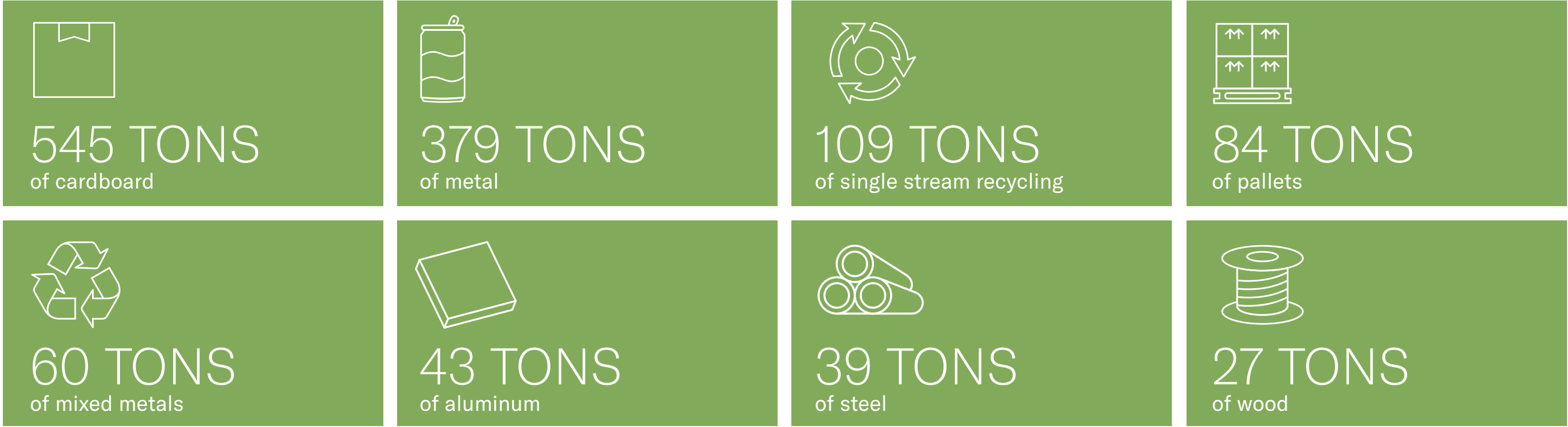


“GREEN provides a platform for associates to share suggestions and best practices on how we can be a more sustainable organization. As a leader, I have been able to connect with local organizations to identify ways we can collaborate and support each other’s sustainability goals.”
-Kara Jensen, Brokerage Operations Manager

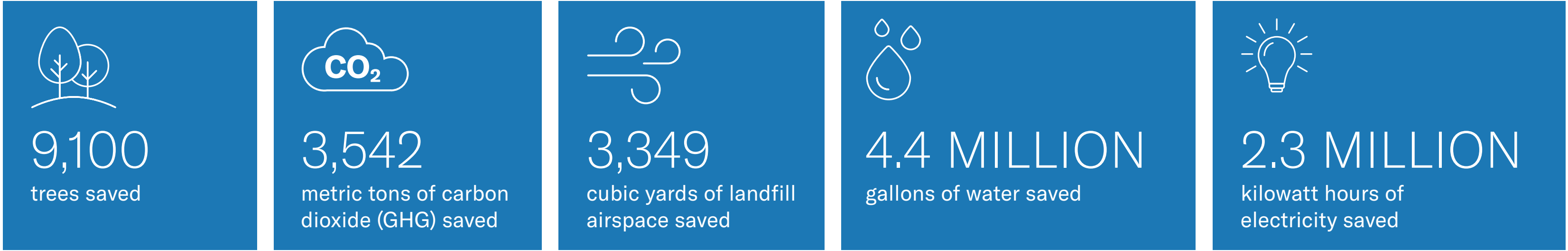
ENHANCING OUR
recycling
efforts



SCHNEIDER RECYCLED 1,511 TONS OF OTHER MATERIALS*, INCLUDING:



ENVIRONMENTAL BENEFITS THIS TRANSLATES TO:



* Data reported by our third-party recycling provider.



sustainable INNOVATIONS

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customers

Supporting customers in achieving sustainability goals

We have bolstered our commitment to being a leader in sustainability in the transportation and logistics industry. As our customers are working to reduce their carbon footprints, we are leveraging our knowledge and expertise to lessen environmental impacts across the supply chain. We are one of the few North American shipping and logistics companies that develops capabilities and technologies to improve our own sustainability efforts while also offering customers the opportunity to understand and reduce their carbon footprint. We work together with customers to understand, measure and reduce their Scope 3 emissions and can advise on how the carbon footprint associated with transportation fits into their overarching emissions reduction goals.

This year, the deployment of our fleet of BEVs helped customers like PepsiCo and Goodyear realize their commitments to lowering emissions and building toward a more sustainable future. We also opened our new innovation and collaboration center, The Grove, which acts as an inspirational location to meet with stakeholders and unleash creative solutions to customer and industry challenges.

Measuring and reporting accurate emissions is time-intensive and complex, so we are collaborating with forward-thinking companies to bring easy-to-use decarbonization platforms to market. One of the platforms will help our shippers by:

- Generating customizable recommendations and scenario planning options for decarbonizing daily logistics operations.
- Creating asset-based solutions with emissions data at the shipment-level.
- Offering the ability to leverage renewable fuel options to achieve decarbonization goals.

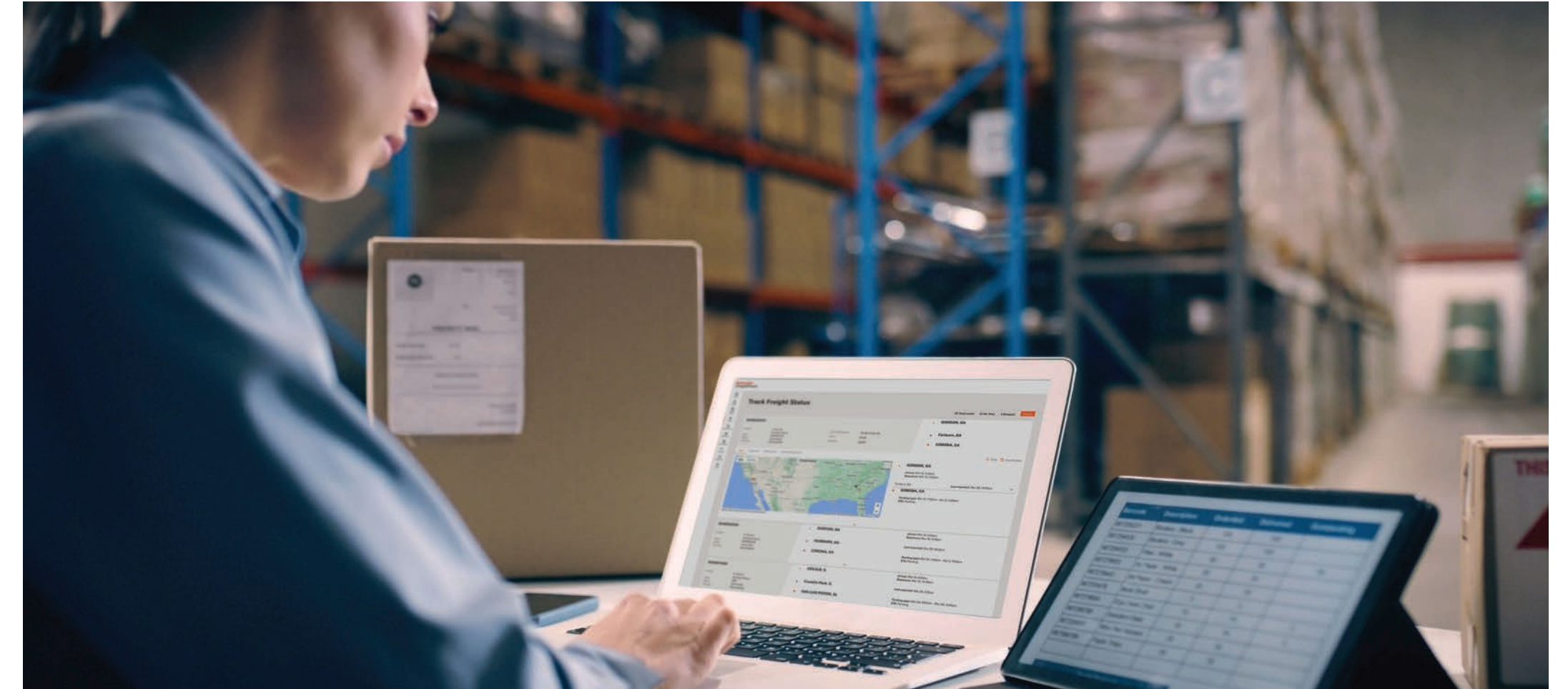
DRIVING SUSTAINABILITY FOR PEPSICO

In 2023, we were the first third-party carrier to haul zero emission shipments for PepsiCo globally using our eCascadia fleet. We completed 779 BEV loads, traveling more than 31,000 zero emission miles. We have the opportunity to institute efficient solutions that significantly lessen the environmental impact of both our businesses. We are also proud to have been awarded the PepsiCo “Sustainability Asset Carrier of the Year” for the last three years.

“PepsiCo is devoted to achieving net zero emissions by 2040, which is why selecting a transportation provider like Schneider is critically important. We have worked with Schneider for over two decades and continue to drive toward positive changes for our supply chain and the world around us.”

— Roberta Barbieri
Vice President of Global Sustainability at PepsiCo

technology



Advancing technology: Our continued commitment

We continue to enhance our technology platforms and digital solutions to stay ahead of the needs of our customers, shippers and associates. Our digital platforms allow customers to easily tap into our full multimodal capacity portfolio, while offering more control and visibility across their supply chains. Using AI-powered data analysis and automation, we offer customers insights into reducing empty miles, capitalizing on intermodal opportunities and what zero emission solutions exist to increase efficiency and reliability.

To improve the safety for drivers and the motoring public, and protect our customers' freight, we continue to add new features into our trucks including MirrorEye, onboard cameras, collision mitigation technology and adaptive stability control.

CYBERSECURITY

We recognize the importance of security when it comes to technology and operations. With new technology comes unique cybersecurity risks for our team, including increased demands on information technology resources and susceptibility to phishing attacks. We acknowledge the potential threats that come from unauthorized access and phishing schemes and the impact to compliance with privacy laws. We are committed to addressing risks to our information technology systems and safeguarding against potential disruptions and breaches.

technology

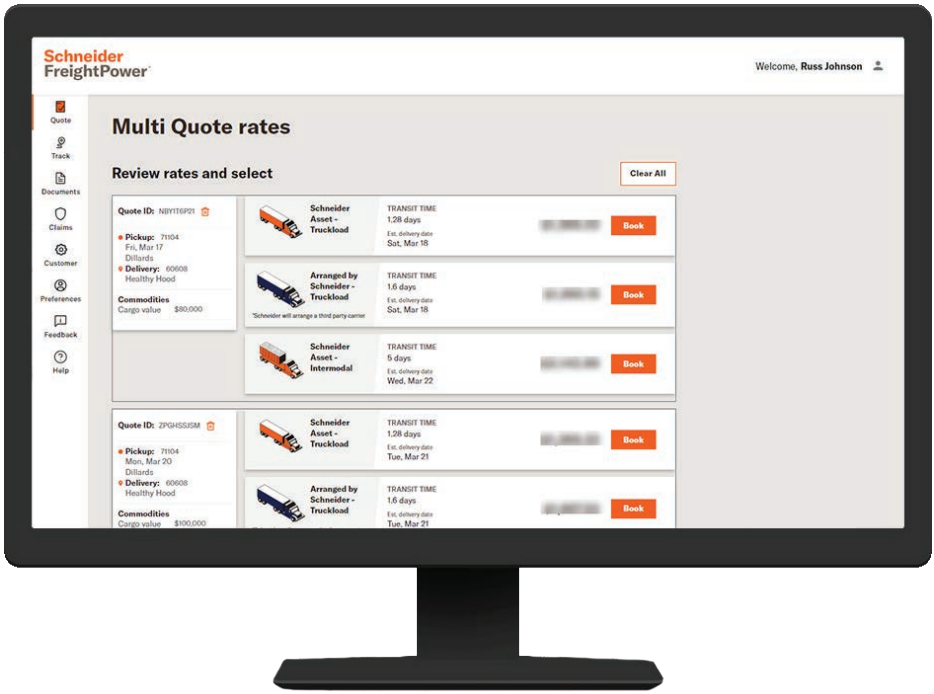


SCHNEIDER FREIGHTPOWER®

Schneider FreightPower® is a self-service online marketplace connecting shippers and carriers to Schneider’s reliable capacity and freight. FreightPower allows shippers to instantly quote, book and track freight from the 50,000 Schneider-approved carriers in our network. FreightPower digitizes interactions through tools like application programming interface (API) and electronic data interchange (EDI), allowing complete freight visibility through the shipping process.

By combining our advanced supply chain analytics and user-friendly design, the tool makes it simple for customers to pick the most efficient transportation routes and modes for their businesses. FreightPower expands a business’ scale, network and technology capabilities, creating a more efficient and streamlined experience for shippers.

In 2023, we expanded FreightPower, giving end-to-end visibility, real-time data, simple integration and flexibility to streamline supply chains. Our new features include multiple option appointment setting done by our team, the ability to quote up to 25 orders at one time and enhanced lane insights offering an automated view into freight 24/7. This offering puts us at the forefront of the industry, optimizing customer experience and helping them stick to tight schedules in real-time.



innovation

AT THE GROVE

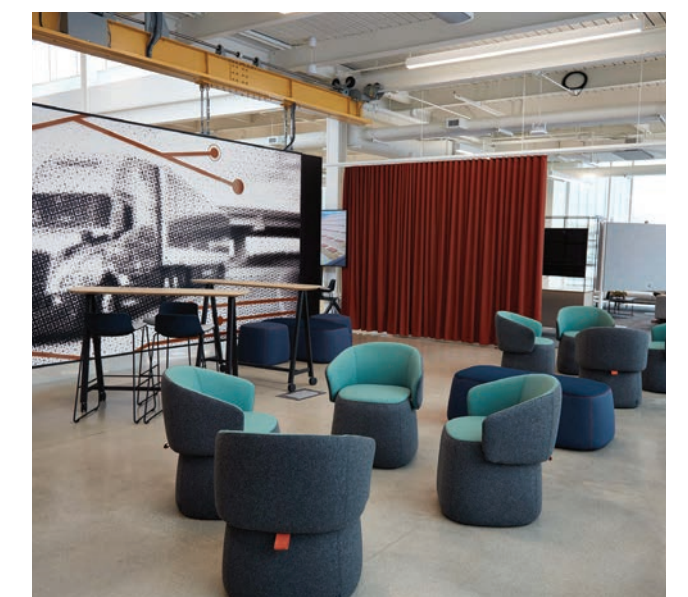
A leading approach to innovation

In 2023, we opened The Grove Innovation Center on our main campus in Green Bay, Wisconsin, providing a dedicated collaboration space for associates and customers. The Grove houses visualization technologies to test the use of artificial intelligence, machine learning, automation and user experience technologies to better deliver for our customers.

Aligned with our forward-looking vision, The Grove reflects best-in-class sustainable construction and design, including solar arrays, geothermal energy systems, LED lighting and window glazing that helps regulate temperature. The center was built using sustainable materials, and to ensure minimal impact on the surrounding natural ecosystem, we planted numerous Wisconsin-native plants and trees and created a pond on-site with local fish.

There have been more than 250 events at The Grove to date, from associate brainstorming sessions to customer events with the goal to review processes and identify opportunities for continuous improvement. In support of our local community, we hosted two innovation events with about 50 high schoolers to engage in critical thinking while solving challenges geared toward the transportation industry.

The space allows for cross-functional team collaboration. In May, our Mexico operations and customer service teams met to examine cross-border opportunities for improvement. The teams met ahead of the expansion of our north-south intermodal service and identified over 40 action items and 10 sub-projects ranging from new customer onboarding processes and compliance improvements to aligning storage programs and increasing resource availability. All the projects were implemented and completed by August to improve our cross-border alignment and quickly scale our Intermodal offerings.



NETWORK growth



DEDICATED

This year, we acquired M&M Transport Services, a dedicated contract carrier, which increased our fleet by 500 trucks and 1,900 trailers across 12 locations in the Northeast, Midwest and Southwest while enhancing the reach of our transportation services. This acquisition helped us grow our fleet and put more dedicated tractors in service. By combining our respective expertise, knowledge and resources, we are better positioned to meet the evolving needs of our customers and stakeholders across our network.



INTERMODAL

Schneider's growth with Union Pacific Railroad distinguishes us as the only fully asset-based company with a Union Pacific-CSX connection, providing improved transportation reliability and supply chain control. Customers benefit from Union Pacific's consistent daily departures and CSX's top-rated service, ranked as the top-performing railroad in 2023.

Expanding with CPKC offers increased reliability and capacity, especially along their north-south corridor, enhancing efficiency for U.S.-Mexico border crossings. Leveraging CPKC's intermodal services and our capacity stacking abilities ensures efficient and safe cargo movement.

Moving freight by rail also offers significant environmental benefits, as one ton of freight can travel up to 500 miles on a single gallon of fuel, providing additional fuel-saving opportunities for our customers.

council

PARTICIPATION

Being a leader in collaboration

Environmental progress requires collaboration and as part of our commitment to sustainability, we participate in multiple industry councils.

- › **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. In 2023, Schneider was again recognized as a SmartWay® High Performer, emphasizing Schneider’s commitment to operating an exceptionally efficient fleet, emitting fewer pollutants and burning less fuel per mile traveled.
- › **North American Council for Freight Efficiency (NACFE):** NACFE is an organization dedicated to doubling the industry’s efficiency. Schneider’s Executive Vice President and Chief Administrative Officer Rob Reich serves as board chair.
- › **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.
- › **Global Logistics Emissions Council (GLEC):** We were the first North American carrier to join the GLEC, a voluntary coalition of over 150 organizations. As a member of the council, Schneider helps improve on setting standards for calculating emissions and exchanging data across companies to reduce their carbon footprint.
- › **Electric Freight Consortium (EFC):** The Electrification Coalition (EC), which is based in Europe, launched the EFC as a forum to amplify the benefits of freight electrification. The EFC is an exclusive space for Schneider and other shippers, carriers, retailers and EV supply chain companies to gain knowledge, share strategies and support the development of electrified freight vehicles and infrastructure.
- › **GreenBiz Transport Advisory Board:** The GreenBiz advisory board is made up of influential leaders across key industries in the transition to a clean economy. As a member of the transport board, we shared insights, guidance and sustainable solutions with other leaders to help spread best practices.
- › **Forbes Technology Council:** The Forbes Technology Council is a network of technology leaders across industries sharing knowledge and expertise. Schneider’s Executive Vice President and Chief Innovation and Technology Officer Shaleen Devgun is a member of the council.



empowering

OUR ASSOCIATES

34 Safety

39 Diversity

43 Support

safety

Safety first and always

Safety is Schneider’s first core value, and we help empower all associates to be safe whether they are in an office, shop, warehouse or truck. With policies, safety procedures and audits that exceed federal mandates, we strive to protect not only our associates, but our customers’ freight and the motoring public. Processes and technologies we have implemented include:

- › Administering hair testing in addition to mandated urine testing when considering new driver hires to prevent drug users from entering our fleet.
- › Providing sleep apnea screening for all drivers and treating diagnosed drivers.
- › Implementing the latest safety and accident mitigation technology, injury prevention and triage services.
- › Facilitating hands-on onboarding classes for new associates from day one.
- › Offering defensive driving courses for young drivers in our communities.
- › Conducting annual workplace safety training as well as on-demand training for teams.
- › Leveraging predictive analytic safety models to implement risk avoidance mechanisms.
- › Maximizing the quality of our training programs by using virtual-reality tools to prepare our drivers for challenging scenarios, safely.
- › Ongoing training throughout an associate’s career with skill refreshers and access to seasonal and on-demand training.



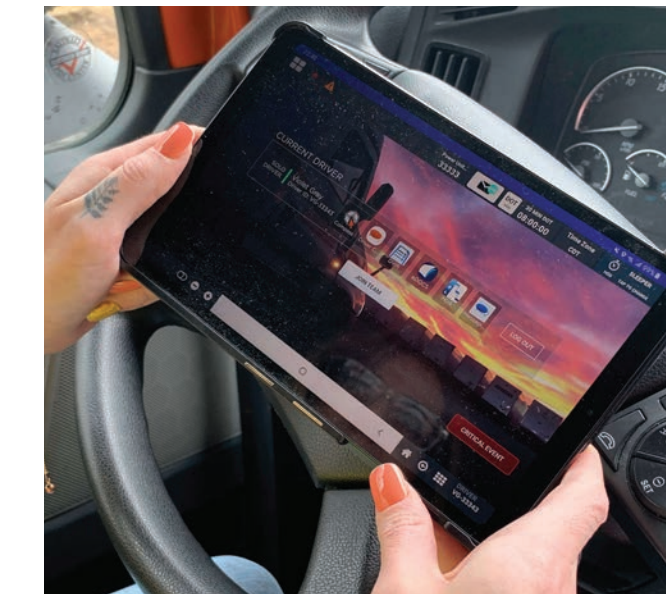
safety

Safety-enhancing equipment and technology

In 2023, we began retrofitting our fleet to include flashing amber lights on trailers that alert nearby vehicles and operators that our drivers are braking. The addition of these lights is especially important for drivers in the dark and furthers our commitment to safety by providing an extra warning signal on the road. It is estimated that the flashing amber lights will reduce rear-end collisions with our trailers by up to 33%.

Additional technologies we have adopted to enhance the safety of our drivers include:

- › Collision mitigation system.
- › Side guard assist to alert drivers of objects in their passenger blind-spots.
- › Forward and side-mounted cameras, with lane departure warning.
- › Enhanced electronic stability control.
- › LED headlights for improved visibility.
- › Adaptive cruise control.
- › Driver tablets, which include the Schneider Emergency Maintenance (SEM) app. The SEM team is staffed to assist in facilitating vehicle repairs.



safety

IN ACTION



SCHNEIDER AMBASSADOR TEAM

The Schneider Ambassador Team, consisting of experienced company drivers from all lines of service, started in 2022. They share their knowledge, safety expertise and best practices with other drivers they meet on the road. They also participate in events, recruit other drivers, help test new technology and serve as mentors. In 2023, our driver ambassadors participated in more than 300 events, connecting with hundreds of drivers. Last year, 61% of the team identified as diverse.*



TRUCKERS AGAINST TRAFFICKING

Schneider is proud to be one of many transportation companies that supports Truckers Against Trafficking (TAT). Awareness is a key tool in combating trafficking, and Schneider hauls a branded TAT trailer, which is highly visible. Additionally, new Schneider drivers complete training on identifying and reporting human trafficking as part of their onboarding, helping drivers stay vigilant while on the road. Schneider's support of this initiative was also spotlighted during the NYSE Global Giving Campaign.

*Includes women and ethnically diverse populations. Please see page 39 for more information about how our associates self-report their diversity.

RECOGNIZING safety

Award-winning safe drivers

Schneider has recognized career milestones for drivers who exemplify safety and excellence since its founding. Each year, Schneider awards drivers for every million miles of accident-free driving and each five consecutive years of safe driving. In 2023, 925 active company drivers received a Million Mile Driver Award or a Consecutive Safe Driving Award.

Drivers who accumulate three million safe driving miles and/or 20 consecutive years of safe driving without a preventable accident earn the honor of being added to Schneider’s Haul of Fame. To permanently recognize these recipients, plaques with their names are installed on the Haul of Fame wall at Schneider’s corporate headquarters in Green Bay, Wisconsin. This year, 32 drivers met the criteria for the first time or had their plaques updated to reflect a higher-level award, with two Haul of Fame drivers reaching new milestones for both million miles and consecutive safe driving.



92 DRIVERS ACHIEVED MILLION MILE AWARDS IN 2023



82 DRIVERS RECOGNIZED FOR CONSECUTIVE SAFE DRIVING IN 2023



RECOGNIZING **safety**



NATIONAL SAFETY COUNCIL GREEN CROSS FOR SAFETY ADVOCATE AWARD

Schneider received the 2023 National Safety Council’s (NSC) Green Cross for Safety Advocate Award for the company’s work piloting technology to combat impaired driving. Schneider is the first in its industry to conduct a trial deployment of the Driver Alcohol Detection System for Safety (DADSS) program’s lifesaving technology. The DADSS program was created to research and develop a first-of-its-kind alcohol detection technology in commercial motor vehicles. To test the technology in real-life settings, the organizers of the program sought a contributor that could provide consistent, reliable data from frequent drivers who operate vehicles in a variety of temperatures at regular and irregular intervals. Schneider is known for going above and beyond the highest safety standards and we are committed to advancing safety innovation, making us a natural fit to help with the effort.

With Schneider’s recent distinction, we are the first and only company to win all three safety awards from the NSC. In 2019, Schneider won NSC’s Green Cross for Safety Innovation Award, and in 2018, the company received the Green Cross for Safety Excellence Award.



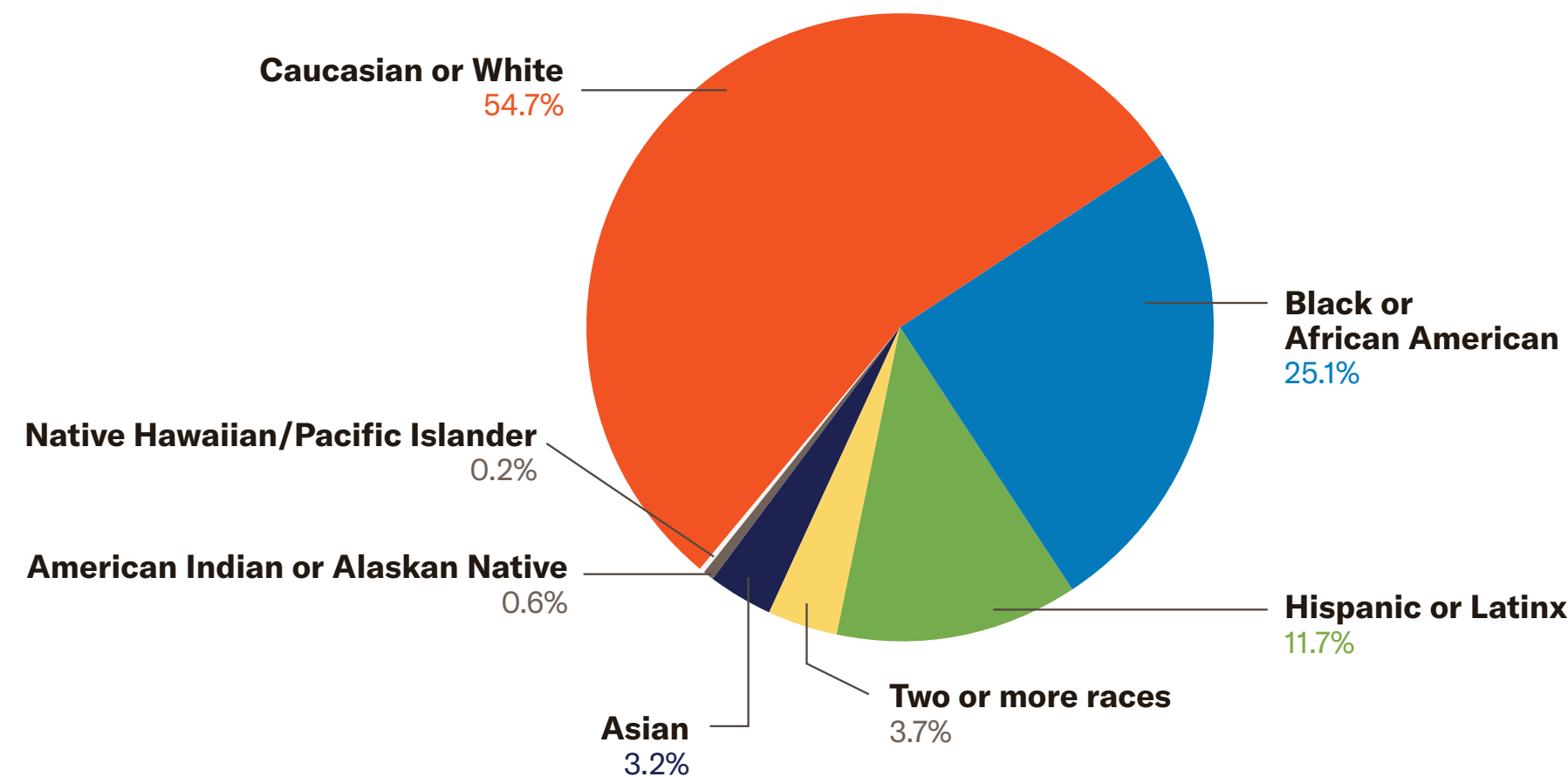
diversity

A commitment to building a diverse workforce

Schneider’s belief is that diversity fuels innovation, encourages creativity, enhances strategic thinking and cultivates strong leadership. Through our comprehensive approach, spanning hiring, training, education and development programs, we foster an inclusive environment where associates feel supported and empowered to share their opinions, perspectives and ideas.

When we look at diversity and demographics, we look at various dimensions such as race, ethnicity, gender, age, religion, sexual orientation, experience and background. In 2023, 99.8% of all Schneider associates completed unconscious bias training. Anti-harassment and compliance trainings are required for all associates and we recorded a 100% completion rate. Putting training into practice, Schneider also asked each line of service to build inclusion plans into their operating plans. Additionally, Schneider created and published new diversity-focused resources for leaders to effectively lead inclusive teams.

ASSOCIATE SELF-REPORTED DEMOGRAPHICS*



RECRUITING

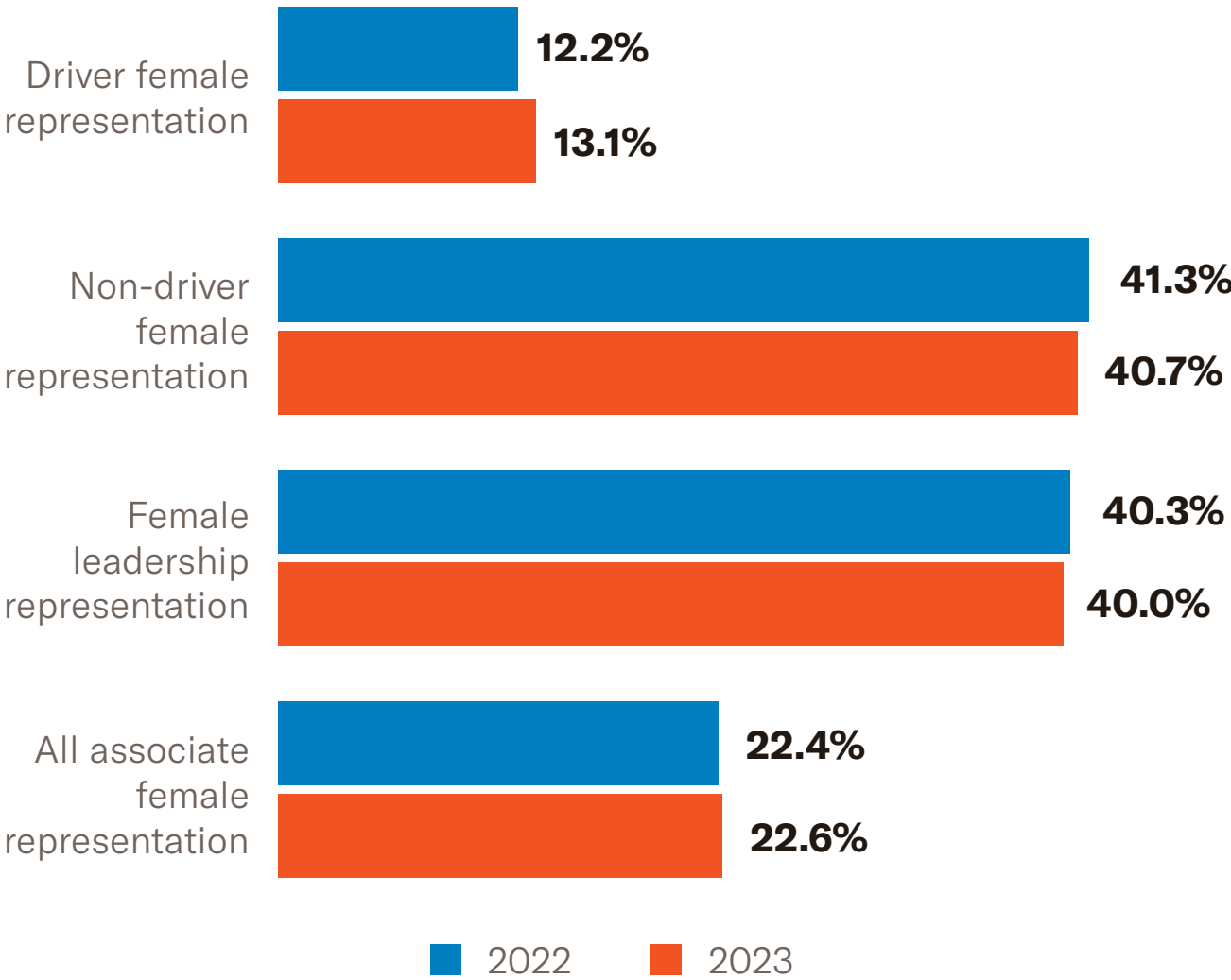
This year, Schneider participated in 73 on-campus events, ranging from sponsorships, career fairs and networking events, to classroom and student organization presentations.

We involved members of our BRGs in these efforts to help create engagement with future talent. We also offer interview capabilities in Spanish for our driver candidates in an effort to provide them with information and allow them to provide detailed answers in their native language.

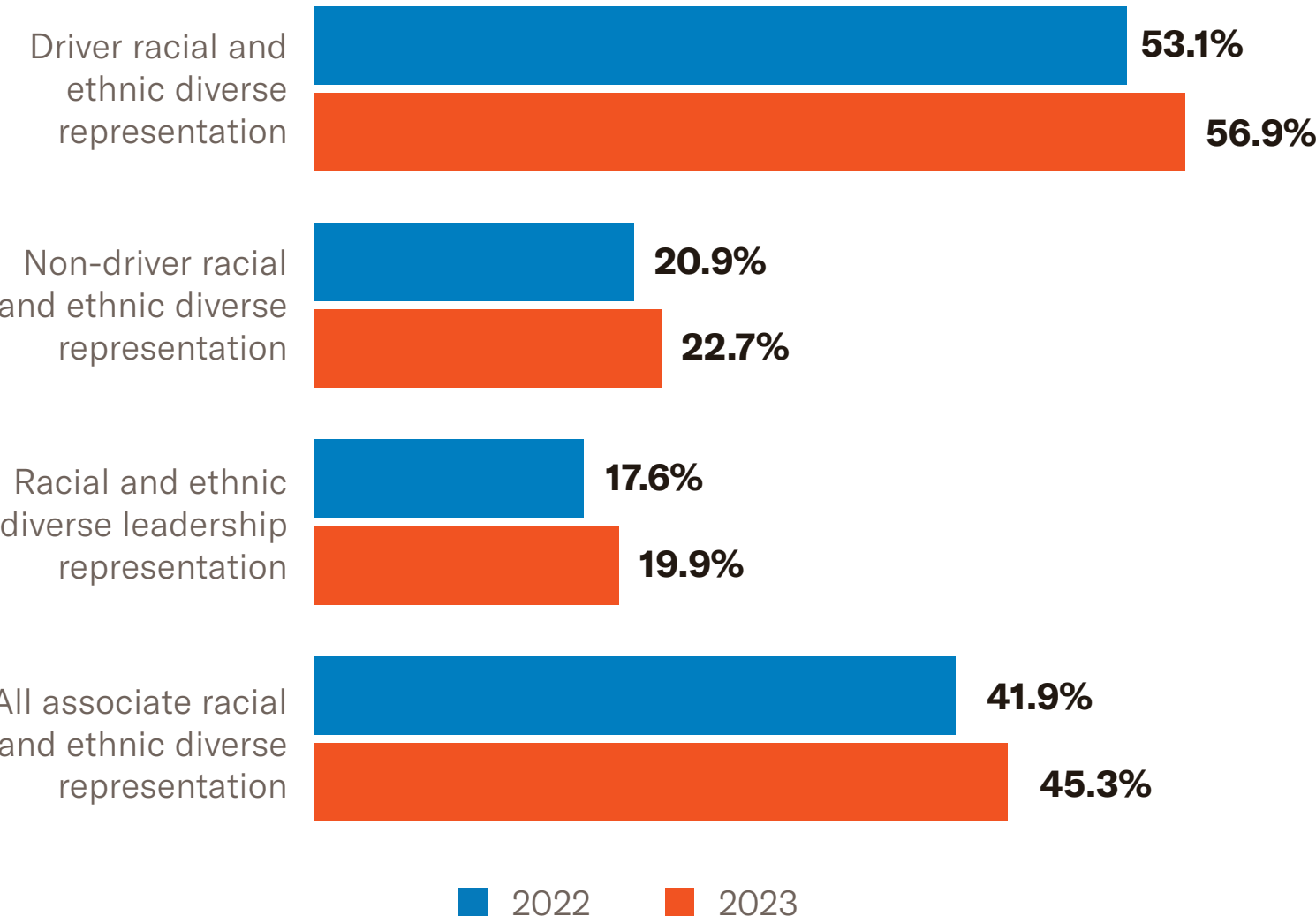
*Data collected to match EEO reporting obligations.

diversity

FEMALE ASSOCIATE REPRESENTATION*



DIVERSITY IN U.S. OPERATIONS*



Supporting supplier diversity

At Schneider, we aim to diversify our supplier base to deliver innovative and sustainable solutions that will strengthen the supply chain, maximize business growth and drive economic impact. Our approach to supplier diversity is focused on increasing participation of small and diverse-owned businesses and includes dedicated efforts, supportive leadership and measurable goals. We are working with diverse suppliers to develop long-term relationships to grow and succeed together, including:

- › Small businesses.
- › Minority-owned businesses.
- › Women-owned businesses.
- › Veteran-owned businesses.

*Data collected to match EEO reporting obligations.

diversity

Empowering women in the industry

Schneider is deliberate in fostering a supportive environment for women, providing many opportunities for career progression including:

- The Schneider Women’s Network BRG.
- An industry-leading mixed-gender driver training guideline.
- Scholarships for women studying to be mechanics from the Schneider Foundation.

Women make up over 13% of Schneider’s drivers and 40% of leadership roles. We are thrilled to see growing numbers of women who are drivers at Schneider, a trend we will actively work to continue. This year we also saw an increase in the number of women diesel technicians hired in our shops across the U.S.



KAYLEIGH MCCALL

Kayleigh McCall, a Schneider driver and training engineer, is the Driver Ambassador for Women in Trucking (WIT), a non-profit dedicated to promoting women’s employment and recognizing their achievements in the industry. She leads efforts to empower and connect women in trucking while enhancing career services.



WYOTECH

Schneider is committed to encouraging and training the next generation of professionals entering the transportation industry, including programs specifically focused on helping grow women’s careers in transportation. In 2023, Schneider presented the Woman Mechanic Scholarship to its recipient at the unveiling of our sponsored classroom at WYOTech, a trade school in Wyoming.

diversity

Our long-standing commitment to supporting military veterans

Schneider has a commitment to supporting long-term, civilian careers for veterans. Schneider takes pride in being recognized as a leading military-friendly employer, with approximately 13% of associates having a background in military service. Many key leaders at Schneider are veterans, including the late Don Schneider, Al Schneider and current executive leaders Rob Reich and Jim Filter.

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. In 2023, we had 440 associates participating in the program.

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 and the associate’s Schneider gross base pay would have been more than the associate’s gross military pay for that same period of time, Schneider makes up the difference between Schneider gross base pay and the military pay.



support

Schneider recognizes the vital role our associates play in our communities and our nation’s supply chains, and supporting and empowering them is a top priority. Our associate benefits include flexible paid time off, comprehensive health care coverage, tuition reimbursement, personalized career path planning and a range of training programs covering ethics, inclusion, leadership and specific career skills. Our Driver Training Academy is also industry leading, and we are committed to providing our drivers with the technology, training and equipment to allow them to do their job safely.

Schneider advocates for a safe and inclusive work environment, demonstrating our leadership through example. In 2023, we were recognized by multiple third parties as a top employer. We continuously evolve our approach to associate programs and engagement by listening to feedback through surveys and other mechanisms to better serve our workforce.

Embracing a holistic approach to associate well-being

Schneider takes a holistic approach to associate wellness, including placing an emphasis on mental health and the importance of work-life balance. We believe our hard-working associates need time away from work to explore their passions and recharge.

We offer several tools, programs and benefits that encourage our associates to maintain a well-rounded lifestyle, including:

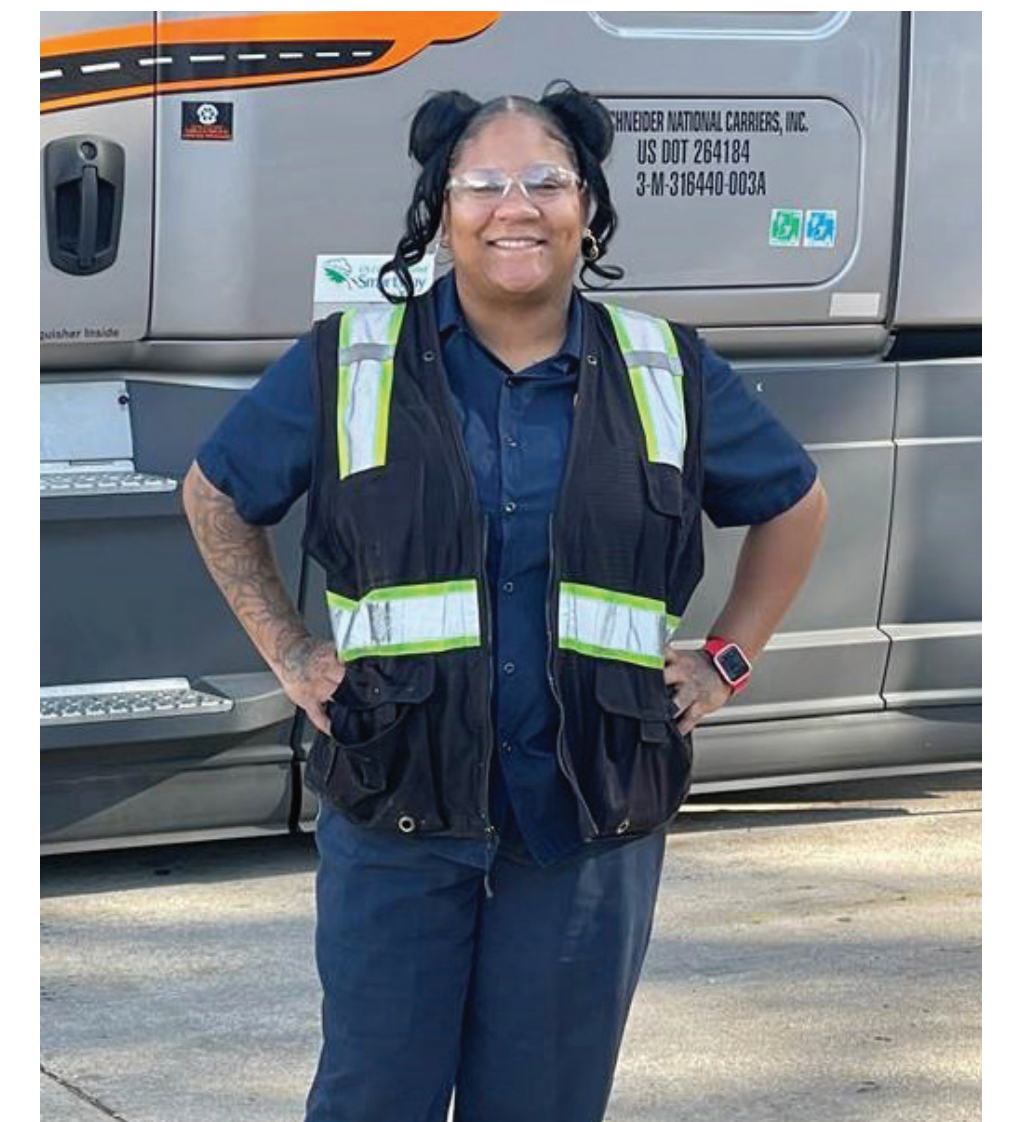
- › Emotional well-being resources to keep our associates at their best through our Employee Assistance Program (EAP) provider, which includes confidential counseling sessions, dependent care resources, and legal and financial consultations.
- › Sleep apnea program, at zero cost to participants.
- › Weight management program, at zero cost to participants.
- › Health and wellness platform that offers interactive coaching.
- › Discounted nationwide network of fitness locations.
- › Discount platform that provides personalized savings for associates.
- › Virtual physical therapy and interactive coaching, at zero cost to participants.
- › Tuition reimbursement.
- › Adoption benefits.
- › Financial planning and education resources.

support

Our focus on work-life balance also includes flexible work arrangements and support for volunteer and community activities. Two of our largest and growing service offerings, Intermodal and Dedicated, offer unique benefits to drivers, including more predictability with home time, pay and scheduling.

When it comes to our drivers, our goal is to provide them the support and resources necessary to be successful in servicing our customers as well as successful in their profession. In addition to the tools and programs listed above, we also made a number of improvements to our driver facilities in 2023 based on feedback collected from our Driver Services Survey. These upgrades and enhancements, focused on driver well-being while on the road, include:

- Offering healthy food options.
- Upkeeping yard conditions with yard grading and dust control.
- Adding high-tech cooling and warming stations, supporting the well-being and comfort of our drivers.



support

Growing our Business Resource Groups and expanding inclusivity initiatives

The number of BRGs doubled in 2023, which speaks volumes about their importance within Schneider’s culture since they are associate initiated and led. The groups allow members to share common identities and values and build their sense of belonging in the workplace. They also fulfill individual and group goals that tie directly to business objectives. Through events and outreach, BRGs educate all associates, which results in broader understanding across the enterprise. The new BRGs launched in 2023:



LATINX CONNECT

Latinx Connect aims to establish a supportive community that increases representation of Latinx associates. The team is made up of three committees: communications, events/programs and community engagement.



BOLD

BOLD (Black Organization for Learning and Development) was launched to engage, equip and encourage Black associates to realize opportunities for personal and professional growth within Schneider and promote cultural education while cultivating a supportive environment to attract and retain diverse talent.



GREEN

GREEN was created to empower and educate our associates to foster a sustainable culture. The team has created an internal community dedicated to impact and education, providing an outlet for members to reduce their carbon footprint by being more responsible consumers.

support

Our other BRGs continue to grow each year, focusing on career development, networking and mentoring:



LGBTQIA+ ALLIANCE

The LGBTQIA+ Alliance is focused on education, inclusion and outreach, hosting more than six events throughout 2023. In the spring, they hosted a networking event for associates to meet core members and distributed Alliance flags and pins for associates to display at work. In the fall, the BRG facilitated a virtual panel on allyship where four members of the LGBTQIA+ community and one ally shared their experiences and the importance of being an active ally.



YOUNG PROFESSIONALS NETWORK

The Young Professionals Network (YPN) is focused on engaging, empowering and retaining young professionals at Schneider through networking and professional development with a hire to retire goal in mind. In 2023, the YPN held several events including a session for Schneider summer interns where associates joined them to share insights and advice on available career paths.



SCHNEIDER WOMEN'S NETWORK

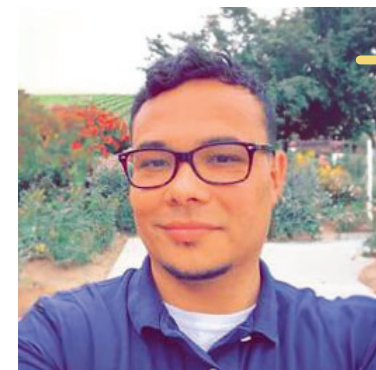
The Schneider Women's Network is the company's longest standing BRG and intends to attract, develop and retain the best talent and ensure nothing stands in the way of women growing their careers at Schneider. In 2023, they launched the Courage Over Comfort series and focused discussions on the importance of emotional intelligence in the workplace. They also partnered with the YPN to provide a virtual interactive event on planning for success in a career at Schneider.

support

Career-building and training opportunities

Investing in and training our associates is crucial to amplifying their potential, attracting talent and creating leaders at Schneider. We offer training, career mobility, informal mentoring and succession planning to ensure our associates can do their best, every day. Noteworthy programs include:

- › **Accelerated Development Program.** This is a two-year program offered for exempt associates to “accelerate” their career by building leadership skills. To date, more than 350 associates have graduated from this program. In 2023, 62% of participants were diverse.*
- › **LEAD Program.** This nine-month program for non-exempt associates provides a space for career-development, networking and critical thinking. The program grew in 2023 to 45 participants (compared to 30 in 2022) and is geared toward associates looking to progress into leadership roles.



“My experience with Schneider’s LEAD program was overwhelmingly positive and provided an opportunity to think about a path toward a leadership role at Schneider. One of the highlights of the program was being paired with a mentor who helps guide you toward your career goals.”
-Craig Smith, Account Support Manager

- › **LEAD Driver Program.** This year was the kick-off for the nine-month program, which provides a venue for drivers to take advantage of development opportunities, explore leadership interests, expand their network and showcase their potential. In total, 17 drivers participated in 2023.
- › **Mentor Program for senior leaders.** This 18-month development program pairs participants with senior-level leaders for individual mentor sessions.
- › **Mechanic High Potential Program.** This 12-month program is specifically tailored to maintenance and shop technicians with an interest in pursuing either a leadership career path or a highly skilled technical career path. This year’s content focused on leadership classes, interviewing skills, associate wellness, insights and support on business projects, as well as partnering with senior leadership.

*Includes women and ethnically diverse populations. Please see page 39 for more information about how our associates self-report their diversity.

support

Schneider also enhanced its targeted learning series:

- **Working Together Series.** This series includes guidance on leadership skills for managing and working together in groups. In 2023, more than 1,600 associates attended this training.
- **Leadership Series.** A series to learn more about specific leadership skills was offered. The 2023 offering included topics such as the foundation of leadership and mastering emotional intelligence. This series is designed to prepare leaders to effectively manage teams, drive organizational success and navigate the challenges of leadership roles. A total of more than 300 associates attended trainings.

CAREER BUILDING OPPORTUNITIES

Schneider has an active career progression program that provides visibility to associates interested in new or different opportunities within the company. On average, 35 current company drivers transfer weekly to different roles within the company – this provides career growth that matches changes to their lifestyle or personal/professional needs.

ONLINE LEARNING HUB

The Leader Resource and Learning Hub went live in April 2023, providing team leaders at Schneider with a “one-stop shop” to access tools, including on-demand training for their teams.

Over the course of the year, more than 50 on-demand sessions were held.



2023 Accelerated Development Program graduates



giving back: PHILANTHROPIC EFFORTS

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Foundation
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introduction

Being a responsible member of the communities in which we operate

Schneider continues giving back to the communities where our associates live and work. A portion of our annual profits are allocated to aid organizations aligned with four areas of giving: arts and culture, education, children and health and human services. In 2023, the Schneider Foundation donated \$2.1 million in grants to support and provide relief to communities across the country. In addition to Foundation grants, generosity comes in other forms, including in-kind donations of transportation, printing and technology. The company also supports associates with initiatives like the Pay it Forward program and Dollars for Doers which recognize associates' volunteer efforts, and the Giving Orange Fund that serves as an avenue for associates to help one another in times of need.



UNITED WAY

Schneider has been a long-time supporter of the United Way, demonstrating its commitment through both individual associate contributions and contributions from the Foundation. In 2023, the enterprise exceeded its initial donation goal and raised a total of \$382,000.



IN-KIND

Schneider drivers and trucks are the foundation and one of the most noticeable aspects of our brand, and it leaves an impression when a Schneider truck and professional driver show up to transport a load for charity at no cost. In 2023, we transported 50 in-kind loads.

introduction



BUILDING JOB SKILLS

Schneider has begun working with several non-profit organizations in Wisconsin to facilitate professional development trainings. We worked with the Community Services Agency (COMSA), a non-profit organization that serves immigrants and refugees primarily from Somalia and Afghanistan.

The Schneider Foundation donated laptops to COMSA for use in their new facility to assist members with resume creation and job applications. Trainings began in 2023 with COMSA and will expand to other local non-profit organizations focused on resume building, interview best practices and building a professional brand.



HOLIDAY GIVING

Schneider is focused on giving throughout the year, but the holidays are an especially important time. In 2023, we completed in-kind donations to Toy Express, a national non-profit organization that supports the children of first responders. With Schneider's donation, toys were delivered to these children for the holidays.

associates



Hands on Atlanta to help a Foundation-supported local food pantry

DOLLARS FOR DOERS

Schneider associates generously volunteered 10,310 hours to charities and non-profit organizations in 2023. To support them, the Schneider Foundation makes a \$250 donation to their charity of choice if they volunteer at least 50 hours of time. Through Dollars for Doers, the Foundation donated \$11,000 to amazing organizations.

GIVING ORANGE

Associates have an opportunity to donate to the Giving Orange Fund throughout the year, and the money is used to help fellow associates in a time of need. In 2023, 18 associates received a total of \$10,800 in assistance from the fund when they were faced with an unexpected, unpreventable financial loss.

PAY IT FORWARD

Each year, 100 associates are randomly chosen to receive a \$100 donation made in their name to a charity of their choice for a total of \$10,000. Most associates select organizations with which they have a personal connection, either through volunteering or receiving services.

SCHNEIDER
foundation

Schneider Foundation grants

The Schneider Foundation provides grants directly to organizations where our associates live and work. Field locations of significant size also have their own budget that they allocate to support eligible causes in their neighborhoods. Examples of grant recipients include:

- › A Kid Again (Columbus, OH).
- › American Red Cross (Green Bay, WI).
- › Arizona Friends of Foster Children (Phoenix, AZ).
- › Families in Transition (West Memphis, AR).
- › Genesis Women’s Shelter (Dallas, TX).
- › Midwest Food Bank (Indianapolis, IN).
- › Niños Latinos Unidos (CA).
- › Roof Above (Charlotte, NC).
- › Second Harvest of Coastal Georgia (Savannah, GA).
- › Voz de Niños – C.A.S.A. (Laredo, TX).

**FOUNDATION DONATION
SPOTLIGHTS**

Aspiro

Aspiro helps create opportunities for people experiencing disabilities in Green Bay, WI. When some of the organization’s buses were severely damaged by fire, Schneider provided funding for replacement vehicles, which will be used for transportation to workplaces, community outings and recreation.

Damar Services

Damar Services is Indiana’s leading and largest treatment facility for children and youth with debilitating developmental, intellectual and behavioral disabilities who are in need of therapeutic residential care. In the last couple of years, we have provided them meaningful funding in support of opening a second facility in Indiana and building a recreational center at their new semi-independent living center, “Damar Village.”



diversity GRANTS

Diversity grant program

We completed a fourth round of funding to our diversity grant program, which supports organizations making a tangible difference in our associates’ communities. Every grant request is submitted by an associate or a BRG and vetted and selected by teams across the enterprise. In 2023, we supported 22 organizations (of which 13 are new) across North America with \$250,000 in funding. We are proud of the progress we made last year and plan to continue our contributions in this space in 2024.

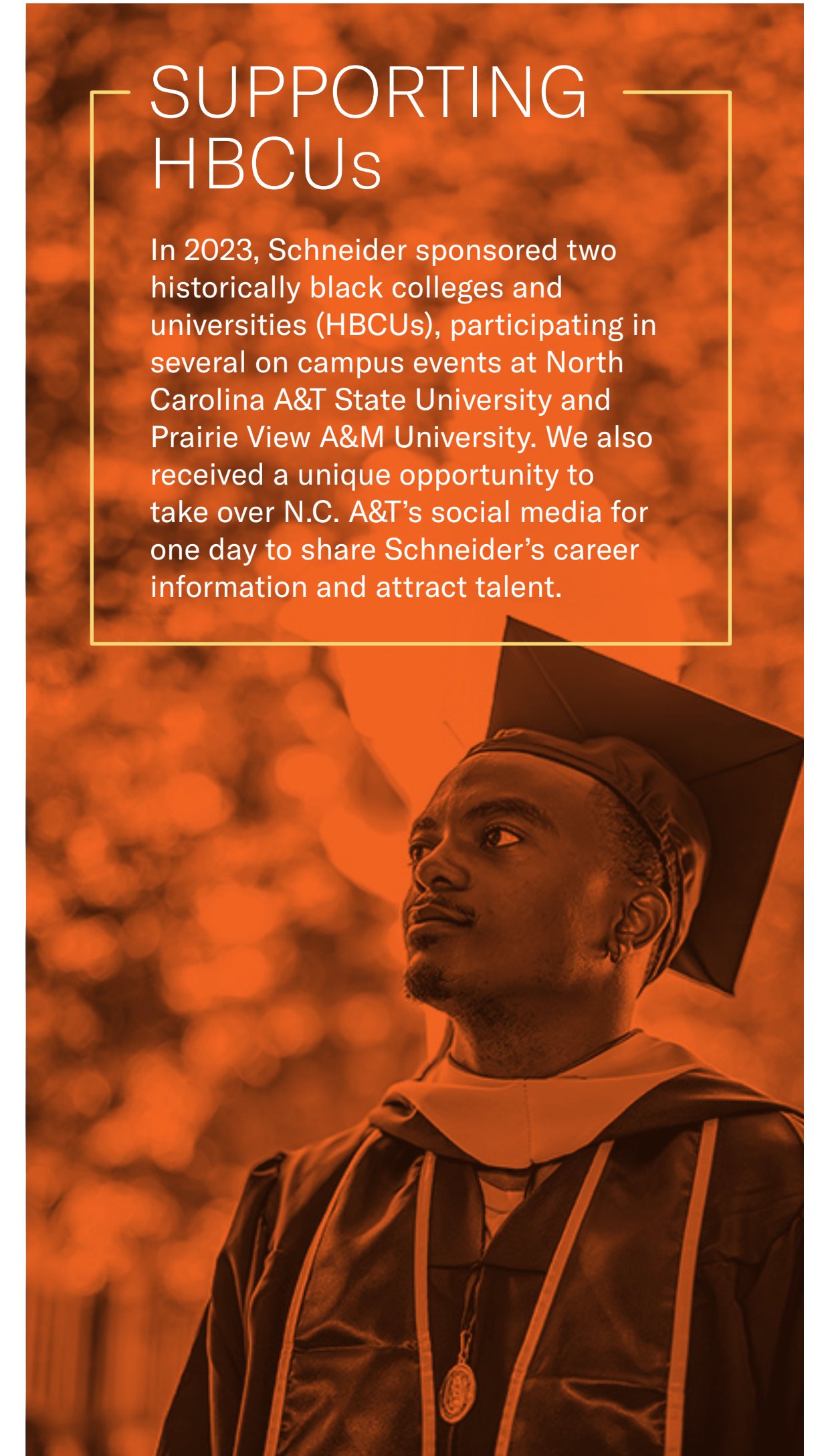
Scholarships

The Foundation provided 10 scholarships to students from historically under-recognized communities who attended the following institutions and universities:

- › Lincoln Foundation for Education at Lincoln Tech.
- › TechForce Foundation, supporting students at Universal Technical Institute.
- › The University of Iowa Center for Advancement.
- › University of Arkansas.
- › University of North Texas.
- › University of Wisconsin Foundation at University of Wisconsin-Madison.
- › University of Wisconsin-Milwaukee.

SUPPORTING HBCUs

In 2023, Schneider sponsored two historically black colleges and universities (HBCUs), participating in several on campus events at North Carolina A&T State University and Prairie View A&M University. We also received a unique opportunity to take over N.C. A&T’s social media for one day to share Schneider’s career information and attract talent.



diversity GRANTS

SPOTLIGHT: SCHNEIDER DIVERSITY GRANT RECIPIENTS AND THEIR IMPACT

- › **After-School All Stars (Los Angeles, CA)**
Aims to educate, enlighten and inspire youth to succeed in school and in life. Funds were provided for their Quest for Success program, a comprehensive college and career readiness initiative designed to increase high school graduation rates; ensure financial literacy; provide guidance for successful college and/or career training program entrance and inspire long-term career planning.
- › **Boyz to Men of Honor, Inc. (Atlanta, GA)**
Strives to provide opportunities for young, at-risk males to build character through youth, family, community, education and support services. The Foundation provided funding to support their back-to-school event, where they provided backpacks filled with school supplies.
- › **Casa ALBA Melanie (Green Bay, WI)**
Nurtures the well-being and development of all members of the Hispanic community living in the greater Green Bay area. The Foundation provided funding for general program support including supplies, projects and snacks for up to two years.
- › **Concrete Orkidz Foundation (Columbus, OH)**
Serves youth through year-round support and encouragement to close the achievement gap and lessen the burden of families in need by offering after-school tutoring and after school and vacation support. The Foundation provided funding to support transportation to youth summer camps and field trip activities.
- › **LGBTQ Community Center Coalition of Central PA (Harrisburg, PA)**
Fosters inclusive communities and holistic well-being for LGBTQ+ people through social, educational and cultural engagement. The Foundation provided an unrestricted donation to support their programming.
- › **One N Ten (Phoenix, AZ)**
Serves LGBTQ+ youth and young adults ages 11-24. The Foundation provided funds to support their Workforce Navigation program which helps LGBTQ+ and allied youth build skills and gain confidence to join the workforce and maintain employment.
- › **She is More Than Enough (Houston, TX)**
Empowers teenage girls and young women to reach their full potential despite adversity all while redefining their purpose. The Foundation provided funds to support their annual back to school event to provide school supplies and books.



governance AND STRATEGY

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CORPORATE governance

Our organization strives to be more inclusive and sustainable, and we are dedicated to transparency and accountability in our journey.

At all levels of Schneider, leaders are responsible for metrics relevant to their respective business unit or function, spanning both short- and long-term time horizons. Our executive team is held accountable for Schneider’s goals by the Board of Directors who have oversight on monitoring how Schneider measures the impacts of operations and strategies focused on creating a resilient and sustainable business.

We believe diverse membership that represents a variety of skills and backgrounds is critical to a well-functioning board and essential to guide informed decision-making. Oversight of sustainability related metrics and initiatives lies within our Board of Directors as a whole, with three committees responsible for relevant topics:

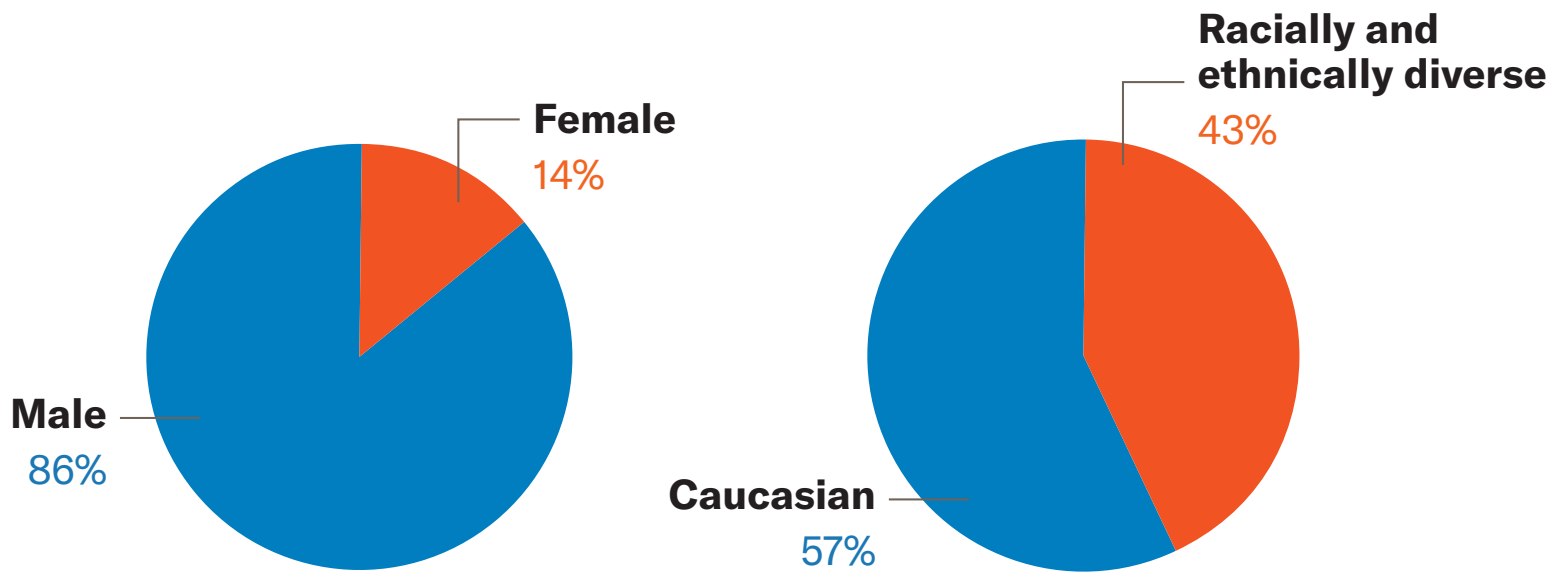
- › **The Corporate Governance Committee** has the primary responsibility of assisting the Board in its oversight of the framework, policies and practices used by management to identify, assess and manage key strategic and operational sustainability risks facing the Company and assisting the Board in establishing and maintaining effective corporate governance policies and practices. For more information, please see our [Corporate Governance Committee Charter](#).
- › **The Audit Committee** will be generally responsible for assisting the Board with oversight of the Company’s disclosures or reporting of sustainability-related matters or data. For more information, please see our [Audit Committee Charter](#).
- › **The Compensation Committee** will be generally responsible for assisting the Board with oversight of how well the Company’s culture and other Human Capital Management (HCM) processes embrace sustainability efforts and assess the need to integrate sustainability goals and milestones into executive compensation plans. For more information, please see our [Compensation Committee Charter](#).

Our Board receives semiannual updates on our corporate responsibility strategy and progress. Our audit committee is also given semiannual updates on all risks and action plans.

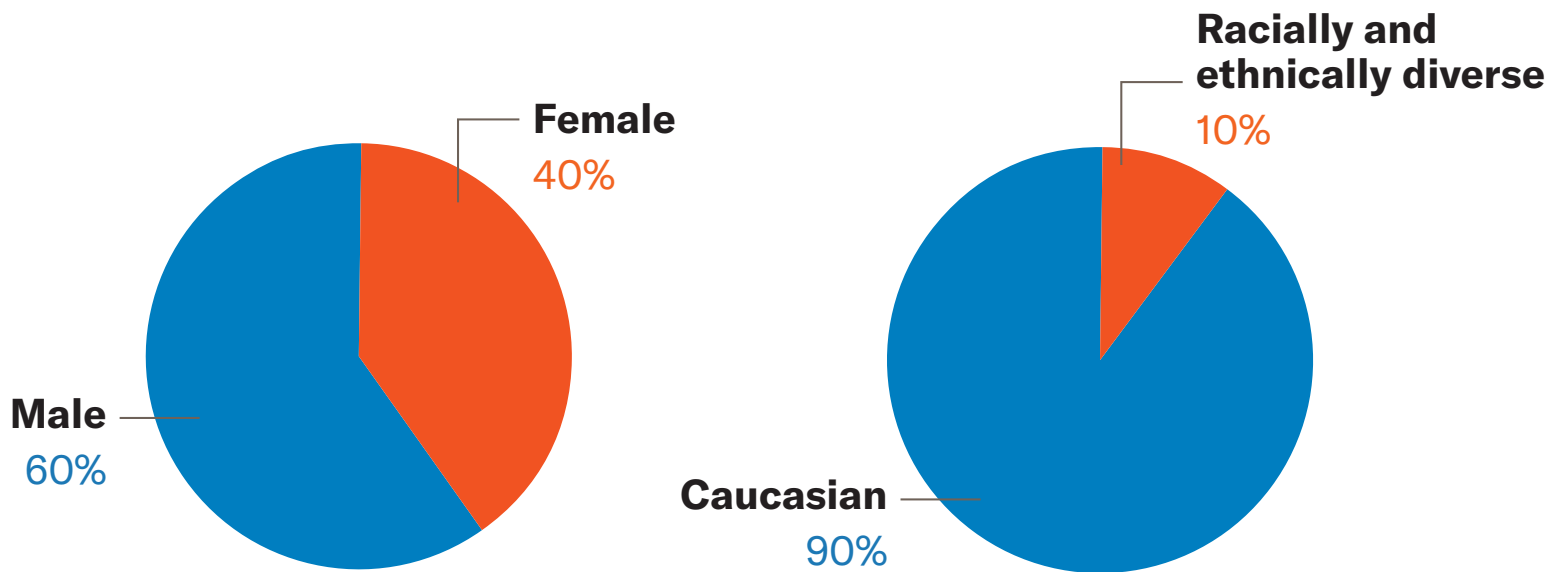
Additionally, our Board of Directors is committed to reviewing diverse candidate slates as we consider nominations for qualified individuals who bring fresh thinking and perspectives to the boardroom. Our Board of Directors requires that diversity be an essential component of search criteria for director candidates. More information about our Board of Directors composition and responsibilities can be found [here](#).

corporate
GOVERNANCE

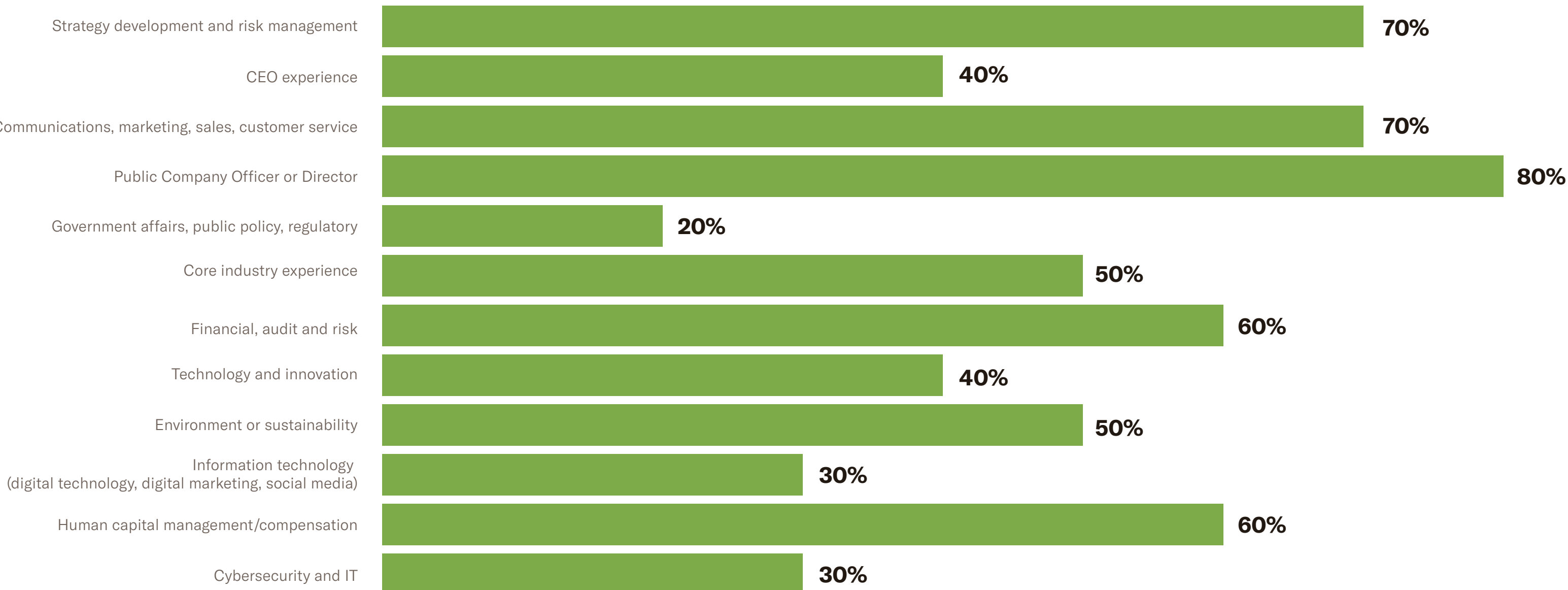
EXECUTIVE TEAM



BOARD OF DIRECTORS



COMPETENCIES: INDEPENDENT DIRECTORS



executive
TEAM



MARK ROURKE
President and
Chief Executive Officer



DARRELL
CAMPBELL
Executive Vice President,
Chief Financial Officer



SHALEEN DEVGUN
Executive Vice President,
Chief Innovation and
Technology Officer



JIM FILTER
Executive Vice President,
Group President
Transportation and Logistics



ANGELA FISH
Executive Vice President,
Human Resources



THOM JACKSON
Executive Vice President,
General Counsel and
Corporate Secretary



ROB REICH
Executive Vice President,
Chief Administrative
Officer

BOARD OF
directors



JAMES WELCH
Chairman of the Board



JYOTI CHOPRA
Director



JAMES GIERTZ
Director



ROBERT GRUBBS
Director



ROBERT KNIGHT, JR.
Director



THERESE KOLLER
Director



MARK ROURKE
President and
Chief Executive Officer



JULIE STREICH
Director



JOHN SWAINSON
Director



KATHLEEN
ZIMMERMANN
Director



METRICS AND SASB **reporting**

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METRICS AND SASB
reporting

SASB table 1. Sustainability disclosure topics and 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	955,368 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	<div><div>➤</div>Reduce CO₂ emissions by 7.5 percent per mile by 2025.<div>➤</div>Achieve a 60 percent reduction in CO₂ emissions per mile by 2035.<div>➤</div>Double our intermodal size by 2030.<div>➤</div>Achieve carbon neutrality by 2035 in all company-owned facilities.</div>
	TR-RO-110a.3	(1) Total fuel consumed, (2) Percentage natural gas, (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 13,728,830 GJ (2) 0% (3) 15.3%
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 = 1,425 metric tons (2) SO _x = Not Available in SmartWay (3) PM ₁₀ = 2.81 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) 1 company driver fatality (2a) Company drivers = 0.001 per million miles (2b) Owner-operators = 0.000 per million miles
	TR-RO-320a.2	(1) Voluntary and (2) Involuntary turnover rate for all employees	Quantitative	Percentage	(1) Voluntary turnover rate = 62.0% (2) Involuntary turnover rate = 12.7%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health	Discussion and analysis	N/A	See pages 34-35 of this report

METRICS AND SASB
reporting

SASB table 1. Sustainability disclosure topics and accounting metrics

TOPIC	SASB CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE/COMMENT FROM SCHNEIDER
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	Road accidents = 340 or 0.371 per million miles
	TR-RO-540a.3	(1) Number and (2) Aggregate volume of spills and releases to the environment	Quantitative	Number, cubic meters (m³)	(1) Number of spills = 8 (2) Aggregate volume of spills = 4.5 cubic meters

SASB 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	Asset = 10,353,088,579
TR-RO-000.B	Load factor	Quantitative	Number	Asset = 75.4%
TR-RO-000.C	Number of employees, number of truck drivers	Quantitative	Number	17,300 total 11,715 drivers

Emissions metrics

GHG EMISSIONS	UNIT OF MEASURE	2023	YOY IMPROVEMENT
Scope 2*	Metric tons (t) CO ₂ e	9,531	9.7%

*Scope 2 emissions only includes Schneider-owned locations.

disclaimer

This Corporate Responsibility Report (the “Report”) has been prepared using data and methodologies which are subject to certain limitations, including ongoing developments in: (a) applicable laws and regulations; (b) techniques and standards for measuring and analyzing relevant data; (c) judgments, estimations and assumptions and (d) availability of relevant data. The use of third-party logos in this Report is purely for informational purposes. No affiliation, sponsorship or endorsement by or for any third-party trademark owner is hereby expressed or implied. The material in this Report is not intended to make representations as to the environmental and sustainability initiatives of any third parties, whether named herein or otherwise, which may involve information and events that are beyond our control.

We have included in this Report statements that may constitute “forward-looking statements.” These forward-looking statements reflect our current expectations, beliefs, plans, or forecasts with respect to, among other things, future events and achievement of certain goals relating to sustainability. The words “may,” “will,” “could,” “should,” “would,” “anticipate,” “estimate,” “expect,” “project,” “intend,” “plan,” “believe,” “prospects,” “potential,” “budget,” “forecast,” “continue,” “predict,” “seek,” “objective,” “goal,” “guidance,” “outlook,” “effort,” “target,” and similar words, expressions, terms, and phrases among others, generally identify forward-looking statements, which speak only as of the date the statements were made. Forward-looking statements involve estimates, expectations, projections, goals, forecasts, assumptions, risks, and uncertainties. Readers are cautioned that a forward-looking statement is not a guarantee of future performance and that actual results could differ materially from those contained in the forward-looking statement. Forward-looking statements relate to, among other things, our goals, targets, aspirations and objectives, and include our goals to reduce CO₂ emissions by 7.5% per mile by 2025 and achieve a 60% reduction in CO₂ emissions per mile by 2035, our plans to double our intermodal size by 2030, our goal to reach net zero status in all company-owned facilities by 2035, our future plans and goals to increase the efficiency of our fleet, our efforts to increase the diversity of our workforce and leadership, and other similar statements regarding our estimates, expectations, projections goals and forecasts, and actual outcomes and results may differ materially from those expressed in, or implied by, any of these forward looking statements. Factors that could cause our results to differ from the forward-looking statements include global socio-demographic and economic trends, energy prices, technological innovations, scientific developments, increased availability of relevant data, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions. For more information, see “Cautionary Statement Concerning Forward-looking Statements” in Part 1, Item 1A of our Annual Report on Form 10-K for the year ended December 31, 2023 (the “2023 Form 10-K”) and in our subsequent reports filed with the U.S. Securities and Exchange Commission (SEC). In addition, important factors that generally affect our business and operations can be found under “Risk Factors” in Part I, Item 1A of our 2023 Form 10-K, and in subsequent reports filed with the SEC.

Our approach to the disclosures included in this Report differs from our approach to the disclosures we include in our filings with the SEC. This report is intended to provide information from a different perspective and in more detail than that required to be included in our filings with the SEC.



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2023 Corporate Responsibility Report

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