



SCHNEIDER

2022 Corporate Responsibility Report

Environmental footprint • Governance and strategy • Customers and industry • People and values • Charitable giving



2023 Freightliner eCascadia



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From our President and CEO

With 88 years in business, Schneider has stayed true to its mission of serving customers with excellence and innovation.

We are proud to continue to update and share our corporate responsibility report which outlines our approach to strategic environmental, social and governance (ESG) initiatives. With this report, we reinforce our goals to reduce greenhouse gas emissions and our overall environmental impact, build a diverse workforce, give back to communities and operate responsibly and transparently.

Corporate responsibility is at the core of what we do at Schneider. We aren't just delivering goods – we are enhancing people's lives and ensuring they have the materials they need to be productive and successful.

At the same time, we are continually improving our work culture so that it is inclusive and allows us to attract and retain the best associates. We are taking measurable action as it relates to diversity, equality and inclusion (DEI). For the second consecutive year, the percentage of women in driver roles increased, now comprising 12% of our driver force. We also increased diverse representation to almost 50% across our associate base and to nearly 18% among those in leadership positions.

Within sustainability, we are already more than halfway to our goal of reducing CO₂ per-mile emissions by 7.5% by 2025. We laid the foundation to exceed that goal by preparing to integrate nearly 100 battery electric trucks into our fleet by the end of 2023, which will position us with one of the largest fleets of zero-emission vehicles in North America.

Our achievements in these areas have led us to be recognized as an industry leader in sustainability, a top employer for diversity, and a provider of excellence in service by a variety of third-party organizations including the Environmental Protection Agency (EPA)'s Smartway Program and Forbes Best Employer for Diversity.

By sharing our progress in this report, we hope you discover how we are invested in a more sustainable and responsible future.

Join us.

Mark Rourke
President and CEO, Schneider



Our solutions, services and expertise include:

Truckload

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

Intermodal

- > Regional.
- > Bulk.
- > Rail Dry.
- > Express Services.
- > North America Cross-Border.
- > Transcontinental.

Logistics

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



About Schneider

With over \$6.6 billion in annual revenue, Schneider has been safely delivering superior customer experiences and investing in innovation for 88 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.

Our values:

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



By the numbers



9.8 million
freight miles per day*



\$6.6 billion
annual operating revenues



400
number of times Schneider loads circle the globe per day*



\$3 billion
third-party freight managed annually



99%
theft-free loads



250
properties worldwide*



14%
company drivers with military experience*

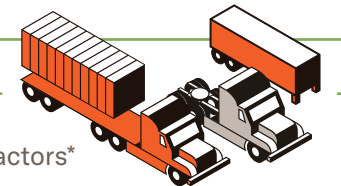


88
years in business (founded in 1935)



This couldn't be done without

- 17,000** associates worldwide*
- 6,510** drivers who've driven more than one million miles safely
- 990** current drivers who've driven more than one million miles safely*
- 64,000** qualified carrier relationships*
- 2,150** owner-operator business relationships*



- 10,200** company tractors*
- 44,000** company trailers*
- 28,500** company containers*
- 21,000** intermodal chassis*

*Number is an approximate.



Governance and strategy

Corporate governance approach

Leadership and Board responsibilities

Our ESG priorities

Engaging with stakeholders

Awards for sustainability, innovation and diversity

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

Sustainability and innovation



SmartWay High Performer



FreightTech 100 Award



EcoVadis Bronze Sustainability Rating



PepsiCo Sustainability Award

Diversity



Top Company for Women to Work for in Transportation by Women in Trucking



Forbes Best Employer for Women



Forbes Best Employer for Diversity

Additional awards



- › Top 50 Carrier for Isometric Technologies' Excellence in Service Award.
- › P&G Supplier Excellence.
- › Top 100 Women in the Supply Chain.
- › Top Women in Transportation to Watch.
- › America's Best Large Employer by Forbes.
- › Dollar General's Dedicated Traditional Operation Carrier of the Year Award.
- › Inbound Logistics Top 100 Trucker.
- › Transport Topics Top 10 of 100 For-Hire Carriers.
- › Logistics Management Magazine's Quest for Quality.



Corporate governance

Creating a more sustainable and inclusive world is about more than setting ESG goals; it is also about accountability and transparently sharing progress.

At all levels of the organization, leaders are responsible for ESG 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 core ESG goals by the Board of Directors.

Board of directors

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

We believe diverse membership that is representative of a variety of skills and backgrounds is critical to a well-functioning board and helps guide informed decision-making.

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

- › The Corporate Governance Committee is responsible for the framework used by management to identify key operational and strategic ESG risks and establishes and maintains effective governance policies. [For more information, please see our [Corporate Governance Committee Charter](#)].
- › The Audit Committee assists with oversight of company disclosures and reporting on ESG related matters. [For more information, please see our [Audit Committee Charter](#)].
- › The Compensation Committee helps with oversight of company strategies and policies regarding corporate culture and other Human Capital Management functions. [For more information, please see our [Compensation Committee Charter](#)].

Board committees

	Audit	Compensation	Governance
Jyoti Chopra		•	•
James Giertz	•		•
Robert Grubbs		•	•
Robert Knight, Jr.		•	•
Therese Koller			•
John Swainson	•		•
James Welch	•		
Kathleen Zimmerman			•

• Committee chair

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

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

Executive team



Mark Rourke
President and
Chief Executive
Officer



Stephen Bruffett
Executive Vice
President,
Chief Financial Officer



Shaleen Devgun
Executive Vice
President,
Chief Innovation and
Technology Officer



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



Angela Fish
Executive Vice
President,
Human Resources



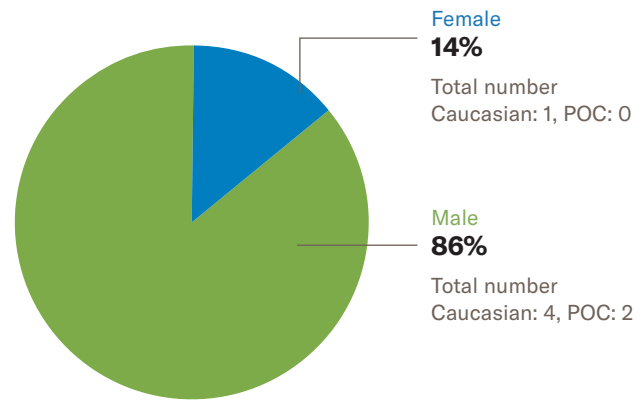
Thom Jackson
Executive Vice
President, General
Counsel



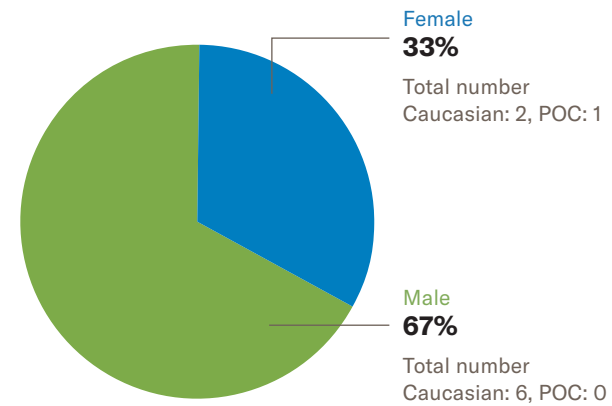
Rob Reich
Executive Vice
President, Chief
Administrative
Officer

Executive team as of April 2023

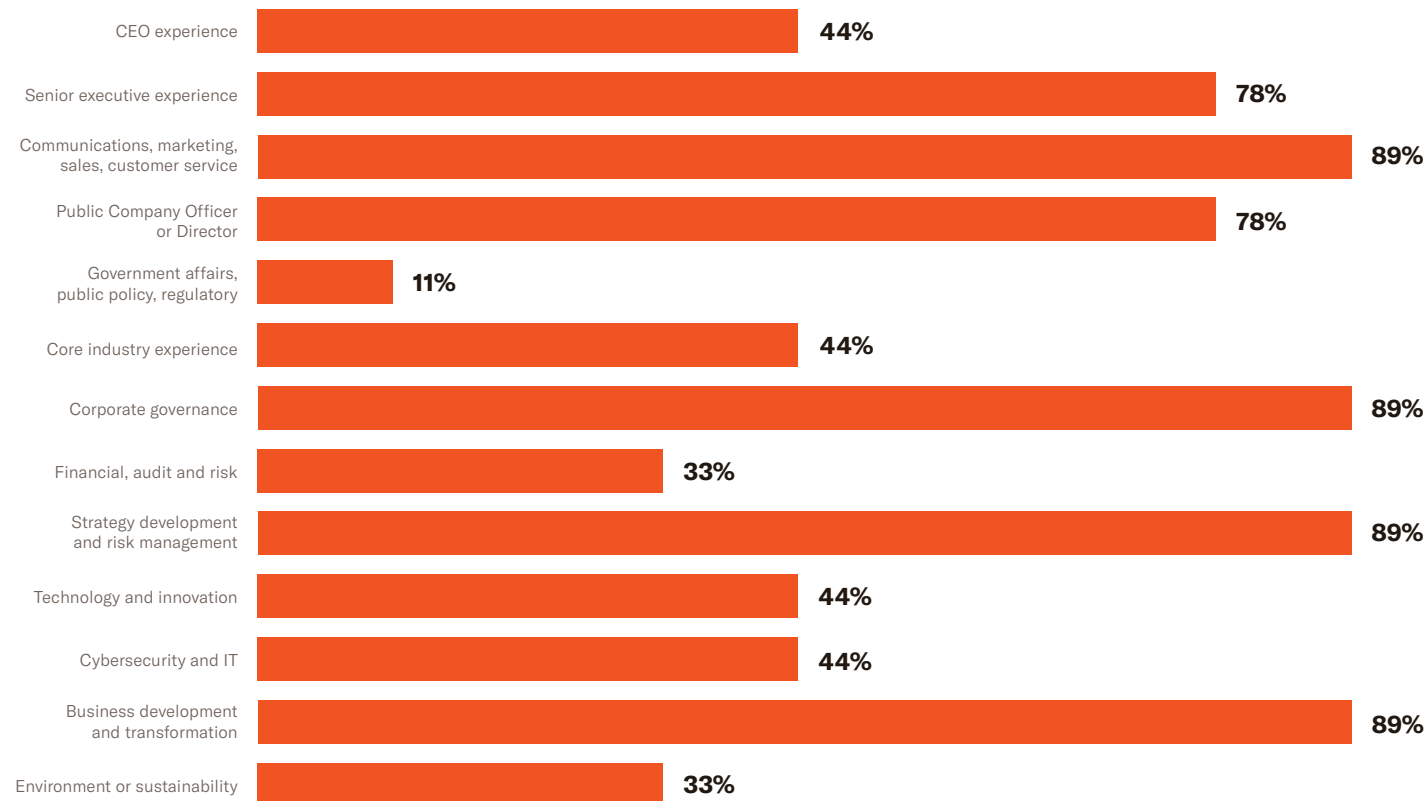
Executive team



Board of directors



Competencies: Independent directors



Our ESG priorities

We are focused on our pursuit of a more sustainable and inclusive future in a way that is both thoughtful and ambitious. We aim to cut our greenhouse gas emissions and lessen our overall environmental impact, attract and maintain a diverse workforce, reinvest in our communities and conduct our operations responsibly.

Sustainability

Already one of the most efficient fleets on the road, we continue to reduce our overall carbon footprint and environmental impact through strategic focus areas in our operations and investments. We further our efforts to meet our ambitious sustainability goals by:

- > Growing our fleet of electric vehicles.
- > Improving fleet fuel efficiency.
- > Expanding our dedicated and intermodal capacity.
- > Auditing our facilities' energy use to help us on our path to net zero.

Corporate culture and community engagement

We create a diverse and inclusive workplace where associates are respected and valued by expanding our recruiting practices, promoting associate well-being, and focusing on career advancement and retention. In 2022, we invested in our workforce and communities by:

- > Continuing to focus on safety as our number one priority.
- > Reinforcing DEI commitments to embed a sense of belonging throughout the company.
- > Giving back and engaging with our community.

Moving forward together

We are dedicated to doing our part to help push our customers and the industry forward into a more sustainable future. Reducing our own emissions supports our customers' environmental ambitions, and we use our expertise to advise on optimizing efficient shipping.

Additionally, we are a member of several industry councils dedicated to sustainability and efficiency, such as the EPA SmartWay® Program, North American Council for Freight Efficiency (NACFE) and Global Logistics Emissions Council (GLEC). We are also members of the National Freight Transportation Association (NFTA), which is dedicated to enhancing the quality of transportation service.

We know our ESG ambitions are only as strong as the policies, principles and leadership in place to guide them forward. Our leadership is bound by our comprehensive code of conduct, and our CEO and executives abide by an additional code of ethics. They also have sustainability and DEI metrics embedded into their goals.

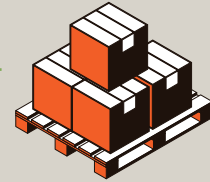
Engaging with stakeholders

Progress toward achieving our ESG goals is of the utmost importance to our stakeholders. We strive to provide transparent communication and thoughtfully consider feedback collected via surveys and one-on-one engagements. We provide regular updates to our stakeholders about our ESG goals, strategy and performance through this annual Corporate Responsibility Report, in addition to external and internal communications.



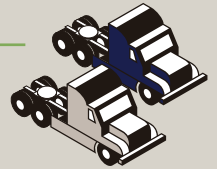
Associates

Our associates drive environmental benefits and foster an inclusive environment. We continue to share our ESG 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 that we are listening to our talent and addressing their needs and questions.



Customers

Our customers have their own ESG 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 cut costs, emissions and delivery times. We gather feedback on our ESG priorities through calls and customer surveys, as well as direct contact through our account teams to stay informed and share feedback with leadership.



Key suppliers

We have made significant progress in 2022 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 that help our drivers.



Investors

We provide information to investors through regular earnings calls and presentations, quarterly and annual reporting and industry conferences throughout the year, which provide an opportunity to share progress made on our ESG goals. In 2022, investors were eager to learn about the significant progress we made towards our fuel efficiency enhancements and expanded intermodal capacity.



Communities

We engage with the communities where we operate through volunteering and impact 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.



Managing our own environmental footprint

- Our approach to sustainability
- Sustainability goals and progress
- Leading the way with battery electric vehicles
- Our existing fleet
- Using intermodal transportation to maximize sustainability and resiliency
- Enhancing efficiency throughout our facilities





Our approach to sustainability

Schneider is focused on maximizing the efficiency of transportation and optimizing the movement of goods. We continue to make strategic investments in areas that allow us to further innovate, optimize routes and operationalize new technologies. These investments include fleet electrification, expansion of intermodal capabilities, upgrading diesel trucks and harnessing the power of data analytics. All these efforts translate into shrinking our carbon footprint.

Our efficiency enhancement efforts also help our customers by offering multimodal shipping methods and insight into the most sustainable shipping lanes. We are well positioned to support our customers in meeting their sustainability ambitions through our diversified network of transportation modes and shipping routes, as well as utilization of artificial intelligence to minimize empty miles.

Beyond our fleet, we continue to focus on opportunities to lower the environmental impact of our facilities throughout the country as we work toward our 2035 goal. This year we completed energy audits of our facilities that will help identify additional improvement opportunities.

We already achieved more than half of our 2025 emissions goal by reducing our CO₂ per mile by 5% since establishing our baseline in 2020. We have continued to invest in our intermodal capacity – this past year we increased our container capacity by 11%.

Leading the way with battery electric vehicles

In 2022, we increased our order for Freightliner eCascadia Class 8 battery electric vehicles (BEVs) from 62 to 92 trucks and anticipate having these fully operationalized within our Southern California Intermodal operations by the end of 2023. With the incorporation of these vehicles, Schneider will be able to offer customers access to one of the largest electric fleets in North America.

Our efforts toward electrification go beyond Class 8 BEVs. We ordered two electric yard spotters to replace diesel tractors at our Rancho Cucamonga, California, cross dock in 2022, and these new vehicles will save an estimated 35 tons of CO₂ per truck each year.



We will continue to invest in electrification – as well as other zero-emission and alternative energy vehicles – as a key component in meeting our goals of reducing per-mile emissions 7.5% by 2025 and 60% by 2035.

Being at the forefront of testing and scaling new technologies is critical to our business. Schneider piloted the eCascadia for six months between 2020 and 2021. Feedback from our drivers and operations teams during the pilot led to the development of the trucks we are adding to our fleet today. This means that when our 92 new trucks hit the road in 2023, our fleet will be more sustainable than ever while ensuring the same reliable service.

“Driving the electric truck is quiet, it doesn’t shift, so it’s smooth from the take off. The only noise you hear is the tires rolling down the road and you hear your radio. The driver experience is a lot better thanks to the innovation that Schneider is continually putting into their trucks.”

– Marty Boots, Schneider driver



Full speed ahead on our sustainability goals

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



2025

Reduce CO₂ emissions by 7.5% per mile.



2035

Achieve a 60% reduction in CO₂ emissions per mile.



2030

Double our intermodal size, reducing CO₂ emissions by 700 million pounds per year.



2035

Reach net zero status in all company-owned facilities.

Our existing fleet

As we continue to pilot and scale up solutions like electric vehicles, we strive to maximize the sustainability of our current fleet. The trucks we currently use optimize efficiency through advanced aerodynamics and state-of-the-art drivetrain technology. We work with equipment manufacturers to improve upon the vehicles we receive and ensure our drivers are well-trained on best practices to mitigate emissions in a variety of ways. Upgrading our existing fleet is an iterative process and we are constantly innovating, making improvements including:



› Rear axle ratio

The rear axle ratio is the number of revolutions necessary for the driveshaft to spin the axle one full turn, optimizing this improves fuel economy. In 2022, we adopted a lower rear axle ratio across our fleet resulting in lower fuel consumption at highway speeds.

› Immersive training

We invest in simulation-based training and education programs to help our drivers understand they are the primary managers of truck energy efficiencies.

› MirrorEye®

In 2022, we continued to pilot a camera monitor rearview vision system called MirrorEye by Stone Ridge to improve the safety of our drivers and the motoring public by providing a better view under adverse conditions. Replacing large, flat external mirrors with much smaller, streamlined camera modules improves the aerodynamic efficiency of our trucks and mileage, which translates to emissions reductions and fuel savings.

› Rocketail™

One of the biggest sources of aerodynamic inefficiency comes from a trailer's rear, where a traditional squared-off body shape creates significant drag. In 2021, we deployed 330 Rocketail rear fairing systems on our trailers to dramatically reduce drag and increase fuel efficiency.

› Engine-off HVAC system

Our diesel fleet has electric-powered HVAC systems that operate independently of the engine which means that we do not have to make a choice between driver comfort and fuel efficiency.



Harnessing the power of data analytics to reduce emissions

At Schneider, we are committed to continually optimizing shipping networks to reduce cost and improve efficiency. Through data analytics, we can better our own processes and further support our customers, maximizing their networks through identifying ideal facility locations, transportation methods and more.

We also offer tools for our customers that allow them to easily compare the benefits of various modes of shipping. More importantly, Schneider can evaluate entire networks to ensure efficiency by eliminating wasted miles.

Using intermodal transportation to maximize sustainability and resiliency

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

Transitioning our western rail service to Union Pacific Railroad allows us to offer expanded options to customers and further efficiency. Union Pacific provides Schneider with access to more rail lanes, in addition to more direct connections on transcontinental freight thanks to the Union Pacific and CSX networks. As a result, freight spends less time traveling by truck, reducing emissions and delivery time.



We added the UPGo app to our drivers' tablets, allowing them to use an EZ Pass Lane when entering the rail yard.

Our lightweight day cab tractors and lightweight chassis reduce overall weight and allow more cargo to be moved per shipment, reducing the number of loads needed to move a given amount of product. We continue to invest in chassis and containers to ensure there is no shortage of capacity and we can continue delivering the service our customers expect from us.

We are on our way to our goal of doubling intermodal size by 2030.



Enhancing sustainability throughout our facilities

Throughout 2022, we continued to focus on opportunities to improve the environmental impact of our facilities and make progress toward our 2035 net zero goal. Using a trusted third-party, we completed an energy audit of our facilities.



In the meantime, we are upgrading several of our facilities and are excited to report the opening of The Grove Innovation Center in early 2023 near our headquarters. The Grove reflects best-in-class environmentally responsible building practices and features, including a geothermal heating/cooling system, solar technology, LED lighting, efficient plumbing fixtures, glass windows that help regulate temperature and sourcing sustainable building materials. We also planted numerous trees and created a pond to support the natural ecosystem while ensuring minimal impact to the surrounding environment.

We are also committed to recycling

In 2022, our third-party recycling provider reported that Schneider recycled almost 1,173 tons of material.

Most recycled materials:



477 tons
Cardboard



411 tons
Metal



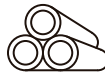
84 tons
Single-stream



58 tons
Pallets



34 tons
Aluminum



27 tons
Steel and stainless steel



3 tons
Copper

The environmental benefits:



7,669
Trees saved



2.76 cubic yards
Landfill airspace saved



3.77 million gallons
Water saved



2.06 million kilowatt hours
Electricity saved

Enabling efficiency for our customers and the industry



Acting as a trusted advisor for customers

Continued investment in technology

More options, more transparency and more efficiency

Schneider FreightPower®

Responsible transportation commitments



“Sustainability solutions in the transportation space can be fairly complex and one of the things that’s great about working with our strategic partners is that if we align our greenhouse gas ambitions under one umbrella, it will allow us to be better at best practice sharing, it will help us to be better at shared capability building, and ultimately it helps us advance toward our collective sustainability targets much faster.”

– Phillip West, Director,
North America
Transportation, General Mills

Acting as a trusted advisor for customers

As companies are becoming increasingly aware of the environmental issues around them, advancing sustainability in the supply chain is a critical corporate goal in almost every industry. As a leader in the transportation and logistics industry, Schneider is proud to demonstrate how the organization continues to reduce its own environmental impact while leveraging knowledge and expertise to support customers across the supply chain.

Schneider is one of the few North American shipping and logistics companies that develops capabilities and technologies to improve its own sustainability efforts while also helping customers understand and reduce their carbon emissions.

Schneider works together with customers to understand, measure and reduce their Scope 3 emissions and can advise customers on how the carbon footprint associated with transportation and supply chains fits into their overarching emissions reduction goals.

Continued investment in technology: Staying ahead of customers, shippers and associates’ needs

For more than 88 years, Schneider has harnessed technology to deliver exceptional solutions and consistency. We continually invest in our technology platforms and digital solutions to stay ahead of customer, shipper and associates’ needs. Our digital platforms allow customers to easily tap into our full multimodal capacity portfolio, while offering more control and visibility across their supply chains. In 2022, all of Schneider’s top 25 customers utilized services from all three reportable segments (intermodal, truckload, logistics).

We use AI-powered data analysis and automation, taking the information collected to improve our processes and routes, cutting out empty miles and giving our customers visibility throughout the supply chain as well as insight into the most sustainable shipping option. To improve safety for drivers and protect our customers' freight, we invest in systems like MirrorEye, onboard cameras, collision mitigation technology and adaptive stability control.



Schneider is a leader in both developing new technical solutions and effectively integrating leading capabilities into our ecosystem to make a positive impact for our associates, customers and communities. We put new technology and innovation to practical use to deliver solutions that others cannot, including:

› **Zero-emission trucks**

Schneider is leading the curve by collaborating with innovators on electric vehicles and how to integrate them into operations. We are committed to being a leader in the rollout of electric trucks and will have one of the largest fleets in North America.

› **Innovation**

In 2022, we laid the groundwork to launch our new innovation center, The Grove. This continuous improvement and innovation nucleus provides us with a focused location to collaborate with our customers, develop cutting-edge solutions, and drive the industry forward.

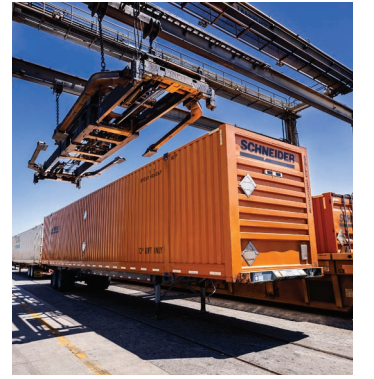
More options, more transparency and more efficiency

Our technology is paired with our broad and diversified portfolio, giving Schneider the ability to meet demand.

After acquiring Midwest Logistics Systems (MLS) at the end of 2021, we began 2022 by adding over 1,000 professional drivers, 900 tractors and



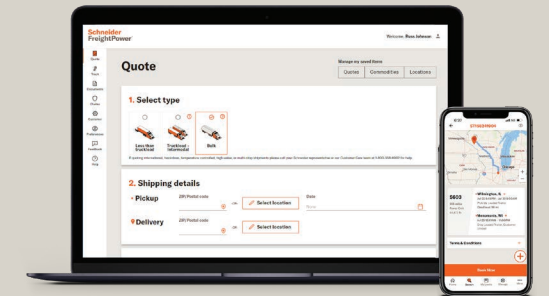
30 central U.S. locations, enhancing the reach of our transportation services. We also acquired assets from deBoer Transportation, including about 160 tractors and 660 trailers. This helped shore up our fleet in the face of supply chain disruptions, making our business more resilient and reducing disruptions for customers.



Our growth with Union Pacific secures a number of benefits for customers, including the fact that Schneider will be the only fully asset-based company with a Union Pacific-CSX connection. Additionally, Union Pacific uses precision scheduling, giving customers improved transportation consistency and greater control over their supply chain.

Schneider FreightPower®

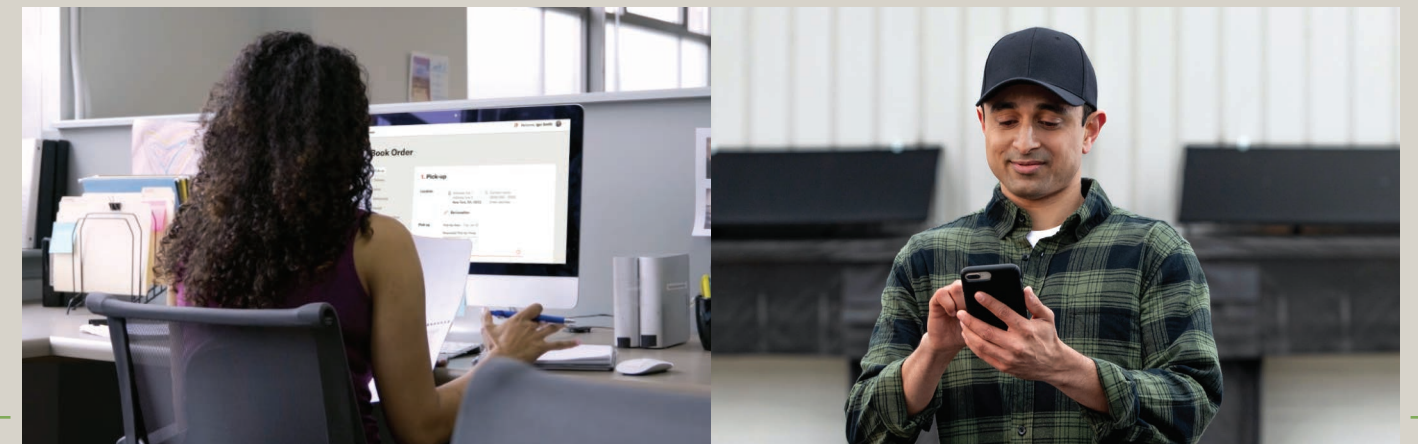
Schneider FreightPower is a single digital marketplace connecting shippers and carriers to Schneider services and solutions. FreightPower digitizes interactions through tools like API and EDI, removing the friction in communications that might occur between Schneider, shippers and carriers through manual processes.



By combining digital analytics and user-friendly design, the tool makes it simple for carriers to pick the most efficient transportation routes and modes for their businesses. Carriers have reported saving up to three hours per day on processes such as looking for loads.

FreightPower takes the complexity out of quoting, booking and tracking, resulting in a more efficient and simplified transportation process for shippers.

In 2022, we expanded FreightPower, creating and launching a first-of-its-kind digital marketplace to give bulk shippers more freedom and visibility. This offering puts us at the forefront of digitizing the bulk transportation industry. Schneider is the only major carrier with bulk capacity, which it has offered for more than 50 years, giving us the necessary expertise to create the industry's first digital marketplace for bulk transportation.



Responsible transportation commitments

As part of our commitment to sustainability, we participate in multiple industry councils. Environmental progress requires collaboration, and we strive to share and learn from others to better the industry.



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 2022, Schneider was recognized as a one of 2% of SmartWay carriers to be ranked as a High Performer for operating an exceptionally efficient and clean fleet, emitting fewer pollutants and burning less fuel per mile traveled and for every ton of freight moved.



North American Council for Freight Efficiency (NACFE)

The NACFE is an organization dedicated to doubling the industry's efficiency. Schneider EVP and Chief Administrative Officer Rob Reich serves as board chairman.



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)

In 2022, Schneider became the first North American transportation carrier to join GLEC. As a member of the Council, Schneider helps the industry 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.



Our people and values

Supporting our workforce

Driving DEI initiatives

Bringing inclusivity in the workplace to the forefront

Empowering women in the industry

Our heritage of support for military veterans

Supporting educational and career-building opportunities

Safety first and always

A focus on associate health and safety



Investing in our people

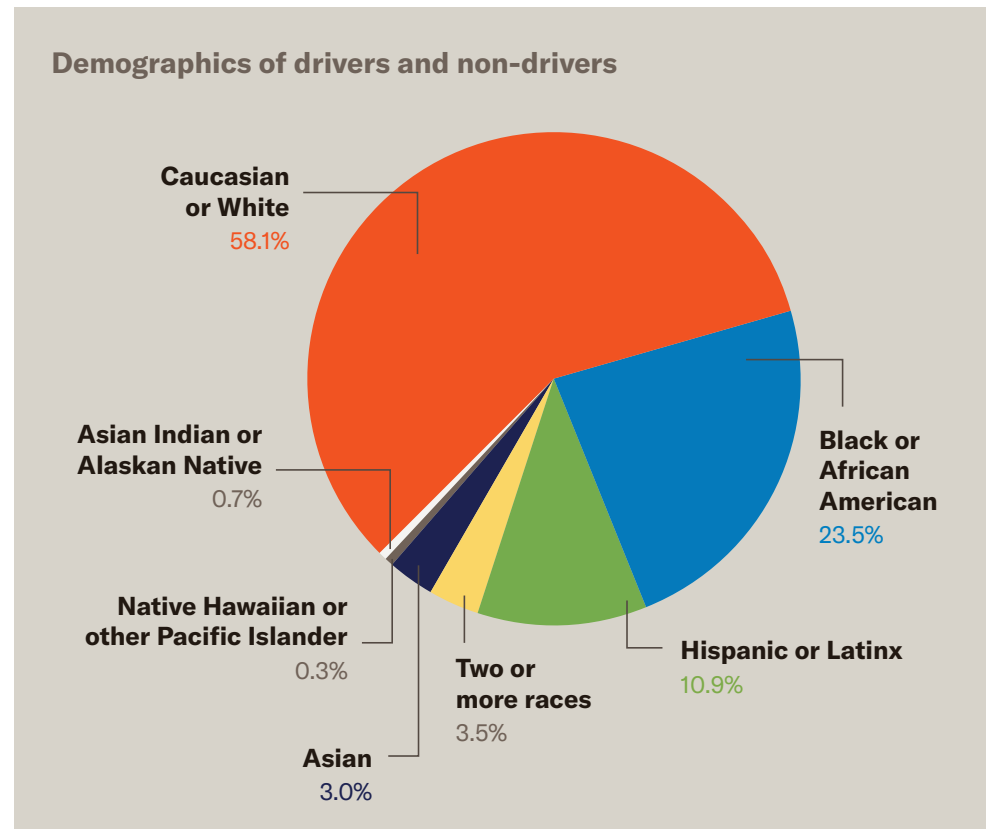
Our people are our most valued asset, and it is critical to our continued success – along with our customers and the nation’s consumers – that we attract, train and retain the best talent. Schneider is focused on fostering a workplace and culture that respects and values associates at all levels.

Our commitment to our associates is recognized beyond our company - Schneider has been named by numerous third parties as a best place to work and a top employer, underscoring our efforts to give associates an environment where they can do their best, every day.

When it comes to Schneider’s responsibilities to our workforce and society, we seek to be a leader that advocates for safety and wellness across the entire transportation industry and builds a workforce that is diverse and celebrates each associate’s unique background and perspective.

Supporting our workforce

Creating a workplace where associates see opportunities for advancement and to enhance their professional skills is key to our commitment to offer career growth and a culture of respect. Schneider associates have paid time off that can be used at their discretion, health care benefits, tuition reimbursement, career path planning and various trainings related to DEI, leadership and specific career skills. Through active listening, surveys and other feedback mechanisms, we continuously evolve and better serve our associates.

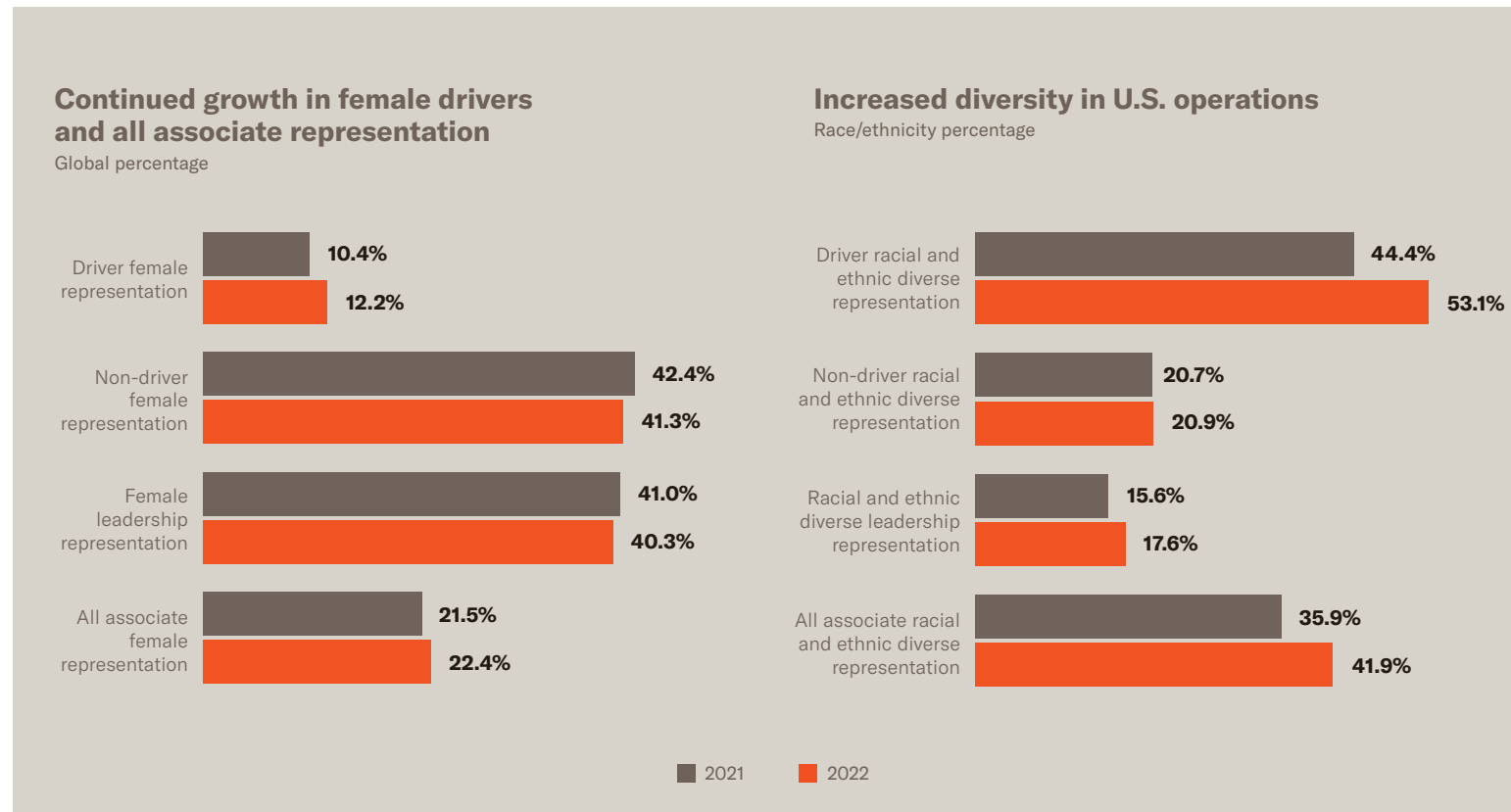


Driving DEI initiatives

In 2022, DEI conversations headlined many of our internal communications, leading to open, honest and productive discussions. We required all Schneider leaders to complete unconscious bias training in 2022 with remaining associates completing the training in 2023; at the end of 2022 we had a 99% compliance rate. Anti-harassment training is also required for all associates; at the end of 2022 we had a 99% compliance rate. To go a step beyond required DEI trainings, Schneider also asked each line of service to build inclusion plans into their operating plans.



We embrace and seek out diversity that is inclusive of thought, race, ethnicity, gender, age, religion, sexual orientation, experience and background. We believe diversity fuels innovation, inspires creativity, betters strategic thinking and cultivates strong leadership. Through our hiring, training, education and development programs, Schneider nurtures an inclusive environment where associates feel safe, supported and empowered to share their opinions, experiences and ideas. We are continually working to meet the needs of all associates, including associates with disabilities, by actively evaluating and removing barriers to accessibility.





Bringing inclusivity in the workplace to the forefront

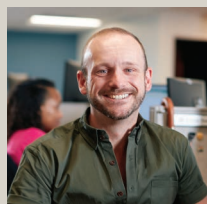
Our Business Resource Groups (BRGs) continue to grow in membership and number each year, given the large focus on employee growth via career development, networking and mentoring. BRGs are a crucial component of Schneider culture, allowing associates to share common identities and values to build their community and sense of belonging in the workplace.



The LGBTQIA+ Alliance BRG was created in 2022 with a key focus on education, inclusion and outreach. For the coming year, the BRG has a full calendar of events, ranging from Pride celebrations in June to educational events about the importance of pronouns and inclusive language.

“The existence of this BRG says to all our queer employees, ‘You are not only welcome here, but you are celebrated for being your authentic self.’ As a gay man, I struggled to accept my sexuality when I was younger. That struggle impacted me significantly both personally and professionally. My younger self could have gained a lot of confidence if this BRG had existed then.”

– Eddie Dusel, Regional Sales Director in Schneider Transportation Management (STM)



The Young Professionals Network (YPN) BRG, launched in 2021, is open to all young professionals at Schneider.

Its mission is simple – engage, empower and retain young professionals at Schneider through networking and professional development with a hire to retire goal.

“I would use three words to describe the impact I’ve seen over the last year – connection, education and inspiration. We’ve utilized digital platforms like Microsoft Teams and Yammer, which not only allow networking with our own business centers in Green Bay but have extended our reach to field associates in the U.S. and Mexico.”

– Julia Platteter, SHRM-CP, Senior Technical Recruiter



The Schneider Women's Network is the company's longest standing BRG. In 2022, it consistently received positive feedback (95%) as attendees gained professional or personal value and noted they would do something differently in their job as a result of participating in the BRG.

Empowering women in the industry

Schneider is intentional about creating an environment where women drivers feel comfortable and can advance their careers. Women make up 12% of Schneider's drivers and we continue to see an increase year over year. As we look to the next generation of leaders in the industry, 38% of the participants in our leadership mentor program are women.



We are thrilled to see growing numbers of women who are drivers at Schneider and the increase of women in senior leadership positions across the organization, a trend we will actively work to continue.

Kayleigh McCall, Schneider ambassador for Women in Trucking

Kayleigh McCall, a driver and training engineer at Schneider, serves as Women in Trucking (WIT)'s Driver Ambassador. WIT is a non-profit organization with a mission to encourage employment, address obstacles and celebrate the successes of women in the trucking industry. In her ambassador role, Kayleigh leads and organizes efforts to empower and connect women across the trucking industry, as well as assist in developing and sharing career services, mentorship, trainings and scholarships.



“I have been unbelievably fortunate that Schneider facilitates a safe and inclusive culture that empowers women, no matter the age, to discover their passion for driving.”

– Kayleigh McCall, Schneider driver and training engineer



Women in transportation awards



Top 100 Women in the Supply Chain, presented by Supply Chain Digital



Best Employer for Women, presented by Forbes



Top Companies for Women to Work in Transportation, presented by Women in Trucking



Amy Wettstein, regional vice president of Van Truckload, named Top Woman in Transportation to Watch, presented by Women in Trucking

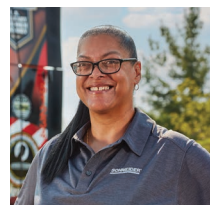




Our heritage of support for military veterans

Schneider is proud to be known as a top military-friendly employer with nearly 14% of associates having a history of military service. Many key leaders at Schneider, including the late Don Schneider, Al Schneider and current executive leaders Rob Reich and Jim Filter are all veterans. Our history has bolstered our long-standing commitment to supporting long-term, civilian careers for veterans.

Through the Military Apprenticeship Program, Schneider actively recruits veterans participating in this 12-month program between the Department of Labor, Department of Veterans Affairs and Schneider to provide a way for service members to learn a new trade/skill while using their GI Bill benefits. In 2022, we had 540 employees participate in the program.



Case study:
Patrice Cook,
Schneider's 2022 Ride of Pride driver

Professional driver and U.S. Army Veteran Patrice Cook has been with Schneider for five years, and she is the first woman to hold the Schneider Ride of Pride title. Patrice began her military career as a transport motor operator shortly after high school, setting off what would turn out to be a 24-year military driving career. In December 2022, Patrice took part in the Wreaths Across America official Escort to Arlington that delivered beautiful balsam fir wreaths to the cemetery to honor fallen military veterans. Three other Schneider drivers joined Patrice in delivering wreaths to national cemeteries across the country.



"I see it as my role to communicate our core values and explain how I've incorporated them into my career. I can help those new to the industry, plus I can be a conduit between drivers already at Schneider and associates in the corporate office."

– Wes Arnott,
23 year-Schneider driver
and Driver Ambassador

Schneider Driver Ambassador Program

The Schneider Driver Ambassador Program, started in 2022, is key to capturing timely insights from our associates. Ambassadors have at least three years of driving experience and consist of van truckload, intermodal and bulk drivers. In their role, ambassadors can share experiences and best practices from working at Schneider and improve the connectivity of associates across the organization. They participate in events, recruit other drivers, help test new technology and serve as mentors.



Supporting educational and career-building opportunities

Investing in and training our office, driver, shop and warehouse associates is crucial to attracting talent and creating leaders at Schneider. We offer training, career mobility, informal mentoring and succession planning to realize the potential of all associates.

Some of the most noteworthy opportunities include:

- › **Accelerated Development Program**
The two-year program offered for exempt associates to “accelerate” their career by building leadership skills. In 2022, 97 associates participated in the program, 68% are diverse.
- › **LEAD Program for front line associates**
This nine-month program had 30 participants in 2022 and is geared toward associates looking to progress into leadership roles.
- › **LEAD Driver Program (coming in 2023)**
This nine-month program provides a venue for drivers to take advantage of development opportunities, explore leadership interest, expand networks and showcase their potential.
- › **Mechanic High Potential Program**
This one-year program had 20 participants, 40% were diverse.
- › **Mentor Program for senior leaders**
This 18-month program afforded 31 associates at the senior leadership level opportunities to continue to grow their skills. 55% of program participants are diverse.





Safety first and always

Safety is Schneider's number one priority and one of our four core values. We hold ourselves to best-in-class policies, procedures and safety audits that exceed federal mandates.

Schneider recognizes yearly career milestones that exemplify safety and excellence including the Million Mile Driver Award, the Consecutive Safe Driving Award and induction into the Haul of Fame. We honor each million miles of accident-free driving and each five consecutive years of safe driving. To be eligible for the Haul of Fame, a driver must accumulate three million safe driving miles or 20 consecutive years of safe driving without a preventable accident. We are proud that 10 current drivers have achieved four million safe driving miles. In our company history, two drivers achieved the remarkable accomplishment of five million safe driving miles.

"Driving is one of the noblest professions and we are proud to honor our drivers. Receiving these prestigious awards is no easy feat – some requiring a record of three million safe driving miles or 20 years of consecutive safe driving – we're incredibly thankful to have these professionals going the distance."

– Mark Rourke, President and Chief Executive Officer, with Ernie Wylds, Schneider driver with four million safe miles



Significant safety-enhancing equipment and technology investments

Schneider continues to adapt original equipment to better serve our drivers and keep them safe on the road.



- › Collision mitigation system.
- › Side guard assist.
- › Automated transmissions.
- › Side-mounted cameras.
- › Real-time truck sensor monitoring.
- › Enhanced electronic stability control.
- › Driver tablets.

In 2022, Schneider honored 250 drivers who achieved career milestones in these three categories:

- › 35 drivers were inducted into Schneider's Haul of Fame – plaques with their names were installed on the Haul of Fame wall at our corporate headquarters in Green Bay, WI.
- › 95 drivers earned Million Mile awards by driving over one million miles and remaining accident free.
- › 120 drivers earned a Consecutive Safe Driving Award, joining more than 1,000 active Schneider drivers who have attained at least one of the consecutive safe driving milestones.



As of the end of 2022, Schneider has 990 active company drivers who have received Million Mile Driver or Consecutive Safe Driving Awards as well as 85 driving instructors who are award alumni.

A focus on associate and driver health and safety

Protecting our customers' freight along with drivers, diesel technicians and office and warehouse associates is of utmost priority at Schneider. Here are some of the processes and technologies we implement across our fleet:

- › Conducting pre-work screening for jobs with high physical demands to ensure that associates can complete tasks without injury.
- › 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; Schneider was a proud sponsor of Drowsy Driving Prevention Week in November 2022.
- › Implementing the latest safety and accident mitigation technology, injury prevention and triage services.
- › Facilitating hands-on onboarding classes for new associates from day one and offering safety and defensive driving courses for young drivers in our communities.

Being a responsible member of the communities in which we operate

Philanthropic giving

DEI grant program



Philanthropic and charitable giving through the Schneider Foundation

One of Schneider's ongoing priorities is a commitment to supporting the communities where our associates live and work. Each year, we set aside a portion of Schneider's annual profits to support nearly 400 organizations, centering around four key areas of giving – arts and culture, education, children and health and human services.

Additional charitable giving comes from many sources including direct and in-kind donations and funding from internal Schneider initiatives like our Pay it Forward program, Dollars for Doers and the Giving Orange Fund.

We support our associates' volunteer efforts to better their communities and are in turn prepared to support them in times of need. In 2022, the Schneider Foundation donated \$2.5M in grants to support and provide relief for our local communities.

United Way

Schneider has been a strong supporter of the United Way for decades – through both individual associate contributions and Foundation contributions. In Brown County, WI, Schneider consistently appears as one of their top five corporate donors. In 2022, the campaign took an online and in-person approach – including electronic bingo and an online PTO auction. In the end, the enterprise exceeded its initial donation goal and raised a total of \$411,600 through the campaigns.

In-kind

Schneider drivers and trucks are the backbone of our enterprise and one of the most noticeable aspects of our brand. That's why it leaves an impression when a Schneider truck and professional driver show up to transport a load for charity at no cost. In 2022, we transported 50 in-kind loads valued at approximately \$75,000.

In Riverside, California, Schneider worked with customer Floor & Décor to give back to nonprofit organization Habitat for Humanity. When Floor & Décor wanted to donate bathroom vanities to the nonprofit, Schneider volunteered to donate the transportation and delivery of multiple loads.



Driver Team Leader David Cupples, who leads the Floor & Décor dedicated fleet in Riverside, said: *"This experience has been a highlight for me and it upholds Schneider's goal of giving back to the communities where associates live and work. It's huge that we can impact charities local to our associates. When you see your company is giving back to your neighborhood, it feels good."*



Foundation donations

Foundation grants are given out directly to organizations in the communities where Schneider associates live, work and volunteer. We believe that by giving back, we all move ahead. In addition, field locations of significant size have their own budget that they allocate to support eligible causes in their neighborhoods. Some examples include:

- › Atlanta: South Fulton Senior Services, Inc.
- › Charlotte: Time Out Youth.
- › Chicago: Special Olympics Chicago.
- › Columbus/Obetz: Femergy.
- › Dallas: Genesis Center.
- › Gary: Grace Beyond Borders.
- › Harrisburg: American Foundation for Suicide Prevention.
- › Indianapolis: Damar.
- › Laredo: Voz de Ninos.
- › Phoenix: Chavez Elementary School.
- › Portland: Imagine Possibilities.
- › Southern California: Uncommon Good.
- › West Memphis: Project Neuro.



Supporting our associates



Dollars for Doers

Schneider associates generously volunteered 7,390 hours to charities and nonprofits they love in 2022. 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 \$14,750 to some amazing organizations.



Giving Orange

Associates are asked 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 2022, nine associates received a total of \$4,800 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.

DEI grant program

The DEI grant program kicked off in 2020, and in 2022 we completed another round of funding.

We are proud that this program is driven by our associates as every grant request was submitted by an associate and vetted and selected by teams across the enterprise. All grant recipients are organizations making a tangible difference in our associates' communities. In 2022, we supported 40 organizations across North America with \$250,000 in funding. We are proud of the progress we made last year and plan to take further action in 2023.



Spotlighting Schneider DEI grant recipients and their impact

- › **Crowned Scholars (Dallas)**
Host a STEAM camp for science, technology, engineering, arts and math.
- › **Uncommon Good (Los Angeles)**
Fund college tours for low-income, minority students who dream of being the first in their families to attend college.
- › **Girls of Excellence (Atlanta)**
Support a scholarship fund for college-bound high school seniors. The organization also hosts a conference for African-American high school girls on topics like financial literacy, college and career preparations, decision-making and interviewing.
- › **Wisconsin Equal Justice Fund (Green Bay)**
Provide free attorneys to low-income people and families facing non-criminal legal disputes related to housing, employment, domestic violence, family, tribal law, or denial of earned veterans, disability, or other benefits.
- › **Casa Frida Foundation (Mexico)**
Assist members of the LGBTQ+ community fleeing violence and persecution in Mexico.

Truckers Against Trafficking

Awareness is a key tool in combatting trafficking. Schneider hauls a branded Truckers Against Trafficking 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.



Our performance

Sustainable Accounting Standards Board (SASB) table



2022 SASB table: Road transportation standard

Table 1. Sustainability disclosure topics & accounting metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment from Schneider
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	987,306 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	<ul style="list-style-type: none"> ➤ Reduce CO₂ emissions by 7.5 percent per mile by 2025. ➤ Double our intermodal size by 2030, thus reducing CO₂ emissions by an additional 700 million pounds per year. ➤ Achieve a 60 percent reduction in CO₂ emissions per mile by 2035. ➤ Achieve net-zero status by 2035 in all company-owned facilities.
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 14,185,011 GJ (2) 0% (3) 6.82%
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 = 1,457 metric tons (2) SO _x = not available in SmartWay (3) PM ₁₀ = 2.78 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) Zero (2a) Company drivers = 0.0 per million miles (2b) Owner-operators = 0.0 per million miles
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Rate	(1) Voluntary turnover rate = 65.0% (2) Involuntary turnover rate = 11.3%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health	Discussion and analysis	N/A	See page 35 of this Corporate Responsibility Report

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 = 427 or 0.46 per MM
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe driving, (2) Hours-of-service compliance, (3) Driver fitness, (4) Controlled substances/ alcohol, (5) Vehicle maintenance	Quantitative	Percentile	(1) Unsafe driving = 67% (2) Hours-of service compliance = 35% (3) Driver fitness = 11% (4) Controlled substance/alcohol = 4% (5) Vehicle maintenance = 62%
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, cubic meters (m ³)	(1) Number of spills = 13 (2) Aggregate volume of spills = 8.76 cubic meters

Above data does not reflect MLS assets.

Table 2. Activity metrics

SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment from Schneider
TR-RO-000.A	Revenue ton miles (RTM)	Quantitative	RTM	11,274,382,900
TR-RO-000.B	Load factor	Quantitative	Number	80.8%
TR-RO-000.C	Number of employees, number of truck drivers	Quantitative	Number	17,050 total, 11,424 drivers <i>Employee data includes MLS.</i>



Shippers and carriers
[schneider.com](https://www.schneider.com)



Job opportunities
[schneiderjobs.com](https://www.schneiderjobs.com)



Investor relations
[investors.schneider.com](https://www.investors.schneider.com)

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